

Renay Justice, Recognized by Influential Women, Brings Compassion, Leadership, and Innovation to Healthcare Recruitment

MOORES HILL, IN, UNITED STATES, June 3, 2026 /EINPresswire.com/ -- Indiana-Based Recruitment Professional Leverages More Than 15 Years of Experience in Talent Acquisition, Operations Management, and Healthcare Staffing Excellence

Moore's Hill, Indiana — Renay Justice is a seasoned recruitment professional with more than 15 years of experience specializing in healthcare recruiting and high-volume full-cycle recruitment. Known for her compassionate leadership style, operational expertise, and dedication to relationship-building, Renay has established herself as a respected leader in talent acquisition and healthcare staffing across multiple industries.



Renay began her career in talent acquisition at Procter & Gamble in Cincinnati, Ohio, where she contributed to corporate hiring initiatives and gained recognition for streamlining recruitment processes and improving operational efficiency. Her early experiences provided a strong foundation in business operations, strategic recruiting, coaching, and team leadership—skills that would become central to her long-term professional success.

Over the course of her career, Renay has worked across a broad range of industries and corporate environments. At TopBuild in Daytona Beach, Florida, she managed recruitment efforts for corporate functions including marketing, information technology, legal, and accounting. Her ability to adapt to different business sectors while maintaining a people-centered approach helped strengthen recruitment operations and support organizational growth.

Renay later transitioned into healthcare recruitment with AMN Healthcare, where her leadership and performance quickly distinguished her within the organization. She earned two promotions, advancing from team lead to operations manager while overseeing a dynamic team of up to 18 recruiters. In this role, she managed recruiter training, coaching, requisition assignment strategies, and high-volume recruitment performance metrics. Her leadership focused not only on operational excellence, but also on creating supportive environments where recruiters could thrive professionally while delivering exceptional service to clients and candidates.

A graduate of Indiana University Bloomington, Renay earned her Bachelor of Business Administration in Business and Managerial Economics with an impressive 3.9 GPA while balancing the responsibilities of single parenthood. Her academic achievement reflects the resilience, discipline, and determination that continue to define both her personal and professional journey.

Committed to lifelong learning and professional growth, Renay actively embraces evolving recruitment technologies and artificial intelligence tools to improve efficiency and team performance. She believes staying adaptable and continuously learning are essential qualities in today's rapidly changing workforce landscape. In addition to her professional accomplishments, she volunteers with Habitat for Humanity and remains dedicated to giving back to the community through service and mentorship.

Renay attributes her success to hard work, dedication to learning, and the power of building strong relationships. Balancing work and school as a single parent taught her resilience and perseverance, while earning her degree opened doors to early career opportunities that helped propel her forward professionally.

Mentorship has also played a significant role throughout her life and career. A trusted advisor from Indiana University continues to provide career insight and thought-provoking book recommendations that challenge her thinking and support her growth. Another mentor—someone local who assisted her with childcare while she completed her degree—reinforced an important lesson that continues to guide her perspective: success is never achieved alone. Renay firmly believes that people rise because someone steadied them along the way.

As an advocate for women entering the healthcare and recruitment industries, Renay encourages young professionals to lead with compassion and focus on building authentic relationships. She understands firsthand the pressures hiring managers face in demanding healthcare environments and emphasizes the importance of supporting colleagues while continuously improving the experiences of candidates, managers, and patients alike.

According to Renay, the healthcare recruitment industry continues to face significant challenges, including nursing shortages, high-volume hiring demands, and increasing stress on hiring

managers—issues that became especially pronounced during the COVID-19 pandemic. At the same time, she sees tremendous opportunities through the use of innovative recruitment platforms, digital learning tools, and evolving technologies that can streamline hiring processes and improve workforce outcomes.

Compassion and relationship-building remain at the heart of Renay's professional philosophy. She approaches recruiting with a clear purpose: to improve lives and create better experiences for everyone involved in the process, from job candidates to hiring managers and ultimately the patients receiving care. She believes in working hard, staying open to new opportunities, and continuing to sharpen her skills through educational resources and professional development.

Above all, Renay believes in supporting others, remaining willing to learn, and recognizing opportunities even during difficult moments. Her commitment to empathy, resilience, and continuous improvement continues to shape her leadership style and positively impact the lives of those she serves throughout the healthcare industry and beyond.

Learn More about Renay Justice:

Through her Influential Women profile: <https://influentialwomen.com/connect/Renay-Justice>

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