

■ See San Francisco
for Free

■ Nailing That Remote
Interview

■ Private Practice

Career Guide

OPHTHALMOLOGY
SAN FRANCISCO, CA

October 2019



Leading the future of health care.

The Permanente Medical Group, Inc. (TPMG) invites you to pursue a truly rewarding career with us. Here, we believe the patient-physician relationship is critical to helping our members live long, healthy lives. If you believe it's your time to thrive, we invite you to join our team today.

OPHTHALMOLOGIST OPPORTUNITIES

Northern & Central California

- **Comprehensive Ophthalmologists:** Fresno, Napa, Roseville, San Jose, Santa Rosa
- **Glaucoma Specialist:** Antioch
- **Neuro-Ophthalmologist:** Roseville
- **Retinal Surgeons:** Fresno, Roseville
- **Uveitis Ophthalmologist** - Santa Clara

Please stop by Kaiser Permanente booth #5121 in the exhibit hall at the AAO Annual Meeting!

The Permanente Medical Group, Inc. (TPMG) is one of the largest medical groups in the nation with over 9,000 physicians, 22 medical centers, numerous clinics throughout Northern and Central California and a 70-year tradition of providing quality medical care.

Kaiser Permanente is a fully integrated care delivery program with comprehensive administrative support and work-life balance. Members of our cross-specialty team have the opportunity to enhance their skills in an innovative, collegial environment. Providing exceptional patient care is our foremost priority. If you want to join a practice that offers both personal and professional advantages, we invite you to become part of our team. It's your time to thrive!

WE OFFER:

- Physician-led organization – career growth and leadership opportunities
- Multi-specialty collaboration and integration
- Mission driven, patient-centered care with one of the largest progressive medical groups in the nation

EXTRAORDINARY BENEFITS:

- Shareholder track
- Moving allowance
- Comprehensive medical and dental
- Home loan assistance up to \$200,000 (approval required)
- Malpractice and tail insurance
- Three retirement plans, including pension
- Paid holidays, sick leave, education leave (with generous stipend)

For more information, please contact:

Denise Bottarini at 510-625-6265

or Denise.M.Bottarini@kp.org,

<https://www.linkedin.com/in/denisebottarini>

You may also apply online at:

<http://physiciancareers-ncal.kp.org>

PERMANENTE MEDICINE®
The Permanente Medical Group

CONNECT WITH US:    

 **KAISER PERMANENTE®**

Contents



4

San Francisco offers many attractions that are free to the public.



10

Discover tips for **Nailing That Remote Interview** for your dream position.

14

Explore the Pros & Cons of **Private Practice** to determine what's right for you.



See San Francisco for Free

Enjoy what the Bay Area has to offer without opening your wallet.

Exploring a new city doesn't have to cost a fortune. In fact, it doesn't have to cost a thing. Whether you're in San Francisco for a day or a week, you can see a ton and enjoy numerous adventures free of charge. From the best nature has to offer to local museums, there's something for everyone on this list.

Take A Stroll Through the Golden Gate Park

The Golden Gate Park offers over a thousand acres of land to explore, most of which can be enjoyed for free. Combining nature with history, feel free to wander around the many lakes, meadows, and groves. On a beautiful day, tourists can enjoy the vast fields of tulips and windmills, Strawberry Hill, and buffalo roaming the grounds. If you feel like spending a few dollars, there are a number of attractions in the park to enjoy as well. Get a caffeine boost at the Japanese Tea Garden, roam the sculpture garden at the De Young Museum, or stroll around the Steinhart Aquarium. A day at the Golden Gate Park won't be one you'll soon forget.

Between Stanyan St. and Great Hwy. | San Francisco, CA 94117
goldengatepark.com

Drive Down Lombard Street

Lombard Street is an incredibly unique road in San Francisco. The one-way street is so full of twists and turns that it's more like a roller coaster than a road. Lined with gorgeous flowers and bushes, it has become a sight to behold. It has become a

popular tourist attraction and can be either walked or driven. Just another free activity to enjoy in San Francisco.

