



MATCHING DOCTORS TO DESTINATIONS

A Comparative Look at Germany's Leading Physician Recruitment Agencies

DOCSTR GmbH

Pacura Doc GmbH

HiPo Executive

akut Doc

Manpower Medical

Medical Talent GmbH

Medici Vermittlung GmbH

At a Glance

All seven agencies place physicians from assistant doctors to chief specialists, into German hospitals and clinics, primarily through temporary staffing and permanent placement. Here's how they compare:

Company	Who are they ?	What do they do ?	Why do they succeed?	Standout Edge	Relevance for Oman
DOCSTR GmbH	Multi-city German staffing brand.	Nationwide temporary staffing and permanent placement, all seniority levels, runs its own CME academy.	Full- service support, above tariff pay, strong “worry free” brand.	In-house training academy paired with staffing.	Model for pairing recruitment with upskilling
Pacura DOC GmbH	Nationwide firm under the Arano Group	Staff leasing and permanent placement of doctors and therapists; 2500+ clinic clients	Short notice periods, easy doctor swapping guarantees	Risk-reversal service design that lowers client hesitation	Playbook for building trust with hospitals new to outsourced staffing.
HiPo Executive	Founded in 2011; market leading specialist recruiter	Permanent placement across 17 specialities plus leasing with 30,000+ candidates.	One consultant per speciality, active headhunting on the hidden job market	Deep speciality based headhunting rather than job board matching	Best fit for filling a few senior or niche specialist roles
akut Doc	Medical placement brand within the akut med group	Direct placement and interim leadership solutions for physicians	Discreet, empathetic, high trust approach to sensitive searches	Confidently first culture, ideal for leadership roles.	Reference for discreet, senior level searches
Manpower Medical	Berlin/Main firm operating under ManpowerGroup	Staff leasing,placement, interim staffing and HR outsourcing for healthcare.	Global staffing brand backing givesscale and infrastructure.	Broadest scope: HR outsourcing, care facility and catering services too	Model for one partner covering staffing, onboarding and housing support.
Medical Talent GmbH	Founded in 2019, in Heidelberg	Department level physician and nursing placement; supports further certification	Personalized relationship driven search rather than volume hiring.	Small teams focus on specific departments.	Good fit for small targeted hires rather than mass recruitment.
Medici Vermittlung GmbH	Munich based agency with a highly active online presence.	Nationwide placement into permanent and temporary roles.	Constant social media visibility keeps candidates and clinics engaged	Strongest employer branding and social outreach machine of the group.	Model for a visible pipeline of interested doctors abroad.

DOCSTR GmbH

Headquarters	Nuremberg, Germany
Focus	Temporary and permanent placements, CME academy
Reach	Nationwide, Germany
Website	www.docstr.de
Email	info@docstr.de
Website QR	

DOCSTR (rebranded from "locum doctors") is a German physician-staffing agency operating from four locations; Nuremberg, Munich, Bad Homburg and Neuss, giving it a genuinely nationwide footprint rather than a single-city operation. It positions itself among the top three "Ärztevermittlungen" in the country, working across the full seniority ladder from assistant doctors to specialists.

Its core business spans both temporary staffing (Arbeitnehmerüberlassung, capped at 18 months under German law) and permanent placement, and it layers on a distinctive extra: the DOCSTR Academy, an in-house continuing-education offering for physicians. This pairing of staffing with training is a meaningful differentiator as it doesn't just move doctors between jobs, it also invests in keeping them qualified and current.

Success for DOCSTR is built on a "Rundum-sorglos" (worry-free) service promise: personal consultation, handling of all administrative burden, and above-tariff hourly pay of up to €120 for locum work. This combination of convenience and compensation is what pulls doctors into flexible, temporary work rather than staying in fixed hospital employment.

Pacura Doc GmbH

Headquarters	Düsseldorf, Germany
Focus	Staff leasing and permanent placements of physicians and therapists
Reach	Nationwide, Germany
Website	www.pacura-doc.de
Email	info@pacura-doc.de
Website QR	

Pacura doc is part of the Arano Group, giving it corporate backing and operational scale that smaller boutique agencies lack. It works with more than 2,500 named clinic clients and maintains a pool of over 4,500 available doctors, specializing in both temporary leasing and permanent placement of assistant doctors and specialists, as well as therapists.

What sets its client relationships apart is a deliberate risk-reversal design: clinics can exit a staffing contract with just ten days' notice, and if a placed doctor isn't a good fit, Pacura doc organizes a replacement quickly. Clients can even request a short phone interview with a candidate before the engagement starts, reducing uncertainty on both sides.

This combination of scale (a large, ready pool of doctors) and low-risk contract terms is precisely why hospitals with urgent, unpredictable staffing gaps gravitate toward Pacura doc since it removes much of the commitment anxiety that comes with outsourcing physician staffing.

