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## The Hunt Begins: “I’m Almost Done With My Training - Now What?”

by Michelle Baker

**N**ow the fun begins: finding ways to get your CV out to hospitals and practices all over the country. There are LOTS of opportunities, so before giving your CV to anyone, examine what your ideal practice would be.

An indecisive answer can cause employers to question whether you are serious about their position and if it will be worth the cost for a visit. You will be bombarded with opportunities, so knowing your search criteria up front helps you limit them to a manageable number.

### Some good questions to ask yourself are:

- Where do you want to live? (Midwest, South, Northeast, West) If you have a state preference, that is even better.
- What type of community do you want? Rural, medium sized, suburban, or urban.
- What type of practice do you want? A traditional practice is a term that defines both an outpatient and inpatient requirement. Outpatient only is just the way it sounds -- no inpatient responsibilities. Some hospitals also have family practice hospitalists, which would be no clinic requirements. If going the traditional route, what call requirements do you have? Ex: No call less than 1:3.
- Do you want to be able to do any special procedures? Some hospitals have limitations on certain specialties doing certain procedures. Example: Some hospitals do not allow FPs to do obstetrical deliveries.

### It’s never too early to start this process!

Now that you know what you want, it’s time to decide how to get it. Here are some strategies:

**In-House Physician Recruiter:** If your answers to the above questions were very specific as to location, than you are able to contact the source directly. Most hospitals and groups have openings listed on their website. An in-house physician recruiter works for the organization.

They are often a department separate from Human Resources and may have other duties such as CEO or Medical Staff Coordinator, depending on organization size.

If you know you want to be in a certain city, contact these people directly. They will be overjoyed to hear from you. Whether or not they have a position in your specialty available, they may still be a helpful resource and direct you to someone else who may be looking.

You may also want to look into regional groups of in house recruiters such as MINK, [www.mink-midwest.org](http://www.mink-midwest.org).

**Online Job Boards:** Look online from the comfort of your own home. Your specialty’s association often maintains a job board. There are also medicine specific boards like [PracticeLink.com](http://PracticeLink.com) and [HealthECareers.com](http://HealthECareers.com).

**Outside Recruitment Firms:** These are contracted recruitment firms that have probably already sent you web blasts, post cards, voicemails and e-mails. These firms work with employers and physicians. They can be helpful, especially if you are looking in a large geographic region or have very specific practice guidelines. Their services are free to you. The cost is passed on to the employer when you sign a contract.

**Physician Job Fairs:** If you would like to meet a bunch of recruiters at one time, attend a physician job fair. CareerMD and Practice Match are the main players with these. 40 to 60 possible employers line up booths in large exhibit halls for a chance to talk to interested candidates. You can attend free anytime during your training.

**Everything Else:** By now you have probably been bombarded with postcards, e-mails, telephone messages, and journal ads. We will do anything possible to see if you will consider our opportunity. When responding to these pieces be specific about who is sending it to you and which job you are applying for, and feel free to call and ask questions. This does not commit you to anything. You can always decline to send your CV if uninterested.

## Healthcare Reform And Your Interview

by Beth Everts

**A**s we continue to move forward with the Affordable Care Act, hospitals and clinics focus on the quality of care provided. One way to measure quality is with the patient survey. Some surveys ask customers “How well did your physician keep you informed?”

As you interview, you can demonstrate your knowledge of reform by including talking points on how you educate your patients. This includes your ability to explain to your patient the “who, what, when and why” concerning the treatment you will provide.

Discuss your practice style in this area and share examples of past experiences, when it is appropriate. Be sure to be careful about patient confidentiality in your interview but do highlight techniques you have used to keep patients informed about their condition.

## Contact the Hospital/Health System/Medical Group Directly

by Janet Wear-Enloe

**Did** you know that in-house physician recruiters work for the hospitals, medical groups and health systems they represent? They live in the communities they serve. They have a vested interest in finding a great fit for the physician and the practice.

They appreciate receiving calls and e-mails from physicians who are interested in their area of the country. It shows that you have done your homework and are serious about finding the



Educating the patient is now, more than ever, an important part of providing healthcare in an environment of reform!

right position.

How do you access in-house physician recruiters? Here are two good options. Log onto [aspr.org](http://aspr.org). It is a website with contacts for openings throughout the nation. You can search within the website for specific regions, specialties etc. Another great option is to log onto the website [mink-midwest.org](http://mink-midwest.org). It provides contacts for jobs in Missouri, Iowa, Nebraska and Kansas. Good luck in your search! We hope to hear from you soon.



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