

# At the right Time *at the right Place*

## Client stories – achieving success with Hays

Due to increasingly complex legal requirements in the hospital environment, Klinikum Burgenlandkreis GmbH has expanded its expertise internally. Today, a new medical lawyer provides support regarding all legal matters of the hospital.



### The Task

#### Experienced lawyer wanted

Around 1,300 employees work at Klinikum Burgenlandkreis. They care for more than 26,000 in-patients and 41,000 outpatients in the two associated hospitals every year. The legal spectrum that the hospital group has to cover is extremely extensive – from contract and labour law to medical, tenancy and liability law. Initially, the Klinikum Burgenlandkreis relied on the support of external law firms. However, using this solution meant not all topics could be dealt with promptly. Therefore, the clinic management looked for an alternative. An experienced lawyer with special knowledge of labour and medical law was needed who can be contacted on site at any time.



### The Search

#### Success – our optimised tendering process

Thanks to our comprehensive expert database and long-standing personal contacts with specialist lawyers, the search for suitable candidates was not a difficult task. „I had applied to Hays years earlier as part of another job posting and so was already listed in their database“, recalls Friedrich Wolf. „Then one day a Hays employee called and asked how satisfied I was with my current job.“ He just hit the nail on the head, says Wolf. „I wanted to change my professional career for a while, so that call came at just the right time.“

“The detailed research carried out by Hays’ consultants has really paid off.”

**Lars Frohn**  
Hospital General Manager



### The Application Requirements – perfectly fulfilled

During intensive discussions, Wolf and his Hays consultant talked about the requests and requirements of Burgenlandkreis Hospital in detail. „This gave me a very clear picture of what the hospital management expected from their new employee even before the interviews,“ reports Wolf.



### The Appointment All rounder for a variety of tasks

Now well prepared, the lawyer was convincing in both interviews. „We examined all the candidates presented. And Friedrich Wolf convinced us because he already had experience in the hospital sector and is also an expert in labour law,“ says Lars Frohn, managing director of the hospital. And on a personal level it was clear right from the beginning that he was a good fit. That's why Frohn was immediately sure he had made the right choice with Wolf. And he was right: For a year and a half, the lawyer has been ensuring the clinic deals with legal issues directly, comprehensively and internally.



### The Main Points Detailed research pays off

The Klinikum Burgenlandkreis was looking for a specialist with knowledge in labour and medical law. Despite these high demands, the first suggestion of Hays was a direct hit. Hospital managing director Lars Frohn attributes this above all to the good and careful preparatory work by Hays. „The detailed research carried out by the Hays consultants really paid off,“ Frohn emphasises. All the applicants were, in principle, well qualified. Hays had not only paid attention to the professional qualifications we required, but had also taken into account the soft skills of these potential new employees. „This put us in the very comfortable position of being able to select the right candidate from a handful of technically suitable prospects,“ emphasises Lars Frohn.



### Conclusion

Looking back, hospital lawyer Friedrich Wolf and managing director Lars Frohn agree: Working with Hays was a complete success for both sides. „Confidentiality and discretion as well as direct and open communication characterised the entire application process,“ Wolf recalls. He was particularly impressed by Hays' sustainable approach. „I could always sense how important it was for Hays that both sides were a good fit for each other.“ Hays has consistently supported him since day one – even after starting the job. „Hays brought me together with my employer of choice and provided me with first-class support through to signing the contract until now,“ sums up Friedrich Wolf.

