



CLINICAL EMPLOYMENT APPLICATION GUIDE

Purpose • Preparation • Scoring • Expectations • Success Strategy

WHY THIS APPLICATION MATTERS

At Impireum, this is not a standard application—it is a **structured clinical assessment system** designed to evaluate your readiness to operate in a high-performance environment.

This application measures:

- Your clinical qualifications and licensure readiness
- Your ability to work across **multi-state and telehealth environments**
- Your alignment with our **Trust & Performance model**
- Your ability to operate within a **KPI-driven system**
- Your clinical judgment and real-world decision-making

Important:

A strong application may serve as your **primary evaluation** and may allow you to **advance without a traditional interview**.

HOW YOUR APPLICATION IS EVALUATED

Your responses are automatically assessed using a structured scoring system across key categories:

- Multi-State Readiness
- Telehealth Capability
- VA / Veteran Experience (if applicable)
- KPI & Documentation Discipline
- Clinical Judgment
- Compliance Awareness
- Technology Proficiency
- Culture & Performance Alignment
- Availability & Schedule Strength
- Education & Credential Alignment

These scores contribute to:

- **Total Candidate Score**
- **Candidate Tier (1–4)**
- **Auto Recommendation (Hire / Interview / Review / Hold)**



- **Risk Flags (if applicable)**

This allows leadership to make **fast, objective, and data-driven hiring decisions**.

TRUST & PERFORMANCE MODEL (CORE EXPECTATION)

All candidates are evaluated based on Impireum's core framework:

- **Trust** → reliability, accountability, professionalism
- **Performance** → execution, productivity, clinical outcomes

Your application responses are used to project where you fall within this model and your **growth potential within the organization**.

REQUIRED PREPARATION (BEFORE YOU START)

To complete the application successfully, prepare the following:

REQUIRED FOR ALL APPLICANTS

- Updated Resume / CV

REQUIRED FOR CLINICAL ROLES

- Active Professional License(s)
- DEA License (if applicable)
- Controlled Substance Registration (CSR) (if applicable)
- Board Certification(s) or credentials
- Additional State Licenses (if applicable)

OPTIONAL BUT STRONGLY RECOMMENDED

- Specialty certifications
- Malpractice insurance documentation
- Supporting credentials

Important:

You will not be able to proceed without required uploads.

Incomplete submissions may result in **automatic disqualification**.



HOW THE APPLICATION WORKS

The form is now **fully dynamic and intelligent**:

- Questions adapt based on your responses
- Only relevant sections are shown
- Scenario-based questions assess real-world thinking
- Required uploads unlock progression
- Scoring occurs in the background

This ensures a **personalized and efficient experience** aligned with your role.

ESTIMATED COMPLETION TIME

- Prepared applicants: **10–15 minutes**
- Average applicants: **20–30 minutes**
- Unprepared applicants: may take significantly longer

Preparation directly improves both **speed and outcome quality**.

HOW TO STAND OUT (FOR SCORING SYSTEM)

Top candidates consistently:

- Provide **clear, structured responses**
 - Demonstrate **strong clinical judgment**
 - Show understanding of **telehealth and multi-state care delivery**
 - Reflect a **KPI-driven mindset**
 - Show **attention to detail and accountability**
 - Complete all sections **fully and accurately**
-

COMMON MISTAKES TO AVOID

- Skipping required uploads
- Providing vague or incomplete answers
- Rushing scenario-based responses
- Submitting outdated or incorrect documents
- Not reviewing answers before submission

These issues directly impact your **score, tier, and recommendation outcome**.



WHAT HAPPENS AFTER YOU SUBMIT

Your application enters our **Executive Hiring Command System**, where it is:

- Scored automatically
- Tiered (1–4)
- Reviewed by leadership
- Compared against current hiring needs

Possible outcomes:

- **Tier 1 → Fast-Track / Offer Consideration**
- **Tier 2 → Interview**
- **Tier 3 → Manual Review**
- **Tier 4 → Not Selected**

Some candidates may **skip traditional steps entirely** based on strength of application.

FINAL THOUGHT

This application is your opportunity to demonstrate:

- Not just your credentials
- But your **readiness to perform at a high level within Impireum**

Candidates who approach this with **focus, preparation, and professionalism** consistently advance faster and perform stronger within the organization.

CLOSING

We appreciate your interest in Impireum and look forward to evaluating your application through this structured and performance-driven process.