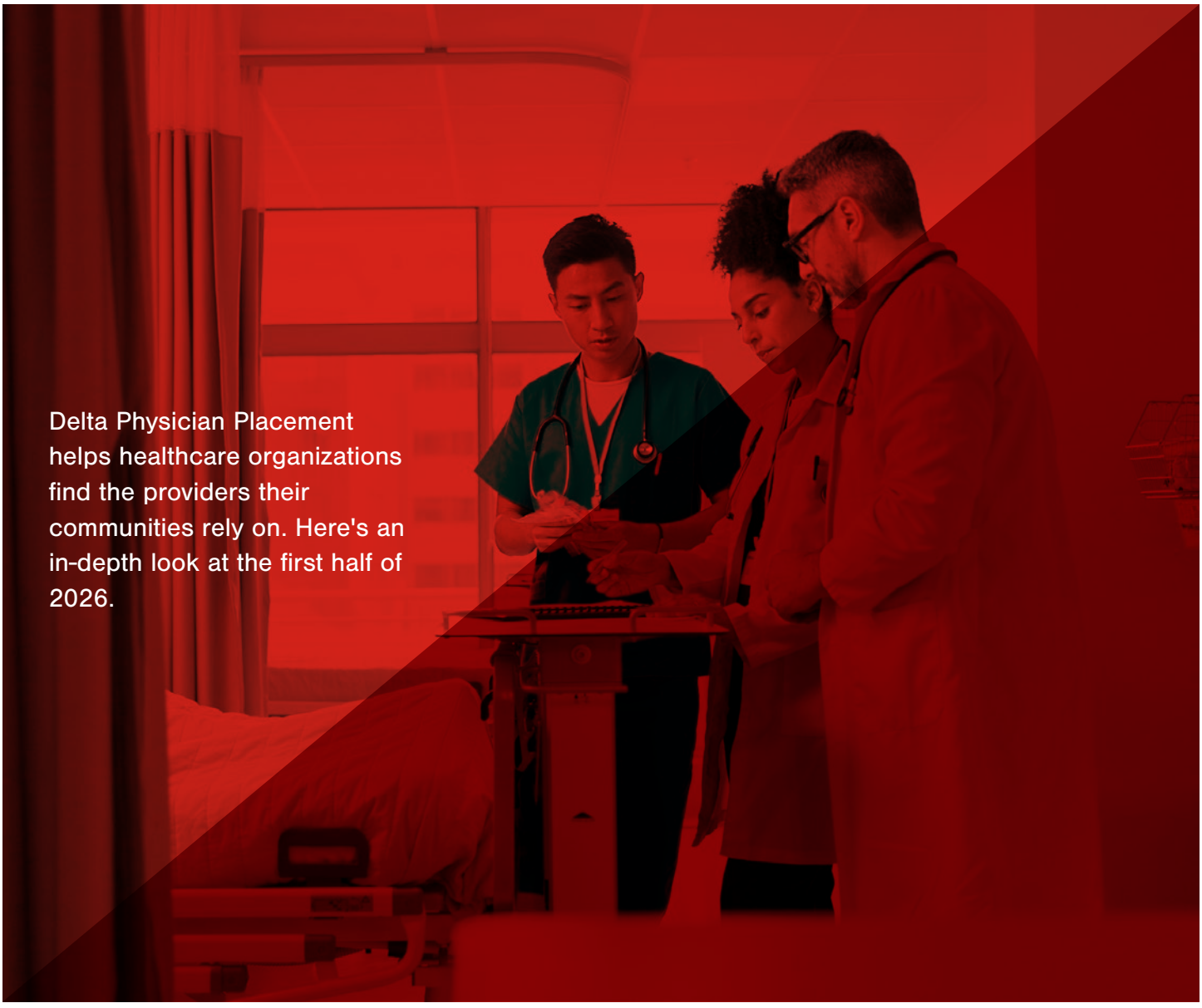
delta physician placement

The Standard

Q4 2026



Delta Physician Placement helps healthcare organizations find the providers their communities rely on. Here's an in-depth look at the first half of 2026.

We're all about experience

Experience breeds passion. Our members are experienced healthcare consultants whose shared passion shows in our customer experience to our partners and communities we serve. This dedicated focus attracts providers who share our drive, whether they are experienced providers or just coming out of residency and fellowship.

Covering every base

We reach thousands of providers through several communication channels such as job boards, social media, conferences, 3rd party sourcing, print, email, and direct calls. Our comprehensive outreach is constantly being evaluated and tweaked to allow us to help organizations fulfill their healthcare staffing needs.

New providers added to our database

The total number of providers added in January–June 2026.

+21,976

Physicians & Non-Physician Professionals

Procurement outreach by channel

Effective search fulfillment efforts by outreach channel from January–June 2026.

5,338,255

emails sent across 1,311 campaigns

63

recruiters and account managers

20

healthcare job-board partners, with data-driven smart job posts

24-hour

provider sourcing through third-party partners

Specialty demand

The top requested searches initiated by Delta Physician Placement

Top Physician Specialties

1. Family Medicine
2. Orthopedic Surgery
3. Radiology
4. Gastroenterology
5. General Surgery
5. Critical Care Medicine

Top Non-Physician Specialties

1. Dentist
2. Dental Hygienist
3. Physical Therapist
4. Nurse Practitioner
5. Licensed Clinical Social Worker

Specialties placed

The top specialties filled by Delta Physician Placement.