Lombard Street | San Francisco, CA

Have A Bonfire On Ocean Beach

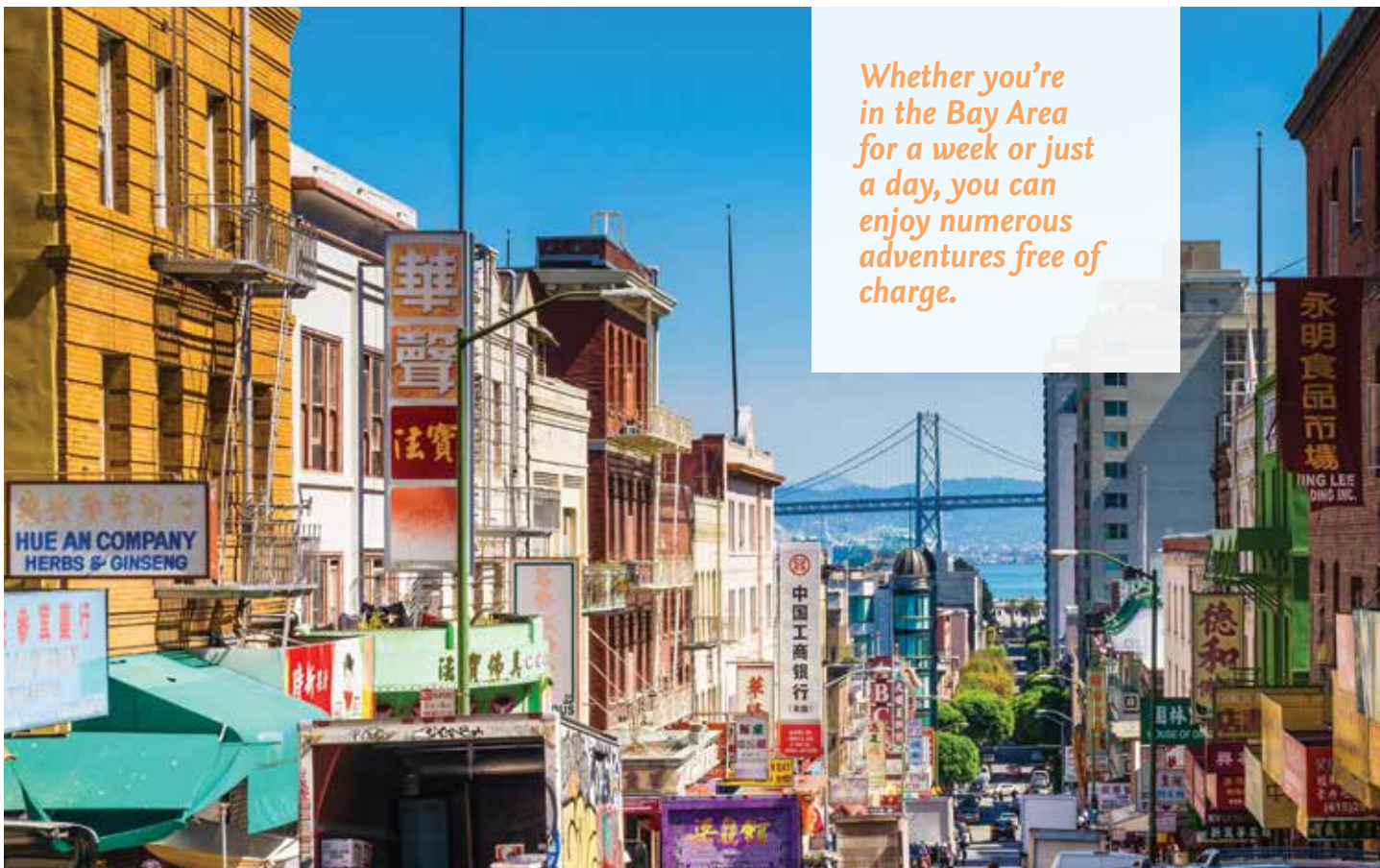
If you've ever wanted to have a bonfire on the beach, San Francisco's beaches offer some of the best spots to do this. Ocean Beach is gorgeous with once in a lifetime views of the Golden Gate Bridge. Fire pits are set up for public use between stairwells 15 and 20 free of charge.

Sloat Blvd and Great Hwy. | San Francisco, CA 94132 | 415-561-4700

Visit The Musée Mécanique

Musée Mécanique is a unique museum featuring coin-operated mechanical musical instruments and antique arcade machines. The collection consists of over 300 pieces, all of which are functioning and can be played. In addition to antique arcade games, the Musée Mécanique is also the home of many modern-day video arcade games. If you choose to play any of the games, don't expect it to break the bank. Each game costs less than a dollar and some are even as cheap as a penny.

Pier 45, Fisherman's Wharf | San Francisco, CA 94133 | 415-346-2000
museemecaniquesf.com



Whether you're in the Bay Area for a week or just a day, you can enjoy numerous adventures free of charge.

