

# HOW TO EVALUATE YOUR NEXT JOB

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## LOCATION

- Urban- large medical center, trauma center
- Single specialty (peds, OB)
- Community hospital, surgery center
- Suburban or rural hospital

## PRACTICE MODEL

- Anesthesia Care Team (ACT)
- MD/CRNA collaboration model
- CRNA only model

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## COMPENSATION PACKAGE

- W-2 or 1099
- Hourly or salaried
- Opportunity for additional income
- Benefits package (retirement, healthcare)
- Vacation benefit

## SCOPE OF PRACTICE

- Specialty cases (cardiac, OB, Peds)
- Regional anesthesia
- Central line placement
- On call responsibilities

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## CULTURE

- Mission statement and core values
- Mutual respect and collaboration
- Team events away from workplace

## SCHEDULE

- Who makes the schedule?
- How is vacation scheduled?
- How flexible is the schedule?
- When is schedule posted?

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## STAFF RETENTION

- How many open positions currently?
- Reasons for last 5 resignations?
- What do staff say about retention?
- Mandatory OT when short-staffed?