



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.

TAKE OWNERSHIP OVER YOUR FUTURE



WORK ENVIRONMENT

- Documentation: What EMR? With Dragon? With scribes?
- Open ED vs. pods?
- Are there students, APPs, residents?
- Procedures or codes on floor?
- Committee requirements?
- On-call duties?

HOSPITAL CONTRACT

- When was the hospital contract renewed and when does it come up again?
- How long has the group been there?

INTERVIEW PROCESS

- Does the group pay for my spouse/significant other and me? Flight? Rental car? Hotel?
- Who do I interview with?
- Do I get to meet hospital leadership?
- Community tour arranged?

EDUCATION/CAREER ADVANCEMENT

- Opportunities/requirements for ongoing education?
- Is there any patient experience, clinical efficiency, or leadership training?
- What can I do in the group? Clinical governance board, developmental programs, leadership training, group assemblies, etc.

OWNERSHIP

- Who owns the group?
- When is ownership offered?
- Is ownership guaranteed? If not, what percent become partners, and how is it determined?
- What is the cost of buy-in? What do I get for the money?
- What is the value of my share of ownership?
- What's the 5- & 10-year plan for the practice?

RETIREMENT PROGRAM

- How much does the group fund?
- When does funding start?
- Who directs the investments?
- Is there a vesting period?
- Is the fund portable if I leave?
- Is there a supplemental program for each individual?

CONTRACTS

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

COMPENSATION

- Group model: Physician ownership, independent contractor, hospital employee, privately-owned staffing practice?
- Total compensation and benefits package?
- Except hourly cash, what else is in my total compensation package?
- What is the average salary for new and senior Physicians?
- Is there a productivity or incentive compensation model? If so, how does it work and when am I included?



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 Physician-owned practice in the country.



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NATIONWIDE



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