Ride The Cable Cars

Known for its steep hills, the only way people were able to get around San Francisco back in the day was by horse-drawn trolley. Then in 1873, the first cable car hit the streets and has been a popular mode of transportation ever since. Different from streetcars, the cable cars in San Francisco are truly one thing you don't want to miss. If you don't mind spending a few dollars, you won't regret riding the cable cars. It's a great way to get around town and the perfect location to take selfies.

Bay St & Taylor St | San Francisco, CA 94133 | 415-701-2311

sfmta.com

Visit the Sea Lions at Pier 39

Pier 39 is home to hundreds of sea lions, attracting both locals and tourists to behold the magical sight. After an earthquake in 1989, these adorable beasts started hanging out at the pier, eventually making it their new home. Just east of Fisherman's Wharf, the sight of hundreds of sea lions hanging out on the pier and barking out loud will be a sight to behold.

Beach Street & The Embarcadero | San Francisco, CA 94133 | 415-705-5500

pier39.com

Stroll Fisherman's Wharf

Fisherman's Wharf is one of the most famous areas of San Francisco, located on the northern waterfront. With picturesque views of the bay, the Golden Gate Bridge, and Alcatraz, it's no surprise that Fisherman's Wharf appeals to so many tourists. In addition to the wide variety of restaurants, bars, and souvenir shops, tours are available by boat, helicopter, and bus. You can spend the day taking in the sights or enjoying one of the museums and aquariums in the area.

47 Pier, Suite 2 | San Francisco, CA 94133 | 415-674-7503

fishermanswharf.org

Take In A Free Show At Amoeba Music

Amoeba Music has one of the most diverse collections of DVDs and music around. From the best underground rock to today's top 40, Amoeba Music offers a number of listening stations to help you sort through new artists. More than just a music store, it's also a venue that hosts a variety of bands that locals and tourists can check out. If you aren't interested in albums, then you should certainly check out one of their free shows while you're in town.

1855 Haight Street | San Francisco, CA 94117 | 415-831-1200

amoeba.com

Sights and Flavors at The Farmers' Market

The historic Ferry Building, in the Embarcadero, is home to one of the largest farmers markets in the area, as well as numerous shops featuring local artisanal shops, including Blue Bottle Coffee and Cowgirl Creamery. The Ferry Building also offers a fantastic view of the bay with spots for having a picnic on one of the many benches. At night the Bay Bridge fills up the sky with a beautiful light show.

One Ferry Building | San Francisco 94111 | 415-983-8030

ferrybuildingmarketplace.com

Walk Across The Golden Gate Bridge

What's a trip to San Francisco without checking out the Golden Gate Bridge? Admiring it from afar is beautiful but getting up close and personal with the bridge is an entirely different experience. If you don't rent a car, you can still enjoy the bridge by walking or biking over it. Not only is it free, but it's the best photo opportunity you'll come across in San Francisco. From end to end, it's 1.7 miles. While you can walk across the entire bridge and take a bus back, many tourists choose to walk halfway across, take in the view, and then walk back the way they came. There are two walkways, the east and west sidewalk. The east sidewalk offers views of the bay, Alcatraz and the city. Each sidewalk is open to the public during different hours, so it's important to check their website when planning your trip.

Golden Gate Bridge | San Francisco, CA | 415-921-5858

goldengate.org ■



Bassett Healthcare Network
Bassett Medical Center

Cataract Surgeon

Bassett Healthcare Network, a progressive health care network in central New York and major teaching affiliate of Columbia University, is seeking a Cataract Surgeon to join a busy ophthalmology department based in the lovely village of Cooperstown, NY.

Pertinent Highlights Include:

- 6 Ophthalmologists and 6 Optometrists
- Opportunities exist for both research and teaching if interested.
- Currently there are specialists in retina, cornea, pediatrics and glaucoma. Sub-specialty interest in glaucoma, cornea or Oculoplastics would be welcome.
- The support staff is well trained and experienced in both the clinic and operating room.
- Group employed model with competitive salary
- Comprehensive benefit package, including but not limited to medical, dental, CME, transition stipend and paid malpractice insurance
- Forbes' 2018 America's Best Mid-Size Employers

Bassett Healthcare Network is an integrated health care system that provides care and services to people living in an eight county region in Central New York. The organization includes six corporately affiliated hospitals, as well as skilled nursing facilities, community and school-based health centers, and health partners in related fields.

For confidential consideration, please contact:

Debra Ferrari, Medical Staff Recruitment

Phone: 607-547-6982; email: debra.ferrari@bassett.org or visit our web-site at www.experiencebassett.org

Bassett Medical Center provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, creed, sex (including pregnancy, childbirth, or related condition), age, national origin or ancestry, citizenship, disability, marital status, sexual orientation, gender identity or expression (including transgender status), or genetic predisposition or carrier status, military or veteran status, familial status, status a victim of domestic violence, or any other status protected by law.

