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Finding a “Real” Job

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Who is this guy?!

- >30 years recruiting physicians
- Conducted lots of interviews
- Reviewed lots of contracts
- Will help you find a job
(locally or nationally)

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Where is he from?

UPMC Horizon & UPMC Jameson

- Community hospitals in western PA
- “Top 100 Hospital” recipients
- Comprehensive array of specialists
- Close proximity to Pittsburgh, Cleveland, Erie

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Why are we stuck with him?

- Transition Timeframe
- Current trends
- Establishing priorities
- Where to Look for Jobs
- Working with recruiters
- Practice Options
- Compensation Factors
- The Interview Process
- Contractual Issues
- Questions to ask

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Transition Timeframe

START EARLY!


SIGN CONTRACT 6+ MOS. IN ADVANCE IF POSSIBLE

• Licensure	(2 - 10 months)
• Hospital Credentialing	(2 - 4 months)
• Insurance Credentialing	(3 - 12 months)
• Housing	(selling old, finding new, moving)
• Family relocation issues:	(schools, day care, etc.)

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Current Trends

- Primary care shortage
- Hospitalist movement
- Employment rather than private practice
- Work Relative Value Units (WRVUs)
- Quality measures
- Social Media



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What do I want??


- Top 3-4 priorities for you (& your family)?
- Establish OWN criteria:
 - community size
 - location
 - proximity to family
 - loan forgiveness
 - practice size
 - inpatient &/or outpatient
 - employed or private
 - clinical or academic
- Don't "kick tires" until you know your priorities
- Organize your options (e.g., spreadsheet)

aafp.org/dam/AAFP/documents/careers/PracticePreference.pdf




Where to look for a job

- Internet (see Attachment 1)
- Personal Networking
- Physician Recruiters
- Residency Program
- Specialty Society and meetings
- Job Fairs
- Journal Advertising



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Working with recruiters

RECRUITMENT FIRMS PAID BY EMPLOYER:

- RETAINED Firms
- CONTINGENCY Firms


"IN-HOUSE" RECRUITERS

Note: Candidates should never pay placement fee



Practice Options

- All Outpatient
- Traditional: Inpat & Outpat
- Hospitalist
- Urgent Care
- Sports Medicine
- Palliative Care
- Academic
- Geriatrics
- Military
- Loan forgiveness site
- Locum Tenens



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Compensation Factors

- Supply and Demand
- Geography
(malpractice climate, payer mix, proximity to metro, HPSA, etc.)
- Apple or Orange?
- Starting salary vs. potential
- Perks

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The Interview Process

2 STEPS:

1. TELEPHONE Interview
2. ON-SITE Interview

Interview Questions (see [Attachment 2](#))

Note: Stay in Touch; Silence = no interest

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Telephone Interview

- Do homework before you call
- Treat as a formal interview - first impression!
- Eliminate distractions
- Before the end of the call:
 - express why you are interested
 - clarify next steps & expectations
- Limit on-site interviews to 3 or 4

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On-Site Interview

- Be prepared
- Clarify interview protocol
(who pays/arranges for travel? include spouse/family?)
- Bring additional CV's/references
- Ask same questions of different people
- Have questions
(judged as much by your questions as your answers)
- Ask for business cards (follow-up & thank you notes)

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Interview Etiquette

- Do...
- Look your best
 - Make eye contact
 - Firm handshake
 - Enthusiasm
 - Relax and be yourself
 - Thank you notes - email OK



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Interview Etiquette

Don't...

- Overuse alcohol
- Focus too much on \$\$
- Burn bridges
- Show up late
- Bring pets, mistress...




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Questions for you to ASK

- Why are they recruiting?
- Patient volume and community demographics?
- Payer mix/reimbursement rates?
- Collection rates/overhead?
- Types of procedures?
- Support staff/nursing/allied staff?
- Colleagues?
- Hours/Call coverage?
- Path to partnership?
- ER Coverage?
- Malpractice?
- Hospital Support?
- Initial marketing efforts?



