

Guiding Residents and Fellows Through Their Job Search



About Us

The majority of residents and fellows say they feel unprepared or very unprepared when it comes time to search for a job and negotiate a contract. We are here to change that.

With years of experience in the provider recruitment industry, we offer education and resources to residents and fellows starting the job search and contracting process. No recruitment plays or agendas, just factual information about what to consider before signing, and how YOU can have the upper hand.

Offering guidance on:



Interview process

Suggestions on which types of recruiters you may talk to, what to ask and when, how to present yourself, site visit norms, and what to expect with follow-up



Contract negotiations

Tips on asking for higher bonuses, timing of bonus payouts and payback terms, non-competes, out-clauses, and when to start working with an attorney



Job search timeline

Identifying when to start looking for a job, how far ahead should you sign a contract, and what is a reasonable start date after graduating residency



Compensation

Discussions about different compensation models, what is an RVU and what ranges of compensation are reasonable for a given specialty



Types of employment

Education on locums positions, 1099 contractor work, hospital employment and independent practice. How to identify which option is the best for you and your family



Malpractice information

What to look for in a malpractice policy with a job offer. Information on nose vs. tail coverage, claims made and occurrence policies. Learn about which arrangements come with higher financial and liability risk to physicians

Sign your contract with confidence!