Career Guide

A powerful and effective recruitment solution that reaches top healthcare talent through the industry's key society conferences and myHealthTalent.com.

Reach both active and passive job seekers to fill your position quickly and effectively.

Contact

Jaesam Hong
j.hong@elsevier.com
212-633-3713
to reserve your space!





UW Medicine
VALLEY
MEDICAL CENTER

Ophthalmologist, MD/DO Full-Time, 1.0 FTE Location: Renton, WA

UW Medicine | Valley Medical Center has received many awards including recognition as one of the Best Places to Work. Modern Healthcare has listed Valley Medical Center as one of the nation's "Best Places to Work in Healthcare." Seattle Business magazine names VMC the #1 Non-Profit in Washington for 2011, VMC's tenth consecutive year winning a Best Workplace award.

Qualifications: BE/BC in Ophthalmology

We are currently accepting applications for a full-time (1.0 FTE) Ophthalmologist with a desire to build a practice working in a collaborative, collegial, work environment. Team based model approach to patient-centered care including RN care manager.

Ability to obtain a medical professional license in the State of WA.

Ability to obtain a DEA with full prescriptive authority needed for specific practice

Valley Medical Center offers much more than a comprehensive, competitive compensation and benefits. There is also the lifestyle benefit that comes with finding yourself in the heart of the Pacific Northwest. Surrounded by the vibrancy and sophistication of one of the country's most livable cities, finding the perfect urban or outdoor pursuit will instinctively and pleasurably become second nature. The location in Suburban Seattle (Renton) allows you to enjoy a great northwestern lifestyle without the high prices and traffic found in the heart of the metro.

- 10 minutes from SeaTac International Airport
- 16 minutes from downtown Seattle and Bellevue
- Magnificent views of Cascades and Mt Rainier
- On Lake Washington with the Cedar River running through the city
- On the shore of Lake Washington in the heart of Puget Sound
- No state income tax
- Home of Seattle Seahawks, Amazon, IKEA, Microsoft and Boeing
- Eligible to Participate in Public Service Loan Forgiveness (PSLF) Program. Call for details.

**Please apply by submitting your CV and Cover letter to
Alan Munro, HR Manager, Provider Recruiting
at alan_munro@valleymed.org**



Nationwide Ophthalmology Practice Opportunities!

At **Physician Search Associates**, we strive to place exceptional physicians with exceptional practice opportunities. **With 20+ years of ophthalmic recruitment experience**, we are focused on making long term, permanent placements that enhance the professional and personal lives of those we represent. **We create successful partnerships!**

No matter if you are just completing your residency or are looking for an end of career job change, we are confident we can help identify the perfect opportunity for you.

Contact us today to begin your search for a new career opportunity!

Phone: 919-656-4117

Email: info@physiciansearchassociates.com

Website: www.physiciansearchassociates.com

GUNDERSEN HEALTH SYSTEM®

Vitreoretinal Surgeon

Gundersen Health System, based in beautiful La Crosse, WI is recruiting for a Fellow trained Ophthalmologist interested in providing Vitreoretinal Surgery and comprehensive ophthalmology services within our health system. Current shared call is 1:10 with ten board certified Ophthalmologists on staff.

Department services include: Cornea, Comprehensive Ophthalmology, Glaucoma, Laser Vision Correction, Oculoplastics, Pediatrics, Retina, Cataract. The Gundersen Eye Institute provides the latest in technology and equipment which includes Zeiss OCT, Heidelberg Spectralis OCT, Digital photography, Zeiss IOL Master, Marco EPIC refraction systems, Excimer laser, argon and diode laser. We ensure state-of-the-art eye care to the patients in our Upper Midwest service area. In addition to our ten ophthalmologists, our professional eye care team includes twenty-three optometrists, ophthalmic and optometric technicians, contact lens, low vision personnel, and opticians. Our physician lead organization emphasizes quality care and the use of modern technology to serve our patients. Fellowship training is required for this surgical - retina role.

Gundersen Health System is a community based health system that employs over 650 medical staff and is the largest employer in our region. We have an academic affiliation with the UW Madison and are a physician led organization which boasts a rich 130 year history of excellence. Gundersen is a teaching institution that is home to accredited residencies, fellowships, research and philanthropy and serves the tri state area of WI, IA and MN.

