

Search Steps

So you've decided to pursue a career in primary care. Now what? Below are the steps needed to approach the job search. The order and timing may vary widely based on your personal experience.

- **In the spring of 2nd year**, start considering the location you would like to be and the type of practice you would be interested in. Update CV and work on coverletter(s). Have someone review your CV. Residency program directors are a popular choice for this.
- Initiate your search, usually in the **summer of 3rd year**. Interviews may start now and continue through the winter. If you're lucky, you could find the perfect job pretty early in the process.
- **By January of 3rd year**, start the Federal/State credentialing process, which may take up to 6 months. Some states require a personal visit to the State Medical Board, so be aware of the requirements for you. Also, start the hospital credentialing process for where you will be working.
- If you have not yet decided on a position, consider 2nd look interviews by late winter. Have your contract reviewed and sign whenever you find the right position.
- **By spring of 3rd year**, be sure to apply for a DEA number. Also, follow up on the credentialing process.
- **By early summer of 3rd year**, finalize credentialing, coordinate your move if needed, and enjoy the end of residency!

Search Tips

Things to consider in looking for in a practice:

- Setting: academic/private practice/community practice
- Patient population
- Nursery coverage, ER coverage, hospital rounding/admitting
- Multispecialty clinic vs. pediatrics only
- Why is the practice hiring someone new?
- Call schedule? Shared coverage? Overflow patients?
- How many patients are seen per day?

There are several places to start when looking for a primary care opportunity. Many journals and magazine have a classified section listing jobs. There are also an abundance of websites you can use for your job search, some of which are listed below. Many websites require you to register with them (free) before you can view all the information. This may result in some calls or emails from recruiters, but it may also lead to a great opportunity.

Pediatric Jobs – <http://www.pediatricjobs.com/>
New England Journal of Medicine – <http://www.nejmjobs.org/>
National Health Service Corp. – <http://nhscjobs.hrsa.gov/>
Pediatrics – <http://pedjobs.org/>
CareerMD – <http://careermd.com/>
MD Jobsite – <http://www.mdjobsite.com/>
Career Medicine – <http://www.careermedicine.com>
MD Search – <http://www.mdsearch.com>
Physician Recruiter – <http://www.therecruiter.com>
Physician Employment – <http://www.physemp.com>
MedHunters – <http://www.medhunters.com/>

Recruiters can also be used in your job search. They can be especially helpful if you do not plan to practice in the area where you are doing residency. Recruiters are paid by the employer, so there should not be a cost to you. The attention you get from recruiters near the end of 2nd year and beginning of 3rd year can be overwhelming, and maybe downright annoying. It is probably a good idea to limit yourself to 2-3 recruiters at different companies to find you opportunities. Make sure they are aware of what you are looking for (location, practice type, etc.) and only send out your CV with your permission.

An ideal recruiter should be experienced, keep your needs in mind, do some research/be knowledgeable about the opportunity being presented, and have good communication skills. Avoid recruiters with high turnovers in their placements. Ask questions to make sure you are working with a good recruiter. Keep in mind that recruiters are hired to assist practices that are having difficulty finding a partner, and there may be a reason for that. Overall, remember that a recruiter benefits when they place you in a job, not necessarily the right job, so it is important that you stay diligent about your job search.

Probably the most popular way to find the perfect position is word of mouth. Many practices do no advertise openings and you will only hear about them by talking to people. Ask attendings, PEC preceptors, and colleagues. Get in touch with some of your contacts from med school or that summer research program you did. Contact the Residency Office to find out if there are alumni contacts in the area. Research practices in the area you want to be in and give them a call. Send them your CV and cover letter expressing interest. Follow up with a phone call. You may end up finding the perfect position.