

Resource Tab- FAQ's PERM

1. Do you offer locums assignments?

Answer: Yes...our parent company Pacific Companies has two divisions, permanent and locum tenens.

2. Does your service cost me anything?

Answer: No. Since we are a full service firm all of our fees are solely paid by the recruiting healthcare entity. It is standard practice that physician candidates should never pay fees to a recruitment firm and should be very wary of working with firms that do charge for its services.

3. Do your search fees come out of my compensation?

Answer: No. Hiring entities have yearly budgets for physician recruitment that have no effect on your compensation. Our clients come to us because they want the best physicians in the market place.

4. Why did the facility need to hire you to find a physician?

Answer: There are many reasons that most facilities across the country use recruitment firms. With the shortage of physicians in this country, there is a war for talent and facilities need every advantage to land the best talent in the market place. Recruiting is more than a full time job, and many facilities do not have the resources or expertise to conduct a quality physician search. For this reason, facilities outsource the search in the same way many outsource IT, accounting and many other things that consultants are better equipped to do. Every facility across the country is in competition for the same physician candidates, so it is crucial to have the best firm on their team to champion their cause.

5. The opportunity you sent via direct mail or email seems too good to be true. What's the catch?

Answer: We visit and evaluate every practice opportunity that we represent in person, unlike most search firms in the industry, before we advertise it. Our core philosophy is that as physicians practice evidence-based medicine, we practice evidence-based recruiting. Every piece of information that we advertise or verbally share with you has backup support documentation. We not only share the positives but also the negatives because no place or opportunity is perfect.

6. Why don't you put the locations of the opportunities on you advertisements, emails or web posting?

Answer: There are several reasons for this. First, our searches are confidential and our clients do not want their information out there to competitors or potential competitors before the candidate has been vetted. Second, clients cannot manage the calls that they receive in response to their opportunities and need to make sure that candidates have been screened to be a good fit for their needs. It is important for us to find out exactly what your wants and needs are and match them with opportunities that meet those needs, instead of wasting the facility's and your time.

7. I am open to different practices and types of communities. How do I narrow it down?

Answer: Let one of our consultants speak with you to learn more about your needs and help you narrow it down to the most well matched opportunities. Once you have done that, choose two or three spots in which to conduct on-site interviews.

8. I am not graduating for another year or two. Is it too early to begin my search?

Answer: It is never too early to start your search process and it is actually highly recommended. In some instances, facilities will have stipends available while you are finishing your training. It is also important to note that it usually takes approximately three to six months to get a state license, and three months to get hospital privileging and on insurance plans.

9. How long does it take to get a state license?

Answer: The timeline to obtain a state license varies from state to state and from individual to individual. Our experience is that it can take as little as a couple of weeks up to eight months, depending upon your situation and the state you are applying to. As part of the service we provide, we can help put you in contact with professional services that facilitate this process and greatly reduce the time it takes to obtain a license.

10. Will this search and my information be confidential?

Answer: Absolutely. Unlike many contingent firms out there, Pacific Companies operates on the highest level confidentiality and ethics, and we would never even forward your information to a facility without your consent.

11. How are your consultants qualified to represent physicians and practice opportunities?

Answer: We conduct an on-site practice/community profile for every opportunity we represent. This allows us to meet all the players involved including future physician and nursing colleagues, support staff and members from C level and administration. We also meet with a knowledgeable realtor to learn all the ins and outs of the community. This whole process allows us to accurately represent the opportunity in a way that other firms would simply not be able to do, not having been to the community in person. Additionally, all of our staff goes through a rigorous two year mentorship in which they

are trained by director level consultants on recruitment, healthcare, contracts, compensation models, stark laws, malpractice, specialty specific issues, customer service and many more important tools or the trade.

12. I had a bad experience with another recruiter or firm. How will you provide me a better service?

Answer: Pacific Companies lives and breathes customer service. We treat every physician as if they were our family members and consult them accordingly. Each of our consultants takes the time to get to know you and your needs so that we can find the right fit. Please look what other physicians had to say who have used our service in the [candidate endorsement section. \(add hyperlink\)](#)

13. What is the difference between retained and contingent firms?

Answer: A retained firm (like Pacific Companies) works for the facilities to find top notch candidates for a specific opportunity whereas a contingent firm just faxes CV's to every facility across the county (in many instances without your permission or knowledge) hoping something sticks. A retained firm gains first hand knowledge of each opportunity it represents by traveling to the community and personally meeting with your future colleagues whereas a contingent firm does neither. Be very wary of posting your information on the job boards as you will have many contingent firms send you information to facilities in many instances without even talking to you. It would be a much better approach for you to use a professional organization such as Pacific Companies to help you land your dream opportunity.