



ABOUT TO FINISH RESIDENCY?

HOW TO DEFINE YOUR IDEAL JOB

Helping both you and Recruiters narrow down your options to land your dream job.

Physicians completing their residencies often grapple with career uncertainty despite the array of career opportunities available. Most focus on growing their skills and professional development, neglecting to think about location, work environment, and personal lifestyle considerations. Here are some tips and advice for making the most of conversations with Recruiters.

CLARIFY YOUR LOCATION PREFERENCES

Candidates often overlook the importance of specifying their location preferences, but precision matters. Whether it's a city or a suburb, near water or in the mountains, clarity is key. Remember, some limitations are fixed, like Austin, TX will never be oceanfront.

Consider your proximity to your desired location. In a competitive city like Washington D.C., be ready for fierce competition. Would you commute to a nearby suburb instead of working in the city? If not, explore less crowded markets like Charlotte or Oklahoma City for in-city opportunities.

Lastly, think about how heavily you prioritize location against other job factors. While it's often the most significant factor, consider whether it's twice as important as other items on your list, such as salary. Weighing these factors will guide you in making well-informed career decisions.

LET'S TALK COMPENSATION

A lot of new graduates make the mistake of trying to compare compensation at two facilities as apples to apples—but this is almost never actually possible.

First, it's crucial to acknowledge that compensation varies widely depending on the type and location of the healthcare facility. For instance, a bustling urban hospital in high demand may offer a lower base salary compared to a small-town community hospital. But second, total compensation, at the end of the day, is going to depend on things difficult to pin down ahead of time, such as how often you work and what the volume is, or what kind of shifts you take.

We recommend doing the work of defining your ideal work environment before you get to the compensation discussion. Once you have your other priorities straight, it'll be much easier to weigh where comp fits in the calculus.

OTHER CONSIDERATIONS



PRACTICE SETTING

Do you want a busy trauma center, an academic setting, or a community hospital? Each has its own benefits and drawbacks. Talk to people you know who have worked in different settings and ask them specifically about how they were different from your residency environment.



PRACTICE CULTURE

It's often overlooked and hard to evaluate objectively, but the fact is that who you work with and the culture of the environment are often the single largest factors determining your long-term career satisfaction.



DEVELOPMENT PATH

What are the mentorship and training opportunities available to you? Are you interested in developing leadership skills? Business skills? Are any of these available to you at the hospitals you are considering?



CLINICAL EXPECTATION

Do you want high acuity, low acuity, or something in between? Do you want a practice where you are always going to be a little busier? Or, do you want one where you get to practice certain skill sets?

THE CALL

Once you've clarified your ideal job and practice setting, prioritized your preferences, and prepared for calls, it's time to schedule them. Respect the value of both your and the Recruiter's time by selecting a quiet, distraction-free environment. Be punctual and keep a notebook handy to record key points. Since you'll likely have several calls, this will aid in recalling prior conversations for future follow-ups. During these initial calls, our aim as Recruiters is to assist you in refining your preferences so that you can better evaluate our offerings and make informed decisions.



READY TO TALK?
REACH OUT TO KEVIN YEROVSEK,
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