



# OWN YOUR **JOB SEARCH**

**QUESTIONS AND TOPICS TO BRING UP DURING  
YOUR SEARCH FOR THE RIGHT PRACTICE**



**US Acute Care  
Solutions**

**YOUR CAREER. YOUR WAY.**

# WHY USACS?

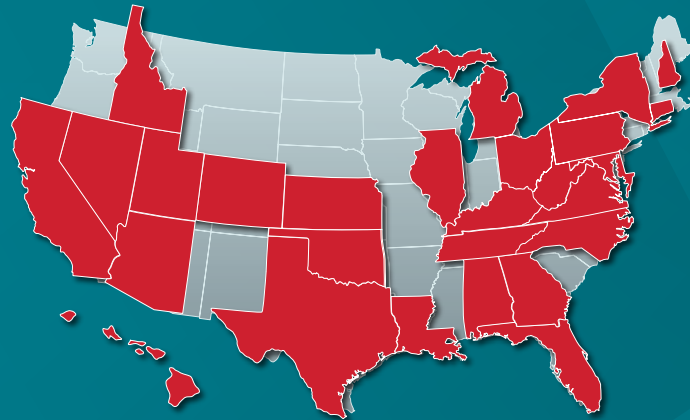
## WHAT MAKES US DIFFERENT

USACS is the national leader in Clinician-owned emergency, hospital, critical care, and observation medicine services, aligning with health systems across the country to deliver outstanding results amid a changing healthcare landscape. Clinician ownership results in the best patient care, the highest level of Clinician engagement, and the strongest hospital partnerships.

**Ownership Matters:** Our model of Clinician ownership means local leaders are committed to growing with our system partners to deliver superior patient care.

## OUR PASSION IS OUR CULTURE

We love what we do and who we work with – and it shows. We have nurtured a dynamic team culture where every member is valued and empowered to do the right thing, every time. The camaraderie we all share helps us attract the best Clinicians in the country, enabling us to build exceptional teams for our hospital partners.



**11M+**  
PATIENTS

Over 11 million  
patient visits

**400+**  
PROGRAMS

More than 400 programs  
across the country

**6,000+**  
CLINICIANS

Acute care  
Clinicians

**27**  
STATES

Sites from New  
York to Hawaii

# ARE YOU ASKING THE RIGHT QUESTIONS?

A job search can be overwhelming. The following questions are a guide to ensure you find a practice that is a good fit. **It's your future – own it!**

Omar Razack, PA-C  
Advanced Practice Provider



## INITIAL CONSIDERATIONS

- When should I begin looking for a job?
- Who will my co-workers/supervising Physicians be?
- How does the employment model impact my career/goals?
- Will I be seeing patients independently or staffing my patients with a supervisor or combination?
- Location?

## COMPENSATION

- Group model: Clinician ownership, independent contractor, hospital employee, privately-owned staffing practice?
- Total compensation (cash + benefits)?
- Is there a productivity or incentive compensation model? If so, how does it work and when am I eligible?

## RETIREMENT PROGRAM

- How much (if any) does the group fund?
- When does funding start?
- Who directs the investments?
- Is there a vesting period?
- Is the fund portable if I leave?

## HEALTH INSURANCE & BENEFITS

- Is health insurance provided?
  - When would I be eligible to enter the program?
  - Who does it cover?
  - What does it cover (medical/dental/vision/Rx)?
- Are there additional benefits (life insurance, short- and long- term disability, flex spending account, etc.)?
- What is the monthly cost to me?

## EDUCATION/CAREER ADVANCEMENT

- What are opportunities for ongoing education?
- Is there onboarding support? Orientation? Mentorship? If so, what does that consist of?
- Do you provide an EM fellowship or other advanced training for APPs?
- What local or national opportunities exist for leadership and advancement?

# TAKE OWNERSHIP OF YOUR FUTURE

## LEARN WHY

Advanced Practice Providers  
choose USACS at [usacs.com/app](https://usacs.com/app)

### CONTRACTS

- Are there any non-competes or restrictive covenants?
- What is the termination/notice clause? Is it the same for both parties?

### STAFFING

- How many hours are required for full-time status?
- Shift length?
- How are time off requests handled?
- Does everyone share nights/weekends/holidays?
- If we are understaffed, how do shifts get covered?

### MEDICAL MALPRACTICE

- What type of malpractice coverage? Occurrence? Claims made? Claims paid?
- Who pays the tail?
- Limits of coverage?
- Can they settle without consent or input from the Clinician?
- Are there any policies or programs that decrease clinical risk and increase patient safety?
- What is the employer's malpractice claims frequency?
- Is there a litigation stress support team?

### INTERVIEW PROCESS

- Does the group pay for my spouse/significant other and me? Flight? Rental car? Hotel?
- Who do I interview with? Can a community tour be arranged?





**FIND OUT WHY  
WE ARE A GREAT FIT**

Contact a recruiter for an informative discussion and to answer any questions you may have. You owe it to yourself to look into the best Clinician-owned practice in the country.



SCAN FOR INFORMATION ABOUT  
CAREER OPPORTUNITIES  
**NATIONWIDE**



Call 844-863-6797

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Email [careers@usacs.com](mailto:careers@usacs.com)

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Visit [usacs.com](http://usacs.com)