

What Comes After Fellowship? OR How to Find a Great Job!

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How to Plan for Post Fellowship Life and Career

- The planning process starts on day one
- Think carefully about academic, industry AND practice pathwaysthere may be fewer differences than you think
- As medicine changes, job descriptions and opportunities also change
- The most important thing is to know what you really want out of life and your career

The Process: Fellowship Years 1 And 2

- Decide on career goals
 - Select a subspecialty
 - Formulate a working ‘job description’
- Focus training to achieve these goals
- Critically review your CV
 - Fill gaps in leadership, scholarship as well as research
- Explore career options: workshops, meetings
- Begin thinking about a wish list
- Make internal and external connections


The Process: Years 3 (and 4)

- Get ready:
 - Finalize career and job goals
 - Make sure your family is on board
- Get set:
 - Find possible positions
 - Make contacts
 - Positive first impressions: CV, cover letter
- Go!
 - The interview process: 2 way street
 - Evaluate the offer(s); Negotiate the position(s)
 - Seal the deal

Current Employment Outlook

- Continuing shifting health care delivery and economics
 - Changing procedural volumes: ↓ cath /PCI; ↑heart failure
 - Many reorganizations: Employed physicians, ACA, ACO
 - Massive value vs volume payment shifts; Public reporting
 - NIH budget flat
- **Job seeking can be challenging**
 - Patients continue to get sick and need care
 - Health systems continue to grow
 - Clinical and outcomes research more accepted
 - Flexibility will be rewarded

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On 10/22/10: 288 listings

On 11/14/11: 381 listings

On 12/3/12: 583 listings

On 12/12/13: 630 listings

On 9/26/14: 1173 listings

Physician/Surgeon: 325

RN/NP/PA/Allied: 837

On 9/17/15: 756 listings

Physician/Surgeon: 437

RN/NP/PA/Allied: 312

Before Exploring Options: Write An Ideal Job Description

- Find your sweet spot: Desire, Talent and Need
 - Supported by the environment and group
 - Important, achievable, captures ‘Market share’
- Define a target
 - Research or Clinical focus? Large or small group?
 - Academics vs practice vs industry vs biotech?
 - Geography; Lifestyle; Spouse; Family
- Stay flexible: ‘Must have’ vs ‘Nice to have’

Special Considerations

- Two career couples
 - Two professionals vs two careers?
 - Who will compromise? How?
- Parenting
 - Hours, lifestyle vary by practice/division
 - Multiple contingency plans needed w children
- Women cardiologists
 - May be an advantage for practice
 - Don't be afraid to ask for a different arrangement
 - Be willing to give up something, maybe a lot

Careers in Cardiovascular Research

Finding the Right Job in Clinical Practice or Academia Advice for Young Clinicians and Investigators

Joseph S. Alpert, MD, MACP

Over the many years of my academic career, I have often been consulted by cardiology and internal medicine trainees who are completing their education and who are now looking for the “right job” for the rest of their professional lives. I have tried to give them practical and, I hope, common-sense advice about their job searches and the negotiations that follow once they find the position that they desire. When I was asked to write this essay, my first thought was “I really don’t have that much to say about this topic.” In gathering my thoughts further, it seemed reasonable to explore the Internet for some concise and organized comments on the topic. I was pleasantly surprised when 2 Google searches on the topics “finding a job—general rules” and “finding a job—physician” produced a wealth of excellent articles with just the right amount of practical, common-sense recommendations. Thus, this article is based on my own experience over >3 decades in advising trainees about their job searches, along with material gleaned from my Internet search. The list of recommended reading at the end of this article contains the Web addresses of those sites that I found particularly helpful in defining this topic. The remarks in this article are organized around a number of simple strategy questions that, if followed in the order given, should assist any trainee in finding the right job.

Strategy Question 1: What Career Path Do You Want to Follow?

One of the wonderful things about a medical education is that it offers so many potential career paths: clinical investigation,

Strategy Question 2: Where Do You Want to Live?

The answer to this question is also a personal one. It should be carefully discussed with one’s spouse or significant other. To base a career decision on geographic considerations may seem frivolous in this day and age of enhanced communications and travel, but that is to deny the primordial influence that climate, locale, customs, and mores have on our evolving maturation. What climate do you want to live in, eg, the Sunbelt or a 4-season zone? Do you want to live near the coast, in a large metropolitan area, in the country, near a university, or near specific types of recreational activities? Do you have specific cultural, religious, spousal employment, or other family needs? It is possible to restrict one’s job search to specific areas of the country that will offer the trainee the greatest potential for satisfying most or all of the desired qualities just mentioned. In selecting an area to live and work, one should also consider job market saturation in that particular area. Starting a private practice in downtown Manhattan would almost certainly be more difficult than starting a practice in a city or town with a lower density of other physicians and hence less intense competition.