Visit us at gundersenhealth.org

Visit us at gundersenhealth.org

Jon Nevala

(O) 608.775.4224 | (C) 608.386.5727
jnevala@gundersenhealth.org



BC/BE Fellowship Trained Pediatric Ophthalmologist Kansas City

Children's Mercy Kansas City is an independent, non-profit, 367-bed pediatric health system, providing half a million patient encounters each year. Children's Mercy is ranked by U.S. News & World Report in all 10 specialties, and as one of "America's Best Children's Hospitals". Our medical staff of more than 750 pediatric subspecialists and researchers is actively involved in clinical care, pediatric research and educating the next generation of pediatric subspecialists.

- Current openings for two pediatric ophthalmologists with interest in pediatric and adult strabismus, ROP (laser and avastin treatment experience preferred), ocular genetics, and/or general pediatric ophthalmology to cover two retiring ophthalmologists
- Join a dedicated team of 5 full-time pediatric ophthalmologists, 2 orthoptists and 6 pediatric optometrists
- On-site support from 6 additional ophthalmologists including ocular oncology, pediatric retina neuro-ophthalmology, and oculoplastics
- Call coverage is 1:6(7) at one Level I pediatric trauma center with resident/fellow coverage
- Opportunity for teaching a pediatric ophthalmology fellow and ophthalmology residents from 2 residency programs
- Academic appointment at University of Kansas and University of Missouri – Kansas City
- Participate in shared ROP screening and treatment at 10 local NICUs (60-80 babies per week)
- Access to 2 full-time ophthalmology research coordinators with ~30 internally and externally funded pediatric ophthalmology projects including PEDIG studies
- Clinic diagnostic equipment including Optos (with fluorescein angiography), anterior and posterior segment OCT, Pentacam, visual field, Lenstar, specular microscopy and ERG
- Advanced OR equipment including 3D viewing system with intraoperative OCT, retinal and glaucoma lasers, UBM, Retcam, and Avedro corneal crosslinking system
- The ophthalmology and optometry team see 35,000+ patient visits annually with excellent support from 32 ophthalmic technicians and an overall staff of 60 employees
- Competitive salary and compensation package including licensure, board fees, CME allowance, vacation time, health insurance and retirement

For more information or consideration, please send cover letter and CV to physicianjobs@cmh.edu

EEO Employer/Disabled/VET

Seeking BE/BC Comprehensive Ophthalmologist

Practice located in beautiful Central California

Full time position, fast track to partnership

(willing to discuss flexible schedule)

- Established in 1955, the only ophthalmology practice in Kings County
- 7,200 sq. ft. main facility built in 1993 with attached ambulatory surgery center and boutique optical shop
- 1 ophthalmologist / 2 optometrists
- Salary commensurate with experience and training

Partnership income in the 90+ percentile

No hospital or ER call, low call volume for practice

- Retirement plan with 401(k) advantage and health insurance benefits for employees and their families
- Equidistant from LA and SF, near the beautiful Pacific coastline, Sequoia National Park, Yosemite National Park, and Kings Canyon National Park with lots of available outdoor activities in the area (hiking, fishing, cycling, hunting, boating, camping)
- Small community with affordable housing, quality schools, low crime rate, no traffic jams, and free parking.

Interested applicants please submit a CV to

jjudisun@kingseyecenter.com

If you enjoy a pleasant, laid back lifestyle
we're confident you'll love it here at Kings Eye Center.



(559)585-3937

1395 W. Lacey Blvd. Hanford, CA



Eye Center of Texas (ECT) is seeking a retina fellowship trained surgeon as well as a corneal or glaucoma fellowship trained surgeon to join our growing multi-specialty practice in Houston. ECT is a large comanagement based practice with significant surgical volume. We have 4 board certified ophthalmologists (2 retina specialist and 2 anterior segment surgeons) along with a team of 9 therapeutic optometrists who provide a full spectrum of services, from advanced diagnosis to treatment and surgery. ECT has multiple offices throughout Houston and surrounding areas.

Starting salary is highly competitive with bonus opportunity, benefits, and an opportunity for partnership.

Houston has much to offer with a booming economy, diverse population and numerous social venues. This is a great opportunity for an energetic, good spirited candidate with excellent clinical and surgical skills who wants to join a busy practice.

Please visit our website at www.eyecenteroftexas.com.

Please forward a cover letter and C.V. to
Lee Ann Kruppa, Practice Manager, at
lkruppa@eyecenteroftexas.com.



