

SINGLE SOURCE CERTIFICATION

Authority is requested to make the following purchase under the provision of USF System Regulation USF4.02010(IV)(A)(2)(b) as a non-competitive purchase available from only one source. By submitting this form, department acknowledges that existing [exemptions](#) will not apply to this purchase. Single source requests exceeding \$75,000 must be signed by a Procurement Director and posted publicly for (3) business days.

DATE: 02/27/23

ITEM(S): Executive Search Firm

PRICE: \$ 84994.39

FUND #: 18300/94587

SUPPLIER ID: 0000097481

REQUISITION#: _____

SUPPLIER NAME: Curative Talent, LLC

FEDERAL GRANT: Y N

In your words, describe the equipment, commodity, or contractual service. Explain how these specifications are essential to the accomplishment of your work:

We are currently searching for a Division Chief for the Division of Allergy & Immunology. Using an Executive Search firm is essential as the talent pool is very niche across the United States. We are seeking a Physician-Scientist, in mid-to-late career with a proven track record making the search pool even smaller. Curative Talent is an Executive Search Firm leveraging data, technology, and industry expertise to intelligently sources candidates faster. With their integration with Doximity they are uniquely advantaged to aid in Research recruitments.

In your own words, describe the reason(s) the item is not subject to competition from other sources and how the stated specification(s) restrict the requisition to only one supplier. Description may include unique features/compatibility/specifications/availability/delivery time frame etc. (Note: Price is not a valid reason).

In 2020, Doximity acquired THMED, a leading healthcare staffing solutions company, and launched the Curative Brand to reflect the integration with Doximity's technology and network. They have developed a first-ever business model for healthcare staffing that uses technology to re-engineer delivery by focusing on personalized search that connects medical groups and healthcare facilities with a far-reaching network of highly qualified and vetted practitioners. Nearly 70% of all doctors and 45% of all APPs use the Doximity Network making them a premier partner in this niche executive level search.

In your own words, describe the due diligence conducted to validate this supplier as Single Source. Description SHOULD list all other suppliers with item(s)/service(s) with similar functions, your efforts to identify other suppliers, and why these suppliers would not qualify to submit a competitive quote.

There are several other physician staffing agencies that we have historically partnered with, some we have long-standing working relationships (Pinnacle Group), and some we frequent for Executive level positions (Korn Ferry). Others have been used due to their rapport for specific subspecialty groups (i.e. Merritt Hawkins). However, in the growing field and demand for Translational Scientists (capability to conduct both Clinical Research and Basic Science) and the capability to identify talent in a small, niche subspecialty of Allergy & Immunology with a proven track record in grant funding we had to identify the search firms which would yield the greatest opportunity for success. The database and integration with a widely cast network such as Doximity makes them an outlier among the rest and the reason for their selection.

Approved By (Procurement) **DATE**
 Authority: USF4.02010(IV)(A)(2)(b)

START 5/01/2023 END 5/04/2023 _____
PUBLIC POSTING DATES

Last Modified: 05/10/2021

OFFICE OF THE UNIVERSITY CONTROLLER, PROCUREMENT SERVICES

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