






Nancy

DEM OSS

SENIOR CONSULTANT,
EXECUTIVE SEARCH HEALTHCARE

-  ndemoss@ratliffandtaylor.com
-  704.517.8146
-  [linkedin.com/in/nancy-demoss-73140/](https://www.linkedin.com/in/nancy-demoss-73140/)

Nancy is a Senior Consultant with the Executive Search Healthcare Practice of Ratliff & Taylor where she specializes in senior-level and complex healthcare engagements. Nancy also takes an active role in expanding Ratliff & Taylor’s executive search services in the healthcare community.

Nancy’s superpower is finding professionals most others don’t or can’t and ensuring they have an exceptional candidate experience. She has managed hundreds of senior-level searches resulting in strong, sustainable client and candidate relationships. She is known for her vast network and keeping in contact with many candidates, not just the ones she has placed. Nancy is also proud of her work mentoring and training other recruiters, all of whom have had very successful careers.

Nancy led the Healthcare Delivery team for an international retained search firm over the course of 19 years. She then served as VP of Client Management for a start-up executive search firm before starting her own contract recruiting business. Her healthcare placements include Chief Medical Officers at two Ohio children’s hospitals; multiple Vice Presidents of Talent Acquisition and CHROs; multiple CIOs; as well as many CFOs, VPs of Revenue Cycle, and Chief Nursing Officers.

Nancy proudly recalls a compliment she received: “Nancy DeMoss has a Ph.D. in research/recruiting. She fires with a rifle, not a shotgun.”

EDUCATION

B.A. in English, Penn State University

BEST CAREER ADVICE

You can’t start the next chapter if you keep re-reading the last one.

FAVORITE BOOK

To Kill a Mockingbird - Harper Lee