Essentia Health

Ophthalmology and Pediatric Ophthalmology - Duluth, MN

- Seeking 1 full-time Ophthalmologist and 1 Pediatric Ophthalmologist and 1 Glaucoma Specialist to Join a growing, diverse, high-volume and collegial practice which offers multi-specialty services, and includes 3 Ophthalmologists, 1 Retina Specialist, 1 Cornea Specialist and 1 Pediatric Specialist, and 4 Optometrists.
- State-of-the-art facilities and diagnostic equipment
- Treat approximately 25 adult outpatients per day and inpatient coverage occasionally. Call 1:6 weekday (M-TH) and 1:12 weekends (share community call) Patients are seen at various locations in the Duluth/Superior area
- Level I trauma center

Duluth, MN is located on the westernmost tip of Lake Superior, 120 miles north of Minneapolis/St. Paul metropolitan area. Regional service population: 460,000; Duluth population: 86,000

Ophthalmology - Virginia, MN

- Established practice with state-of-the-art facilities and diagnostic equipment within a growing multi-specialty clinic
- Excellent support from multi-specialty colleagues in Duluth, 60 miles away (cornea, retina, and pediatrics)
- Call is light with excellent backup from Duluth call group on non-call evenings and weekends
- Call 1 weekend/month, 1 night/week

Virginia, MN is approximately 60 miles from Duluth, MN and 150 miles north of Minneapolis/St. Paul metropolitan area. Regional service population: 60,000; Virginia population: 8,000

Ophthalmology - Fargo, ND

- Seeking one full-time Ophthalmologist to join a growing, fast-paced, high energy team, which offers multi-specialty services and includes 1 Ophthalmologist, 1 Retina Specialist, 3 Optometrists, and techs and ancillary staff.
- State-of-the-art facilities and diagnostic equipment
- Treat approximately 25 adult outpatients per day and inpatient coverage occasionally
- Monday-Friday: 8am-5pm
- Call expectations 1:5 weekday (M-TH), and 1:10 weekends (shared community call)

Fargo, ND is centrally located on the border of North Dakota and Minnesota with a regional service area consisting of 25 clinics and 5 hospitals. Fargo-Moorhead population: 230,000

Contact: Kristen Reardon, Physician Recruiter for more details

PH: 701-364-7892 | Kristen.Reardon@EssentiaHealth.org

EOE/M/F/Vet/Disabled

Nailing That Remote Interview



The phone interview and more recently, the video interview, for physician staffing has become customary as part of the initial screening practice. When it comes to securing a permanent or temporary position, your first and only chance to impress a staffing specialist, hiring manager or senior partner is during the phone interview. This is especially true for physician jobs that are in high demand. As is often the case, busy hiring managers choose to narrow down the number of candidates via the phone before investing hours conducting in-person interviews.

As the phone screening interview is the first step towards a position, make full use of this chance by polishing up your phone etiquette. The interviewer is trying to find out more information about you and your background – finding areas where you may respond well or fail. Yes, the onsite interview is the next step, but you can't get there without impressing the interviewer on the other end of the phone, be it a hiring manager, recruiter or owner of a primary care practice.

There are no hard and fast rules regarding how long a phone interview will last. In general, plan for at least 30 minutes, with allotted time for before and after the interview. Give yourself time to gain composure before the call so that you sound calm and confident. Consider the job description carefully and evaluate if you are well matched for the job. Don't try to schedule it on a day and time that is packed with back-to-back appointments.

Prepare For The Interview

Here are a few tips to help you nail the remote interview:

1. Make sure there is good phone reception and minimal background noise. Choose a quiet and private location to avoid any distracting background noises and unnecessary interruptions. If you have a headset, use it. Ensure that you are able to speak freely and clearly during the interview. Use a tablet or pen and paper to take notes.
2. Be friendly and answer the interviewer's questions simply and honestly and stay on topic. Keep in mind that during the phone interview, the recruiter is envisioning you in the role that you are interviewing for so remember to be professional and stay on point.
3. Prepare questions to ask the interviewer. These questions will help you gather more information about the company, more than you have been able to learn in your research. Additionally, a few informed questions can show the interviewer that you are committed to pursuing the opportunity. Find out what the work environment is like, and if you will fit into the corporate culture. You may also want to know where your career may take you should you should get the job.
4. Record your voice. With a phone interview, the way you communicate is key. To prepare before the actual phone interview, try recording your voice and play back the recording in order to catch things you may want to change. Perhaps you sound flippant, or too many pause fillers come up in your answers such as "um" or "liken" making you sound less enthusiastic than you wanted to.
5. Research the facility before the call. Get as much information as you can about the employer. Relevant information you should find out includes:



As the phone interview is the first step towards a position, take the opportunity to polish up your phone etiquette.

- The facility's overall mission, values, and treatment services.
- How much staff does the employer have?
- What are the general demographics of the patients?

