

# Sumo Medical Staffing

How they eliminated unqualified applicants and hired a 12-year veteran NP in 4 days with NPHire

## THE CHALLENGE *Drowning in Noise, Starving for Quality*

“A lot of the other job platforms, we're getting people who aren't even in healthcare. Like, I've had construction workers, I've had janitors, I've had... I mean, you name it, I've even had somebody who worked at Subway.

- **Kanani Nelson, Physician Recruiter at Sumo Medical Staffing**, describes the reality of using traditional job boards

**200**  
coverage days  
lost per month

When Sumo lost 200 days per month of coverage due to contract changes with Indian Health Service and VA Health at the beginning of the year, **they needed a solution, fast.**

- **Recycling the same candidates** across multiple platforms with no fresh talent
- **Wasting hours vetting** unqualified applicants who looked good on paper but lacked the specialized experience clients demanded
- **Lack of transparency** in candidate qualifications making it difficult to have honest conversations about fit
- **Limited job post customization** on platforms that scraped their website and cut marketing to a single paragraph

## THE SOLUTION *A Platform Built for NP Quality*

Sumo Medical Staffing discovered NPHire through a CEO connection and immediately noticed the difference. **What stood out immediately:**

 <p><b>NP-Only</b> Specialized focus on nurse practitioners only - no noise from unrelated professions</p>	 <p><b>Vetted Candidates</b> Higher caliber candidates with verified credentials and relevant experience</p>	 <p><b>Full Control</b> Complete job post control - rates, licensing, certifications, all of it</p>	 <p><b>Transparency</b> Transparent candidate profiles making vetting faster and more effective</p>
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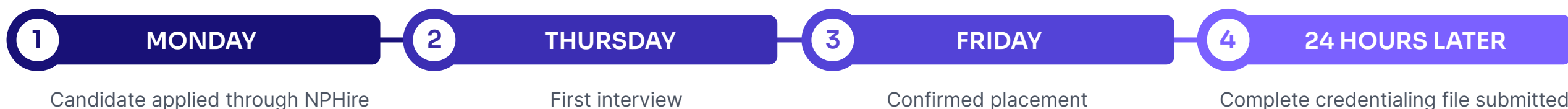
“When I looked at it first, one thing that stood out to me was just the caliber of people that you had. The ease of use of the platform, too, and just the way we'd be able to market a little bit differently than what you do with Nursing Job Cafe and some of the other websites.

- **Kanani Nelson, Physician Recruiter, Sumo Medical Staffing**

## THE RESULTS *From Application to Confirmation in 4 Days*

### THE CANDIDATE

- Hematology/oncology nurse practitioner
- 12 years of experience (first as RN, then as NP)
- Had 4 competing offers from different hospitals
- Turned down higher-paying offers to accept Sumo's placement



### THE CONTRACT

- 6-month initial placement
- Potential extension to 1-2 years
- Client is realigning their entire practice to fit the candidate's skill set

“I could not have asked for a better candidate. He is primo. Like, he's my number one person right now... It was the fastest, smoothest presentation confirmation process and credentialing.

- **Kanani Nelson**

## BEYOND ONE HIRE

### Measurable Improvements Across the Board

#### Quality Improvements

- **Zero non-healthcare applicants** (vs. daily occurrences on other platforms)
- Occasional RNs finishing NP studies, but **100% nursing-related candidates**
- Significantly higher percentage of **candidates with specialized experience**

#### Time Savings

- **Easier candidate vetting** due to transparent profiles
- **More productive conversations** about fit and alternative positions
- **Reduced time wasted** on unqualified applicants

#### Process Improvements

- **"Starting a lot more conversations that I think weren't there in the first place"**
- **Better ability to match candidates** to alternative positions when primary role isn't a fit
- **More responsive candidates** are actively engaged on the platform

## WHAT MAKES NPHIRE DIFFERENT

When asked to describe NPHire to another staffing firm, Kanani's response was immediate:

“ This is the place to go to find your candidates, like, with all certainty. Like, if you want to find high-quality candidates, this is your place. ”

1

#### Specialized Platform = Specialized Results

Only nurse practitioners, no noise from unrelated professions

2

#### Quality Over Quantity

Platform attracts experienced, engaged NPs actively seeking positions

3

#### Transparency That Speeds Decisions

Complete profiles enable honest conversations and faster vetting

4

#### Marketing Control

Post detailed requirements without character limits or formatting restrictions positions

5

#### Active Candidate Pool

Responsive professionals who engage quickly with opportunities

## NPHIRE AS A CORE STRATEGY

Sumo Medical Staffing isn't treating NPHire as just another job board - it's become a foundational tool for rebuilding their APP coverage after losing 200 days per month.

“ Having something like this is just going to provide us the tool that was missing in our toolkit, honestly. We aren't recycling candidates anymore, we're actually getting good quality candidates multiple times throughout the day through this. ”

“ When I think about where to go to look for candidates, it's you first for NPs, without absolute certainty. You're one of my very first places to go. ”



#### First Stop for NPs

NPHire is now the first place they go for NP positions



#### Full Team Training

Training the entire team to maximize platform utilization



#### Quality over Volume

Focusing on quality engagement over volume posting

## Ready to Upgrade Your NP Recruiting?

[Start Your Free Trial](#)

[Schedule a Demo](#)

Stop wasting time on unqualified applicants. Join staffing firms like Sumo Medical Staffing, which are finding specialized, experienced nurse practitioners in days, not months.



NPHire is the specialized hiring platform built exclusively for nurse practitioners. We help healthcare facilities and staffing agencies connect with qualified, experienced NPs who are actively seeking their next opportunity - without the noise of unrelated professions cluttering your pipeline.



Sumo Medical Staffing specializes in locum tenens placements for physicians and advanced practice providers across surgical specialties, OB/GYN, urology, and specialized APP roles. After losing significant contract coverage in early 2025, they turned to NPHire to rebuild their APP candidate pipeline with quality over quantity.