HiPo Executive

Headquarters	Munich, Germany
Focus	Permanent physician placement across 17 medical specialties
Reach	Nationwide, Germany
Website	www.aerzte-vermittlung.com
Email	info@hipo.de
Website QR	

Founded in 2011, HiPo Executive ("High Potential") markets itself as the market leader in German physician placement, with more than 3,000 successful placements and a candidate database exceeding 30,000 registered doctors. Its focus is permanent placement; from assistant doctors through specialists, spread across 17 distinct medical specialties.

The firm's structural signature is that each consultant works exclusively within a single medical specialty, building deep, focused market knowledge of both the hospitals and the candidates in that field. This is paired with active headhunting: HiPo Executive explicitly targets the "hidden" job market, noting that roughly 80% of physician positions are filled through direct outreach and internal networks rather than public job ads.

This combination of specialist consultants plus proactive candidate sourcing, is what allows HiPo Executive to fill senior and hard-to-reach roles that wouldn't surface through conventional job postings.

akut Doc

Headquarters	Hannover, Germany
Focus	Direct placement & interim leadership solutions for physicians
Reach	Nationwide, Germany
Website	www.akut-doc.de
Email	info@akut-medizin.de
Website QR	

akut Doc operates as the physician-focused brand within the larger akut med Group, which also covers nursing staffing (through other brands) and technical/industrial recruitment. Within that group, akut Doc's mandate is narrow and clear: direct placement and interim (temporary leadership) solutions for doctors, from assistant doctors to specialists.

Its self-described character is serious, trustworthy and solution-oriented that points to a deliberately understated, high-touch approach rather than high-volume shift-filling. The brand explicitly frames its mentality as "quality through empathy," suggesting searches are handled with discretion, particularly suited to sensitive leadership transitions where confidentiality matters as much as clinical fit.

This positioning differentiates akut Doc from higher-volume locum agencies: it is less about filling shift gaps quickly and more about carefully matching senior candidates to roles where reputational and cultural fit carry real weight.

Manpower Medical

Headquarters	Berlin and Mainz, Germany
Focus	Staff leasing, placement, interim staffing and HR sourcing
Reach	Nationwide, Germany
Website	www.manpower-medical.de
Email	info@manpowergroup.de
Website QR	

StegPlus Personal GmbH, based in Berlin and Mainz, was formed through the merger of Shoga GmbH and Stegmed GmbH and now operates under the global ManpowerGroup network, using the "Manpower Medical" brand for its healthcare-facing services. This backing gives it access to cross-industry HR infrastructure well beyond what a standalone medical-staffing boutique could offer.

Its service scope is the broadest of the group: staff leasing, permanent placement, interim staffing, and HR outsourcing for physicians and nursing staff, but it also extends into operating care facilities and providing catering services for healthcare institutions. In other words, Manpower Medical isn't only a placement agency; it can function as an outsourced workforce and facilities partner.

This breadth is what differentiates Manpower Medical: hospitals dealing with them can potentially consolidate several outsourced functions: staffing, HR administration, and even facility-adjacent services, under one relationship instead of managing multiple vendors.

Medical Talent GmbH

Headquarters	Heidelberg, Germany
Focus	Department-level physician and nursing placement.
Reach	Nationwide, Germany
Website	www.medical-talent.de
Email	info@medical-talent.de
Website QR	

Medical Talent GmbH is a small, specialized healthcare recruitment consultancy based in Heidelberg, founded in 2019 and employing between 11 and 50 people. Its size places it firmly in boutique territory compared to the larger, group-backed agencies in this comparison.

The firm places physicians at the Chief physician, Senior physician, specialist levels, as well as nursing staff, typically working on specific, named department-level searches. For example, filling a pediatric chief-physician role or a nephrology specialist position in a defined region. It also supports candidates through further qualification and certification pathways (Weiterbildung, Zusatzbezeichnung), rather than treating placement as a one-off transaction.

Because of its smaller scale, Medical Talent competes not on volume or brand reach but on close, personalized relationships, with both the hospitals defining a precise need and the candidates being guided through often complex German qualification requirements.

Medici Vermittlung GmbH

Headquarters	Munich, Germany
Focus	Temporary and permanent physician placement
Reach	Nationwide, Germany
Website	www.medici-vermittlung.de
Email	info@medici-vermittlung.de
Website QR	

Medici Vermittlung GmbH is a Munich-based agency specializing in nationwide placement of doctors; from assistant doctors to chief physicians, into both permanent roles and short-term locum (Dienstarzt/Vertretungsarzt) positions.

What distinguishes Medici Vermittlung most clearly is its digital presence: it maintains an unusually active footprint across Instagram, Facebook, and LinkedIn, regularly posting open roles, market content and culturally relevant updates. This isn't incidental marketing as it functions as a continuous, always-on recruitment channel that keeps prospective candidates engaged even when they aren't actively job-searching.

Internally, the agency is described as having a strong, fair commission structure and a well-structured onboarding process for its own staff, which supports consistent placement output over time. The combination of visible employer branding and internal operational stability underpins its ability to keep a steady pipeline of both candidates and open roles.

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