Top Physician Specialties

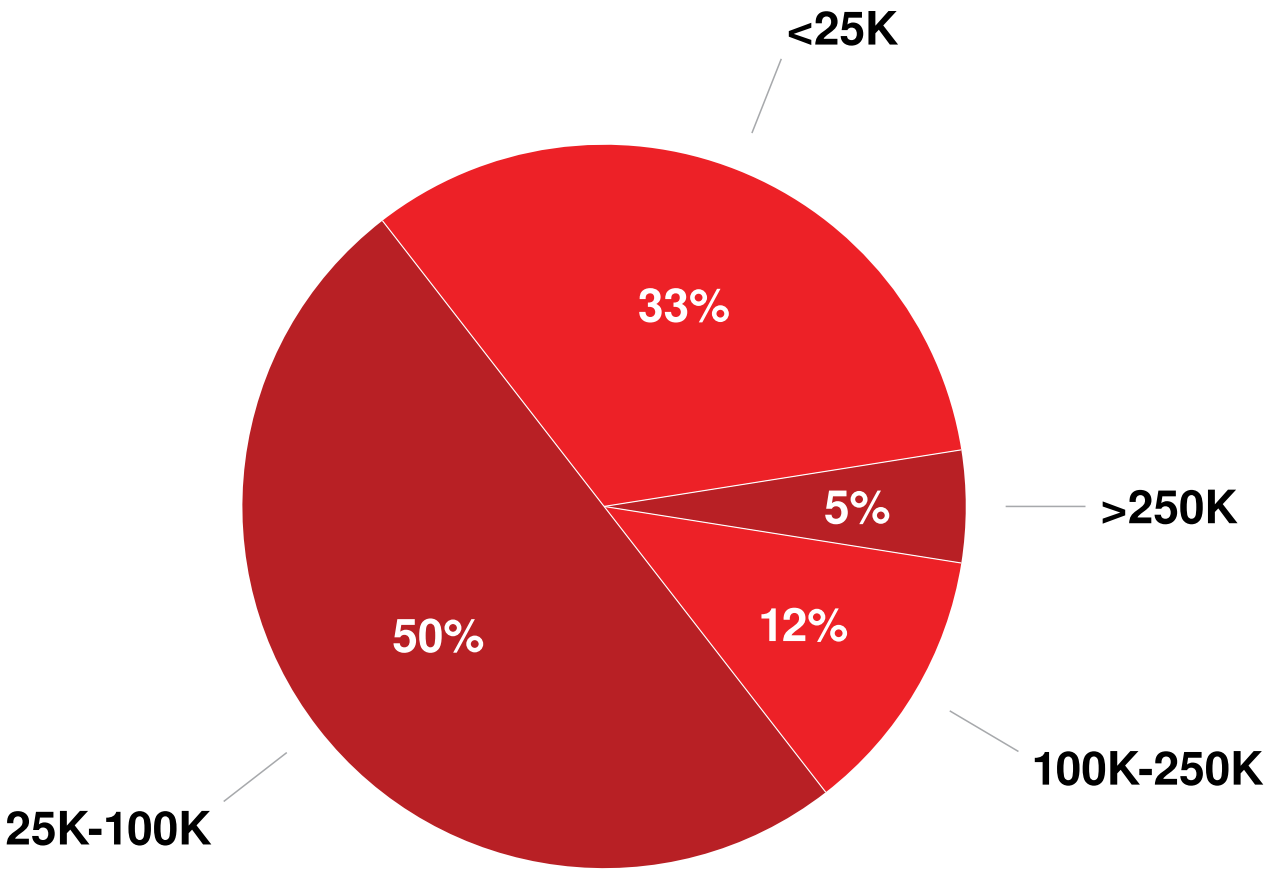
1. Family Medicine
2. Pediatrics
3. Hospitalist
4. Critical Care Medicine
5. Radiology

Top Non-Physician Specialties

1. Dentist
2. Nurse Practitioner
3. Physical Therapist
4. Licensed Clinical Social Worker
5. Dental Hygienist

Placements by population

The amount and percentages of placements made by population size from January–June 2026.



Average Compensation

Placements by Delta Physician Placement over the six-month survey period. The compensation information presented indicates the rate at which providers are choosing to interview or sign.

Physician specialties

Title	Salary	Bonus
Family Medicine	$276,200	$55,600
Pediatrics	$265,000	$22,500
Hospitalist	$265,000	$22,500
Critical Care Medicine	$520,000	$40,000
Radiology	$675,000	$40,000

Non-physician specialties

Title	Salary	Bonus
Dentist	$232,429	$17,286
Nurse Practitioner	$162,500	$10,000
Physical Therapist	$130,000	$7,500
Licensed Clinical Social Worker	$112,500	$10,000
Dental Hygienist	$103,000	$12,500

Awards and recognition

The recognition that matters most comes from the people we serve. These honors reflect independent ratings from our clients and providers, along with the industry standards we hold ourselves to.

