

## Beginning Your Job Search

Congratulations! You have spent years in training to become a physician and surgeon and now it's time to start thinking about your career, your future. While that can certainly be an intimidating task, hopefully what you read here will help make it a little easier.

### What to do Pre-Search

Before you begin, check your social media profile. If you Google yourself, who do you find? Do your photos on LinkedIn and Doximity look professional? Is your Facebook account private? Recruiters often do a search so what they can, or cannot find, can make all the difference. When you are satisfied with what you see, the next step is to create a separate email account to use as you search for jobs. Once you put yourself out there recruiters will be able to find you so it will be much easier for you if you have a separate account you use only for your search. And while we are on the subject, be sure to use a professional email address. Sounds obvious, right? I have received emails from 'bonecracker' and 'tommytwotoes' which, I admit, made me chuckle, but [firstnamelastname@gmail.com](mailto:firstname.lastname@gmail.com) is definitely the way to go.

### Firm or In-House?

So now you are ready to begin. Will you choose a search firm or an in-house recruiter? Search firms do all the legwork for you and can negotiate on your behalf. If you are open to location, firms are able to share jobs available nationally which can be very helpful. The downside is that they only know what they know. They don't always know the culture or understand the salary or benefit details. Something else to consider is that search firms are commission based so there will be a fee attached to your hire. Fees can range anywhere from \$20K-\$40K, sometimes more. Many organizations are struggling financially right now and if they are choosing between you and another candidate who has no fee attached, you may not be their choice. If you do decide to work with a firm, select one or two to start. Choose a recruiter the way you would choose a lawyer or other trusted professional. On the flip side, in-house recruiters are employed by the organization and are dedicated to recruiting for their employer. Their priority is to make the best match possible, for the group and the candidate. They will have a much deeper knowledge of the organization and practice culture, the community, and more fully understand benefits, salary, and other principal components of the practice.

### Where to Look for Jobs

There are numerous websites you can peruse that will give you a comprehensive look at available jobs. The websites I am suggesting you start with are, for the most part, sites on which

recruiters post jobs and search for candidates. If you are registered on some of these sites not only will you find jobs, but recruiters will find you as well. I suggest starting with the specialty organization, AAOS, and the hospital or health system website. Next consider PracticeLink.com, PracticeMatch.com and Healthcareers.com, all are excellent sites. Doximity is another excellent resource where you can link to recruiters and also to colleagues if you choose to. Lastly, you may have attended job fairs through CareerMD so let's not forget careermd.com, also an excellent tool.

Theodore Roosevelt said, "Far and away the best prize that life has to offer is the chance to work hard at work worth doing." The path you chose is worth everything. Good luck!