

NHSC Job Hunt: Tips for Success

Tuesday, July 23, 2013

Session Summary

The Interview Process: A Scholar's Perspective – Luis Padilla, M.D.

The Interview Process: A Site Administrator's Perspective – Chrysanne Grund

Interview Do's and Don'ts – Ronald Yee, M.D., M.B.A.



The Interview Process: A Scholar's Perspective



- What are your wishes and needs?
 - Urban
 - Rural
 - Region
- Are there family or partner needs?
- What is your philosophy of health care?
- What is the site's philosophy of health care?
 - Volume based care
 - Value based care
 - Patient visit care
 - Community care
 - Social Determinants of Health
- What work and life balance, if any, do I want to have in my career?



- How is the organization demonstrating a commitment to the development of staff beyond CME?
 - Leadership
 - Team development
 - Mentoring
 - Teaching
 - Research
- Meaningful Vs. Meaningless use of an EMR systems
 - Population management
 - Team or provider level data access
 - Research and QI activities
- How is the site doing in meeting quality and patient satisfaction standards?
- How is staff and patient input obtained and considered?
- Schedule demands and potential for changes



Let's take a poll...

As a NHSC Scholar, do I have the ability to negotiate my contract with the NHSC Site?

- You do have leverage. You can negotiate...within reason.
- If possible have your legal friend review the contract with you.
- Ask about non-salary benefits:
 - CME
 - Sick leave
 - Personal leave
 - 403(b) employer contributions
 - Health care costs and plan structure
- Ask about P4P plans...when am I eligible?
- Ask about cost of living raises or bonuses
- Ask about moonlighting



The Interview Process: A Site Administrator's Perspective



Let's take a poll before the presentation...

I should talk about my professional expectations in a phone conversation prior to the on-site interview.

First contact with a prospective site

- Phone Call
- E-mail
- Letter

Your impression starts here!!

- Research the site
- Know what you are looking for in a future position
- Be prepared



Interview Options

- Telephone
- Video
- In-person

Site Visit Preparations

- Once again, research
- Ask Questions
- Include time for the area



Communications

- Professionalism
- Follow up
- Ask questions / provide information
- If something is important to you, don't forget to make time to explore this – whether professional or personal

Interview Do's and Don'ts



Let's take a poll before the presentation...

The Site interview is more about:



Before the Interview

- Do set up an interview time when you are at your best
- Don't interview after a 14H shift or post-call
- Do research the site, population served, and special distinctions before interview or site visit
- Don't wait until the last minute to prepare for the visit or waste your NHSC allotted travel funds
- Do plan to use a landline for a phone interview
- Don't use a cell phone that might have poor reception or cut out on the call



During the Interview

- Do be on time or early, possibly going to the site prior
- Don't be late, forget to call if delayed or arrive flustered
- Do bring copies of your resume. Highlight experiences and achievements. Be confident and composed.
- Don't act surprised or appear defensive about questions regarding breaks or inconsistencies in your resume
- Do make sure to answer questions clearly and concisely and have thoughtful questions prepared prior
- Don't get side tracked, ramble or not answer questions

After the Interview

- Do send a hand-written thank you note (within 72 Hrs)
- Don't forget to send thanks or acknowledge the interview
- Do follow up with any requested information or materials
- Don't delay or forget to provide additional information or fail to keep your NHSC Regional Advisor in the loop
- Do determine if the site, it's patient population and mission are a good match for you. Let them know.
- Don't make a decision on only one aspect of the site (salary, location, etc.)

Questions?

