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## A Few Tips as You Look Ahead to Your Career Search

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Physician Recruiter

If you are gliding into your final year of residency or starting to think about the future job search, there are a few things you might want to consider:

**1. It's never too early to look -- or is it?** There are some handsome advantages to searching early – especially if you are targeting a certain geographical area. First, make sure you contact hospitals and practices in communities you seek and present your CV and cover letter. Highlight your ties to the location or particular interest in the area, as well as your career interests.

Making your targeted markets aware of your interest early in your training has benefits. If a hospital is considering expanding a group or opening additional offices in your specialty, your candidacy may push that process forward, influence their timeline to accommodate yours, and allow you the first shot at a new position.

Many hospitals offer stipends during training, especially if they are particularly interested in YOU. If you sign early, this could be a great perk. Lastly, hospitals who know about you early in the process may identify other opportunities in their network that line up with your availability timeline. Be sure to mention you are open to positions slightly outside of the geographic area targeted if the hospital or clinic of interest has a broad network.

If you're too early, remember to circle back to hospitals or clinics of interest that you targeted early in your search, who may not have had an open position at the time. Things may have changed, and someone may have made plans to retire or leave the area since your first contact.

**2. The CV – proof it well!** Speaking with other recruiters, we find CVs submitted seem to have spelling and grammar errors, and formatting issues. Be sure to include your degree, M.D. or D.O., after your name. You earned it, be sure to list it! Structure your CV in a WORD document if possible. This is the most common program used to open CVs. If you can convert it to a pdf format, that is another great way to send a file. Remember strange things can happen to documents in the email process and that, most likely, will be the primary way that you distribute your CV. An email friendly format is best.

**3. Google yourself.** Seriously -- make sure there isn't another physician (or anyone) with the same name. If there are others, you may need to be prepared to address any adverse information about someone with a like-name. Check Google images and other browsers as well. If there is anything that you don't want others to see in a public search of your name, be sure to try to fix it now.

**4. The Talk.** You will need to have one or many with recruiters in communities in which you are seeking a job. Think about what is important to you in a new position. Don't be afraid to talk about quality of life features that your family needs to find as well. If your spouse or significant other has a career interest that is imperative to your decision, mention it early on instead of saving this requirement for the end of your phone screen. You will need to address this early in the conversation. Remember recruiters will likely be looking to you to volunteer information about your personal interests. If you enjoy adult soccer leagues or history buff book clubs, you will need to ask about these amenities. You'd be surprised what is available in the local communities and your recruiter is the best way to find out about them.

**5. Keep in straight - write it down .** It isn't easy when you are speaking with so many people in a variety of locations but find a way to keep track of who you spoke with and where they were located. Although you are sought after by many, you will need to be quick to engage follow up calls from the recruiters and physicians in the practices you seek. If you seem to be unfamiliar with the position for which you had an hour long conversation about a week ago, it can be awkward for everyone involved.

Looking for opportunities in Missouri, Iowa, Kansas or Nebraska? Check out the MINK website for a comprehensive list of practice opportunities and in-house recruiters ready to assist you!



## On the Calendar

Kansas City, MO PracticeMatch  
July 29, 2015

Kansas City Marriott Downtown  
200 West 12th Street  
Kansas City, MO 64105

[practicematch.com/physicians](http://practicematch.com/physicians)  
Des Moines, IA Career MD  
September 29, 2015  
[careermd.com](http://careermd.com)

St. Louis, MO PracticeLink  
October 19, 2015  
Chase Park Plaza

232 North Kingshighway Blvd.  
St. Louis, MO 63108  
[pl.practicelink.com](http://pl.practicelink.com)

Omaha, NE MINK CHI Health Creighton  
September 18, 2015

Find your work/life balance  
in our family friendly  
community!

Check out the opportunities  
at Bothwell Regional  
Health Center!



CHECK OUT OUR  
INTERACTIVE  
LIFESTYLE SEARCH

Our platform is built on deep levels of data, including for-sale homes, historic 'sold' data, 60+ million not-for-sale houses, 130,000+ schools and universities, 12+ million businesses, demographics and statistical data, and much more.

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