

Purpose and Goals for an On-Site Interview

Meet the Administrator/CEO of the hospital to assess their support of the recruitment effort the financial stability of the hospital and to determine if the medical community's long term goals are compatible with your own.

Meet as many of your future partners/colleagues as time permits. These meetings should be conducted in both groups and one-on-one. During group encounters you will have an opportunity to gauge various member interactions. When you meet someone on an individual basis, they tend to be more candid. Bear in mind that if you are interviewing with a large organization, it is unlikely that you will have the opportunity to meet with every member. Also, be aware that not everyone will be supportive of the recruitment effort. It is incumbent on you to see through this and evaluate the merits of the opportunity objectively.

Show up at the hospital in the evening unannounced, and see what kinds of patients are being seen. Ask the staff questions about your group and the medical community.

Meet with physicians outside of your specialty for a different point of view to verify the need. If you ask the same questions to a variety of individuals, a clearer picture will emerge.

Determine what the primary, secondary, and tertiary service areas are for your specialty to accurately assess the future potential of your practice.

Talk with ICU or OR nurses who will give you 'straight talk'.

Tour the community with a knowledgeable real estate agent; one that will educate you on the community, not sell you a home.

If you have children, investigate the schools. Talk with anyone in town that will give you their impressions of the educational as well as extra-curricular opportunities available for your children.

Remember, this is your interview. There is no perfect opportunity. Make sure you have your goals and priorities written down before you visit any opportunity so that you can be objective in evaluating opportunities.

The on-site interview will be very exciting and emotional. It is also likely to be exhausting. Do not let the emotions and excitement cloud your judgment or overcome your objectives. You are unlikely to find 100% of what you are looking for in an opportunity. If you find 80% or more in an opportunity, you should seriously consider it.

Do not wait too long to make your decision. If you are interested in this opportunity, be assured that others will be too. Other candidates will be visiting before and after you, and may accept the offer while you are still trying to decide. Physician recruitment for hospitals and groups is time consuming and expensive. Therefore, we are committed to filling the opening and interviews will continue until a candidate has accepted an offer. It is your responsibility to be prepared to make a decision.

These are just some of our insights on the On-Site Interview to assist you in finding the right opportunity. Please contact us to discuss your qualifications and interest, and to learn more about the exciting opportunities we represent. **(800) 741-7629** or **info@pacificcompanies.com**.