



CLINICAL CONSULTING

Clinical Recruitment • Candidate Selection • Workforce Consultancy

Building better healthcare workforces.

CORPORATE CAPABILITY PROFILE

Independent Registered Nurse-led candidate assessment and selection support for healthcare recruitment teams.

An independent clinical assessment layer

KJR works alongside internal recruitment, HR and operational teams, strengthening selection decisions through structured Registered Nurse-led assessment.

01

Align the evidence

Agree the role, essential criteria and the evidence decision-makers need.

02

Screen consistently

Review applications and CVs against the agreed essential criteria.

03

Assess clinically

Structured clinician-led interviews and evidence-based numerical scoring.

04

Recommend clearly

Written reports, evidence scores and Green, Amber or Red recommendations.

KJR strengthens - and does not replace - your recruitment function.

Every shortlisted candidate is:

- Clinically interviewed.
- Evidence-scored.
- Assessed by an experienced Registered Nurse and Clinical Interviewer.
- Presented with a clear professional recommendation.

Your organisation retains the final appointment decision.

A structured clinical assessment and selection process

Stages 1-5: align the criteria, assess the evidence and support a clear decision.

Each stage is structured around the vacancy, agreed clinical criteria and the evidence your decision-makers need.

01

Align the role and criteria

Agree the role, essential clinical requirements and the evidence needed for a confident decision.

02

Screen applications and CVs

Review experience, qualifications and evidence against the agreed essential criteria.

03

Brief candidates realistically

Confirm role understanding, expectations, motivation and readiness before interview.

04

Conduct an RN-led clinical interview

Use structured questions and evidence prompts tailored to the clinical role.

05

Score evidence and suitability

Assess clinical judgement, communication, accountability and professional fit.

The principle

Evidence comes before opinion - creating fairer, more comparable decisions.

From recommendation to retention support

Stages 6-10 turn assessment evidence into a clear appointment decision.

KJR manages recommendations, outcomes, offer handover and early retention follow-up.

06

Provide a written recommendation

Give the employer a concise evidence summary and professional recommendation.

7-8

Manage interviews and communicate outcomes

Coordinate arrangements, keep candidates informed and share interview outcomes respectfully.

09

Support offer and onboarding handover

Maintain momentum from appointment decision to successful handover.

10

Follow up after appointment

Identify early retention concerns and capture learning for the next campaign.

A complete candidate journey. Clear communication at every stage.

Clear recommendations, supported by evidence

Every interviewed candidate receives a numerical score, a concise evidence summary and one of three professional recommendations. The rating reflects evidence against the agreed clinical, behavioural and professional criteria - not interview impression alone.

GREEN

Recommended

Meets essential criteria and demonstrates strong evidence of suitability.

AMBER

Recommended with considerations

Potentially appointable, with clarification, development or support identified.

RED

Not recommended

Does not currently demonstrate the required evidence against the agreed criteria.

Final accountability

KJR advises. Your organisation retains the final appointment decision.

Clinical credibility is built in

15 years

**Nursing practice
and leadership**

Band 7

**Emergency-care
Charge Nurse**

5 years

**Functional health
assessment**

2 years

**Clinical
Interviewer
role**

Kevin Roy | Founder & Director

KJR combines frontline healthcare leadership, functional assessment and practical clinical interviewing experience.

Frontline clinical leadership

Registered Nurse since 2011, progressing from Band 5 Staff Nurse to Band 7 Charge Nurse in emergency care.

Clinical interviewing

Highly experienced in interviewing and recruitment within NHS clinical services during senior Band 6/7 leadership roles, alongside two years of specialist Clinical Interviewer experience assessing doctors, registered nurses and physiotherapists for Functional Assessor positions.

Evidence-led judgement

A structured approach to role criteria, questioning, scoring and recommendations grounded in healthcare practice.

For clients, this means

Advice from someone who has delivered care, led clinicians, assessed function and selected healthcare professionals.

Choose your level of support

KJR's primary service strengthens clinical selection within your existing process.
Candidate sourcing can also be included when required.

PRIMARY SERVICE

Clinical assessment & selection support

- Shortlisted candidates supplied by the client.
- Screening against agreed criteria.
- Registered Nurse-led interview and scoring.
- Written assessment report and recommendation.

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Defined recruitment assignment

- Sourcing within agreed vacancy brief.
- The same clinical assessment standard.
- Candidate communication and offer handover.
- Early retention follow-up.

ONE STANDARD

Clinician-led assessment grounded in healthcare practice. Evidence-based scoring creates fairer, comparable decisions. Clear recommendations provide transparent evidence for decision-makers.

Choose the level of support that fits the appointment.

Clinical fit protects retention

Clinical fit supports retention as well as appointment quality.

KJR tests the judgement, accountability, communication and role suitability that support sustainable appointments and help reduce avoidable recruitment, onboarding and training waste.

01 Clinical judgement

Explore prioritisation, decision-making and safe escalation under pressure.

Evidence beyond interview polish.

02 Professional accountability

Assess awareness of limits, duty of care and responsible escalation.

Readiness for safe practice.

03 Communication & teamwork

Explore patient-centred communication and constructive teamwork.

Evidence of integration and fit.

04 Values and retention

Assess integrity, adaptability, role fit and support needs.

Earlier insight can reduce repeat hiring.

Start the conversation

Start with one priority appointment or candidate shortlist.

A first conversation can clarify the role, candidates already identified and the level of independent clinical assessment your organisation needs. Candidate sourcing can also be discussed where required.

Ways to begin

- Clinical candidate assessment and selection support.
- A fixed-fee clinician-led interview and scoring campaign.
- Additional independent clinical interview capacity.
- A recruitment quality or early-retention review.
- A defined vacancy-specific sourcing assignment.

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Building better healthcare workforces - one decision at a time.