



# TRANSITIONING FROM FELLOWSHIP TO YOUR FIRST JOB: *A How-To Guide*



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## Webinar Key Takeaways

1. Start early by developing an ideal but realistic job description.
2. Important factors in selecting the ideal job include practice environment, quality of mentorship, research support, location and benefits.
3. Focus on your niche. Choosing a patient population of interest helps channel your efforts clinically and for research.
4. Come up with a list of target locations/institutions. Your target job position may not be advertised. Personal recommendations from colleagues or mentors are paramount to finding good prospects. If you have geographic limitations or preferences, contact area practices for potential openings. Timing and luck are part of the process.
5. Try to clump interviews together around the same time. Be ready for any immediate offers.
6. Be prepared for your interviews. Know your CV, the institution's organizational structure and your interviewers' backgrounds.
7. Contract negotiation priorities include: effort breakdown, research support, non-salary benefits and salary.
8. Without independent funding, don't expect more than 20% research time.
9. Malpractice insurance is generally not negotiable. Most practices include tail coverage.
10. It is important to establish mentoring relationships in your new job. Choose a mentor with a track record of successful mentees and who has both the time and willingness to guide you.