Generally, knowing the answers to these questions will help position you to better understand the employer and the opportunity you are applying for. This will also show the employer that you are interested in the facility and in advancing your career.

1. Prepare for questions you are likely to encounter. Standard examples include:

- Please tell us about yourself
- Please explain how you perform under pressure,
- What is your ideal practice setting?
- Are you prepared to relocate for this position?

Don't just think about these answers mentally, write down your answers as you prepare. Make sure that you include past work experiences and examples to support your answers.

2. Prepare for the unexpected question. Sometimes, recruiting managers may throw a curveball question such as, "Describe a decision you made that was a failure. What happened and why?"

Preparing for questions like these will save you from being surprised. And even if the recruiter asks very few questions, you are at least prepared for any surprises.

3. Outline the points you want to make. In addition to preparing answers to common questions, it is just equally important to develop an outline of your strongest points as a candidate. Highlight your clinical skills and experience. Make these points when you talk about your training and expertise and try to include them in answers to a variety of different questions.

Bruce M. Guyant, FASPR, systems director of provider recruitment, Covenant Health, Tewksbury, Massachusetts says that some candidates tend to interrupt the interviewer. He advises candidates to be active listeners and not to talk over the interviewer.

One general question that many candidates want to know is: Is it ok to talk about money? According to Guyant, there was a time when it was not advisable for candidates to discuss compensation or benefits during an interview. However, this has changed. He advises that if the interviewer broaches the subject of money, be ready to at least give some idea of your salary and benefits expectations.

Video Interviews

Here are some tips to help you ace a video interview.

- Be sure you have a stable wireless connection or use a land line. A stable wireless connection is essential for a smooth video interview. Before the day of the call, do a dry run. This point cannot be emphasized enough. Test your audio and video again right before an interview to ensure everything is working properly. Just because it worked yesterday does not

mean that it's going to work today. Don't risk the headache or embarrassment of technology issues during a conversation with a potential employer. Pick a clear background. Choose a background that allows you to stand out and not be lost. The focus of the interviewer should be on you and what you're saying during the interview. Use a solid wall if you can't find a good backdrop at your office or at home.

- Make sure the room is well lit. Ensure the interviewer can see your face clearly. Try a test video beforehand to make sure the area where you select to do your interview is well-lit. Paul J. Bailo, a digital executive and author of *The Essential Digital Interview Handbook*, says the average room doesn't have enough light for video calls. Most people have just one overhead light shining down on them from the ceiling. This often creates unflattering shadows. His advice is to put one light behind you, one to the right, and another to left to create a glow around you.

- Camera placement is critical. Position your camera at eye level. The angle is critical. Bailo says, "You don't want the camera looking up your nose, and you don't want the camera looking down at you. The psychology behind it is if I'm looking down at the camera, I'm looking down at the hiring manager, and they feel subservient."

At The End of The Interview

Always thank the interviewer for their interest and time. Guyant advises, "If you are seriously interested in the job, go ahead and ask for a face-to-face interview."

Above all else, relax and believe in yourself. With some thorough preparation and a little bit of practice, you'll nail that interview! ■

Sources:

Phone or Video Settings, August 21, 2017 - Randstad USA

Doctors In Demand: New Doctors Flooded With Offers, John Commins, Sept. 19, 2017 - Health Leaders Media

Phone Interview Questions and The Best Answers, Alison Doyle, (Updated) July 20, 2018 - The Balance: Careers

ABOUT THE AUTHOR

Melanie Grano is a freelance business writer and 20-year Journalism veteran who regularly contributes to career-based publications, including *ThirdCertainty* and *Computer Times*.



Don't stop advancing yourself or your career

The Resources page on myHealthTalent.com provides healthcare industry trends, hot topics in your specialty, career advancement tips and much more.

Visit blog.myhealthtalent.com, and bookmark this page as your career resource

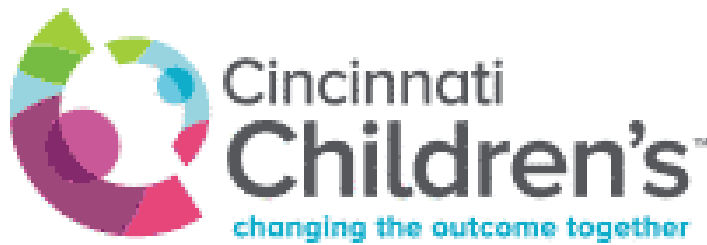


Physician – Cornea Specialist – SSM Health Davis Duehr Dean- Madison, WI

SSM Health Davis Duehr Dean, a nationally recognized multispecialty comprehensive integrated eye services network, is actively recruiting a BE/BC ophthalmologist, fellowship-trained in cornea, to join a practice of two cornea specialists at the SSM Health Davis Duehr Dean Clinic in Madison, Wisconsin. The position includes complete cornea service, comprehensive ophthalmology and refractive surgery. Davis Duehr Dean performs the 2nd highest volume of cornea transplants in the state. To that end, the ideal candidate will be comfortable managing complicated cornea patients and be proficient with DMEK cornea transplant procedure.

