



DENTAL RECRUITING CASE STUDY

From "Find a Hygienist" to Trusted Talent Scout for a Growing Dental Enterprise



THE CHALLENGE

Almost four years ago, a successful dental practice owner sent a brief two-word email to DJP Right Fit Recruiting Services: "Need hygienist." Those two words spoke volumes – this was a busy practice owner who needed help fast and didn't have time to navigate the complexities of dental recruitment

THE APPROACH

Right Fit Recruiting partnered closely with the practice to understand its culture, structure, and leadership goals. The team implemented a targeted, multi-step approach:

- Cultural & Role Analysis – Conducted discovery sessions with leadership to define skills, personality fit, and long-term goals.
- Targeted Candidate Sourcing – Utilized an extensive professional network and regional dental associations to locate qualified candidates.
- Comprehensive Vetting – Conducted behavioral and technical interviews, followed by reference and background checks.
- Onboarding Support – Assisted with offer structuring, communication and follow up with new hire's progress.

THE RIGHT FIT SOLUTION

What sets DJP Right Fit Recruiting apart from the start was their unique advantage: Recruiting Manager Katlyn Almeida, RDH, brings 20 years of hands-on dental practice experience to every search. As a registered dental hygienist herself, Kate understands the equipment, procedures, scheduling challenges, and the specific roles of each team member in a dental practice.

Kate didn't just fill a position – she found the "right fit." She knew exactly which questions to ask, which skills to assess, and how to evaluate whether a candidate would thrive in the practice's unique environment.



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THE RESULTS:

A Partnership That Grew With the Practice

The initial hygienist placement was just the beginning. The practice owner was so impressed with Kate's recruiting expertise that she became the only recruiter the company relies upon to find top dentists and hygienists in New England.

Over the past three years, the dental practice has experienced remarkable growth, expanding to over 16 offices across the region. Today, when a new office is opened or purchased, the first call the business owner makes is to Kate.

Kate now works hand-in-hand with the practice's Clinical Director to make strategic staffing decisions and assess candidates for multiple locations. She has become an integral part of their growth strategy – essentially serving as their outsourced talent scout.

CLIENT TESTIMONIAL



"My experience working with Deb and Kate has been wonderful. I have been using Deb and Kate's recruiting services for approximately 3 years. Kate, a dental hygienist herself, has a strong understanding to the challenges of finding "the right fit" for a dental office. Deb and Kate are always professional yet relatable which makes for a great working relationship. The confidence I have in Deb and Kate allows me to focus my time on other ongoing day to day tasks."

Kristy W.