## Job Search Questions (for General Pediatrics)<sup>1</sup>

- 1. Why is this position available?
- 2. What are the approximate ages and years out of residency of the other physicians?
- 3. To what extent are the other physicians in the group involved in nonclinical medical activities?
- 4. What is the length of stay of the physicians?
- 5. Why did the last physician leave?
- 6. Is the practice incorporated? Corporation? Partnership? Sole practitioner?
- 7. Who are the principals? What is their ownership share?
- 8. How are new partners admitted? Dollar buy-in? Time period of work?
- 9. Does the practice have an employment contract?
- 10. What are the benefits? (Health insurance, dental insurance, vision insurance, profit-sharing, 401K, disability insurance, life insurance, malpractice insurance, annual paid vacation days, annual meeting days off.)
- 11. Are there outstanding malpractice claims against the group? (Important for smaller medical groups.)
- 12. Who keeps the books and records? (Internal or CPA firm?) (Important for smaller groups)
- 13. Who audits the practices books and records? (Important for smaller groups.)
- 14. How does the practice market itself?
- 15. Who negotiates and reviews managed care contracts?
- 16. What kind of support is offered by the administration of the medical group for the physician group, in general, and younger physicians, in particular?
- 17. What is one's salary based upon?
- 18. Are the physicians in the group happy with the administration?
- 19. Who is the competition?
- 20. How many doctors have started practice in this area in the past three years?
- 21. Is this a fast growing community?
- 22. How many patients does a physician typically see in a day?
- 23. What is the typical work schedule?
- 24. What procedures are performed in the clinic and who performs them?
- 25. What is the patient mix (managed care, Medi-Cal, private insurance)?
- 26. How many new patients are seen per day? Per week?
- 27. What specialties are available within this medical group?
- 28. What is the referral pattern? Where do the patients go for specialty care?

## Job Search Questions (for General Pediatrics)<sup>1</sup>

- 29. How many managed care contracts does the medical group have? (This is a significant player in northern California)
- 30. Is there a pediatric emergency room?
- 31. How is the emergency room covered?
- 32. How are hospitalizations, including the Newborn Nursery, covered?
- 33. What is the financial stability of the medical group?
- 34. What is the group's average hospital census?
- 35. What are the opportunities for CME?
- 36. Is there financial support for CME?
- 37. What is the coverage for weekdays, weekends, vacations, CME?
- 38. What is the staff-to-physician ratio?
- 39. What is the rate of staff turnover?
- 40. Which EMR system is used? (Epic, NextGen?)
- 41. How are Quality Improvement and Management accomplished?
- 42. What is the overhead and what is the percentage?
- 43. How are bad debts collected?
- 44. Who makes the decision about employee hiring and firing?
- 45. Will I have input into the selection of my nurse/ medical assistant?
- 46. How old are the building and equipment? How are they financed and what is the outstanding debt?
- 47. How often are the fee schedules reviewed?
- 48. Tell me about the community, schools and recreation?

Vognild, Lisa. "How to Make the Most of Your Interview." PracticeLink Magazine. June 24, 2011. Accessed December 9, 2015. <a href="http://journal.practicelink.com/jobdoctor/how-to-make-the-most-of-your-interview/">http://journal.practicelink.com/jobdoctor/how-to-make-the-most-of-your-interview/</a>