2026 Best of Staffing® Client + Talent Awards

More than a decade of ClearlyRated recognition



76%

of our clients rated our service a 9 or 10 out of 10
Industry average: 55%, ClearlyRated 2026

Delta Physician Placement is part of The Delta Companies family, one of the first in our industry certified by The Joint Commission's Health Care Staffing Services program, with certification held continuously since 2008. This certification demonstrates a higher standard of service.

Delta Physician Placement continues to be recognized by Staffing Industry Analysts (SIA) among leading healthcare staffing firms in the U.S.

Member of the National Association of Physician Recruiters (NAPR), which holds members to standards of honesty, integrity, and professional competence.

The Next Generation of Physicians:

What Today's Candidates *Really* Want From Their Careers

Insights from research by Shannon K. Campbell, M.A., Physician Recruiter, and Delta Physician Placement's perspective on evolving physician recruitment strategies.

Healthcare continues to evolve rapidly, and physician recruitment is no exception. As healthcare organizations compete for a limited pool of qualified physicians, understanding what motivates today's candidates has become essential to attracting and retaining the right talent.

Research conducted by Shannon K. Campbell, M.A., explores how physician recruiters are adapting their strategies to better connect with the incoming generation of physicians. Through interviews with physician recruiters experienced in rural healthcare recruitment, Campbell's study identified three key themes impacting successful recruitment: understanding physician motivations, adopting effective attraction strategies, and developing meaningful communication approaches.

The research reinforces an important shift happening across healthcare: physicians are no longer evaluating opportunities based solely on compensation or location. They are looking at the complete picture, including lifestyle, flexibility, professional support, family considerations, and long-term career fit.

1 Physicians are Looking Beyond the Job Description

Historically, recruitment conversations often focused heavily on the role itself: compensation, benefits, responsibilities, and organizational needs. While these factors remain important, today's physicians are increasingly evaluating how an opportunity aligns with their broader goals. Campbell's research found that physician priorities often center around four key areas: community, family needs, work-life balance, and compensation. A successful recruitment strategy requires understanding that physicians are not just choosing a position, but rather where they want to build their career and often their family's future.

At Delta Physician Placement, we've seen this same shift in our conversations with healthcare providers. The strongest matches happen when recruitment goes beyond simply presenting an opportunity. In addition to addressing the basics of practice preference and compensation expectations, we believe the best recruitment conversations explore a physician's ideal lifestyle, the type of community where they can thrive, and the support they need to achieve their career goals.

2 Work-Life Balance has Become a Key Consideration

One of the most significant changes in physician recruitment is the increased emphasis on work-life balance. The next generation of physicians entered the workforce during a time when burnout, flexibility, and sustainable careers have become major healthcare conversations.

Campbell's study found that physicians are seeking opportunities that provide greater flexibility, such as modified schedules, additional time off, telemedicine, and protected administrative or clinic time. This does not mean physicians are less committed to patient care. Instead, it reflects a desire for careers that allow them to provide excellent care while also maintaining personal sustainability. By taking the time to understand both the professional and personal priorities driving a physician's decision, healthcare organizations are better positioned to create connections that lead to lasting placements.

Healthcare organizations that recognize this shift have an opportunity to differentiate themselves. Flexibility, strong leadership, and a positive culture can be just as influential as traditional recruitment incentives.

3 The Candidate Experience Starts with the First Conversation

Recruitment is ultimately about relationships. Every interaction a physician has with an organization influences their overall perception. Campbell's research highlights the importance of early communication, noting that the first conversation should establish expectations and provide the foundation for building trust. Delta Physician Placement believes effective recruitment is built on partnership and transparent communication.

Physicians should feel informed, respected, and supported throughout the process, whether they ultimately accept an opportunity or determine it is not the right fit.

4 The Future of Physician Recruitment is Personal

As healthcare organizations continue navigating physician shortages and changing workforce expectations, recruitment strategies must evolve. Successful organizations will be those willing to listen, adapt, and prioritize purposeful connections.

Campbell's research highlights that attracting top physician talent requires more than a competitive offer. It requires understanding physician priorities, involving key stakeholders, communicating authentically, and creating a clear picture of what life and practice will look like. The future of physician recruitment is not about finding just any candidate. It is about finding the right match, one where physicians feel valued and positioned for long-term success.

For nearly 30 years, Delta Physician Placement has continued to adapt to an evolving recruiting landscape to better serve our partners. Our recruiting team performs onsite visits where they can gather firsthand knowledge of an opportunity and learn about the position, community, and key stakeholders. This approach allows us to provide informed strategic guidance and create a personalized recruitment experience tailored to an organization's unique needs, culture, and approach to care.

About the Research

This article incorporates findings from "Attracting Top Talent from the Incoming Physician Generation: An Interview Study through the Lens of the Social Exchange Theory" by Shannon K. Campbell, M.A., Physician Recruiter. Campbell's research examines how physician recruiters communicate with and attract the next generation of physician talent, with a focus on rural healthcare recruitment strategies.

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