Strategy Question 3: What Kind of Practice or Academic Setting Would Be

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group practice in a teaching institution, or do you want to work by yourself or with a limited number of partners? Do

Finding the Right Job: Advice for Young Clinicians and Investigators

1. What career path do you want to follow?
2. Where do you want to live?
3. What kind of practice or academic setting would be most comfortable?
4. Have you prepared your curriculum vitae and cover letter of inquiry about a potential job opportunity?
5. How do you find job openings?
6. What kind of “homework” do you need to do once you have identified a job you might like and have been invited for an interview?

Finding the Right Job: Advice for Young Clinicians and Investigators

7. What should you do or not do during the interview?
8. What do you do when you are offered a job?
9. What should you know in addition to the above if you are an international medical graduate?
10. What should you know in addition to the above if you are a physician seeking part-time employment because of family responsibilities?

Get Help and Advice

- Find, observe and talk to role models
- 'Mosaic' mentoring
- Develop contacts and references
- Tap into networks: former Duke fellows
- Introspection: Know goals and priorities
- Be realistic

What Creates Opportunities?

- **Job skills:** Excellence counts
 - Have a specific but flexible direction
- **Career skills**
 - Communications : Public speaking, scientific writing
 - Management : running a meeting, budgets and spread sheets, statistics, etc
- **General life skills**
 - Setting priorities, negotiating, time management, continuous learning, people skills (Emotional intelligence), resilience, etc
- **Connections**
 - You are moving past test scores and rotation evaluations into the real world. Personal relationships count.



First Impressions: CV, Letter

- Be honest but blow your own horn
- Perfect grammar. No typos!
- Cover letter
 - Customized for each job inquiry
 - Supplement to CV: Uniqueness, passion, who you are
- CV
 - Hone carefully: compare, review w mentor
 - Includes education, research, leadership, service
 - Statement of Research /Clinical interests OK
 - Works in progress, submitted manuscripts, abstracts OK in their own section

The Hunt

- Networking, Networking, Networking
- Less likely: Ads, Vacancy letters
- Recruiting firm (Head hunters) ?
- Be assertive:
 - Pro-active: Letters, contacts
 - Visibility at national meetings
- Ask for help; Be creative, Get noticed

The Interview: Preparation

- Gather all the information you can beforehand AND process it
 - Pub Med AND Google
- Practice scientific talk and interviewing
- Exude humble confidence and joy in your work
- Always be ready with insightful questions
 - Scientific, Practice, Community
 - Its OK to ask the same question of different interviewers
- Be able to articulate (subtly) what you offer this job and this institution, both professionally and personally

Critical Information Gathering

- What are the opportunities?
- What are the drawbacks?
- Do you and the job have similar goals for you? For the practice/Division?
- Are the definitions of success clear? Do you share them?
- Will you grow professionally in this job?
- Will you and your family be happy there in 5 yrs?
- Are you so excited you cant wait?

Negotiating for What You Want

- What does the other side want?
- What do you / they have to offer?
- Can you expand the pie?
- What are you willing to give up?
- What must you have?
- Are there 'standards' to appeal to?
- Plan your approach
 - Getting to Yes, Negotiating For Dummies

More Things To Evaluate, Consider And Negotiate

- Benefits
- Stability
- On call
- Colleagues
- Morale
- Incentives
- Support
- Escape clause
- Nature of practice
- Patient populations
- Work environment
- Compensation, Buy in
- Decision making process
- Personal time
- Teaching opportunities

Everything is Negotiable

- There are almost *always* special deals
- Everything is a balance
- ACC Professional Life Survey
 - 10-20% of respondents did not negotiate what they considered to be critical factors
 - Virtually every category became more important over time
 - Women were less likely to negotiate

Evaluate The Offer

- List pros and cons; weigh them
- Talk to people who have left and those who aren't stakeholders
- How are “peers” doing?
- Explicitly consider why you shouldn't take this job
- Compare to other options
- Get advice, sleep on it

Seal The Deal

- Practice, industry (Contract)
- Academics (Offer letter)
- Lawyer? Accountant?
- Training director, mentor

Assume that anything that isn't in the contract/letter won't happen.

If there isn't trust, don't take the job.

Where is your Career Heading?

The Resident's Guide teaches young physicians to navigate life after residency.

MORE →



<http://www.adventuresinmedicine.net/>

- Guide book (228 pg)
- Work book (124 pg):
<http://aimresourcelibrary.com/ebooks/career-and-life-planning-workbook-for-medical-residents/>
- Career tracker, newsletters, blogs, tweets, etc
- Resource library: Articles, exercises, tools, checklists, calculators



Preparing for Your Job Search

- Planning starts early in fellowship
- Self knowledge is critical
- Be realistic about the state of Cardiology
- Find and create opportunities
- Evaluate the job; Sell yourself
- Negotiate for the job of your dreams



**KEEP
CALM
AND
GOOD
LUCK!**