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Questions for you to ANSWER

- What do you know about our practice?
- What additional information do you need?
- What interests you about our opportunity?
- What are your expectations for our practice?
- Are there specialty areas you would like to focus on?
- What would you like or expect from the hospital/practice?
- What are the 3 or 4 most important issues for you in considering job opportunities?
- What is your time frame for making a decision?
- Are your initial expectations consistent with what you have seen?

see also Attachment 2

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Contractual Issues

- *Choosing an attorney*
- *Contact-person & timeframe for contract discussions*
- *Limit # of drafts*
- *Expected to sign income guarantee?*
- *Overhead-sharing provisions*
- *Ask program director &/or recruiter for advice*

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Contractual Issues - terminology


- *“Non-compete” or “Restrictive Covenant”*
- *Malpractice (occurrence or claims-made?)*
- *Compensation (base + productivity? WRVUs?)*
- *Term*
- *Termination (equal for both parties? without cause?)*

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Remember, you’re on a two-way street...

- *Despite demand & high skill-level, you must still perform. Starting a new doc is a large investment.*
- *You’re part of a business relationship – do what it takes to improve practice*
- *Treat practice as if it’s your own*
- *Multiple moves look bad – do your homework in advance & try to resolve issues if possible*
- *Get involved in the community*



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QUESTIONS???



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ATTACHMENT 1: WEBSITES
(to search for jobs)

www.upmc.com/careers	Opportunities with UPMC Health System
www.medicalstaffrecruiters.com	In-house Physician Recruiters Network
www.fpcareer.com	Family Practice Opportunities
www.practicematch.com	Practice Match and Healthcare Match
www.practiclelink.com	Practice Link
www.doximity.com	Doximity
www.3Bnet.org	Rural Recruitment & Retention Network
www.hospitalistjobs.com	Hospitalist opportunities
www.locumtenens.com	Locum Tenens & Permanent Positions
www.ihirephysicians.com	I Hire Physicians Recruitment Website

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ATTACHMENT 1: WEBSITES
(CV preparation & Salary Surveys)

VITAES/CAREER COUNSELING

- www.aafp.org/home.html
- www.acponline.org/residents_fellows/career_counseling
- www.healthcareers.com

SALARY SURVEYS

www.ama-assn.org	American Medical Assn.
www.amga.org	American Medical Group Assn.
www.haygroup.com	The Hay Group
www.mgma.com	Medical Group Management Assn.
www.merrithawkins.com	Merritt, Hawkins & Assocs.
www.practisesupport.com	Practice Support Resources, Inc.
www.sullivancotter.com	Sullivan, Cotter & Assocs.
www.merchr.com	William M. Mercer

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ATTACHMENT 2: Questions you should ask

- 1. What are the long-term goals of the practice with regard to type of practice, number of physicians and type of patients you would be seeing?
- 2. What type of EMR does the practice use (& hospital EMR if applicable)?
- 3. What is the typical patient load for each physician?
- 4. How does the evening and weekend call schedule work?
- 5. What are the practice members' levels of training and expertise?
- 6. In what other medical activities are the practice members involved? Part-time teaching appointments? Specialty society activities?
- 7. To what types of patients will you be providing care? What type get referred out?
- 8. What types of procedures do you perform in the office?
- 9. How are the decisions made in the practice (e.g., hiring, scheduling, financial)?
- 10. Do any of the physicians' spouses work in the practice?
- 11. How many & what type of clinic staff are shared/exclusive to my practice?
- 12. Can you eventually have an ownership position in the practice?
- 13. At which hospitals do you have staff privileges? Are other specialists readily available for referral to and from you?
- 14. Does the medical practice appear to be well managed and financially sound?

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ATTACHMENT 2: Questions you may be asked

- 1. Tell me about yourself.
- 2. Why are you interested in practicing here?
- 3. Why did you choose your specialty?
- 4. Why should we hire you?
- 5. What are your long-term goals? Where do you see yourself in 10 years?
- 6. What is your greatest strength/weakness?
- 7. What are your compensation and benefit expectations?
- 8. What is important to you in a practice?
- 9. What do you do in your personal time?
- 10. Which feature of this practice interests you the most? The least?
- 11. How do others describe you?
- 12. What are your plans for continuing your studies?
- 13. Tell me about your training and with whom you studied.
- 14. How would you describe your style of medicine?
- 15. Are there any particular types of patients that you would like to care for?
- 16. Do you have any special interests/skills that would complement the practice?

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