Davis Duehr Dean, a physician led department, is comprised of 22 Ophthalmologists and 36 Optometrists who serve 19 locations in southern Wisconsin, serving the greater Madison area. In addition to comprehensive ophthalmology, Davis Duehr Dean has specialists in cornea, glaucoma, oculoplastics, pediatrics, refractive surgery, and retina. Our Ophthalmologists also participate in outreach to our satellite sites. Volunteer academic appointments are available through the University of Wisconsin and clinical research opportunities are available through the Dean Health Research Program and the University of Wisconsin. This opportunity also provides a competitive two-year guaranteed salary, with bonus potential.

An adjacent fulltime outpatient surgery center, with a dedicated ophthalmic anesthesia team, an on-site, state of the art photography department with professional ophthalmic photographers, and an ophthalmic diagnostic center support our comprehensive ophthalmologists as well as the entire division and allows for a high-quality practice. **Contact: Kirsten.sukow@ssmhealth.com**



Ophthalmology

Faculty Opportunity Department of Pediatric Ophthalmology

We have an exciting opportunity to add a pediatric ophthalmologist to our growing practice at Cincinnati Children's Hospital Medical Center. Our current practice comprises eight pediatric ophthalmologists, six pediatric optometrists, and an orthoptist. Last year, we had over 36,800 outpatient encounters including many patients from across the country and around the world. We are looking for applicants who hold either an MD, and is interested in a busy, rewarding clinical practice with a research component, or an MD-PhD, who is interested in combining clinical practice with a strong research component in either clinical or basic science. We would also welcome applicants with subspecialty capability in cornea or oculoplastics.

The candidate may apply at the faculty rank of assistant, associate, or full professor depending on qualifications and past experience. We have an attractive compensation and benefits package. Compensation is generally greater than or equal to the 75th percentile of the AAPOS benchmark within three years of establishing a practice, with many opportunities to grow and advance once here.

Cincinnati Children's Hospital ranks second among pediatric hospitals in the United States according to the US News and World Report, and our research endeavors garner the second highest amount of funding from the National Institutes of Health for all children's hospitals and pediatric departments nationwide. We are affiliated with the University of Cincinnati, College of Medicine. Cincinnati is also an affordable community with a thriving arts and music scene, professional baseball and football teams, and numerous recreational facilities such as the Cincinnati Zoo, Newport Aquarium, and Kings Island amusement park. It has been recognized nationally as an up-and-coming city to watch that is as fulfilling for young professionals as it is comfortable for raising a family.

Interested and qualified candidates can reach out to Michael Yang, MD (Division Director), during this meeting at michael.yang@cchmc.org or by cell at 513-543-0461. They may also send curriculum vitae and letter of interest to:

C. Scott Byington, Business Director
Cincinnati Children's Hospital Medical Center
Scott.Byington@cchmc.org



Private Practice: The Pros & Cons of Self-Employment

Working in a hospital can be very attractive to many physicians: the regular guaranteed salary, the pension contributions, the holiday and sick pay all add up to a compelling package. However, a recent Medscape report found that self-employed physicians are more satisfied than employed physicians (63 percent vs 55 percent). It suggests that employed physicians dislike the lack of autonomy, the limited income potential and limited influence in decision-making.

By contrast, their self-employed counterparts in private practice, enjoy the flexibility and greater autonomy in decision-making, particularly concerning income potential. “Being a solo practitioner and trying to run an efficient practice allows me to not have to see the large numbers of patients on a daily basis that my employed colleagues are faced with,” says J. Scott Litton Jr, MD, a private practitioner. “Patients are scheduled for 15- and 20-minute slots and gaps are purposely left in my schedule to accommodate the same-day call-ins. While this can be a very stressful day-to-day workflow, it is nonetheless very rewarding at the end of the day.”

Greater Satisfaction in Private Practice

Physicians working in private practice will typically draw a salary on a monthly or quarterly basis based on the practice income after all expenses – such as rent, staff and administrative costs – are paid. This gives a self-employed physician greater control over their income; they can choose to work longer hours to provide an evening or weekend service to their patients, for example. Writing for the American Academy of Family Physicians (AAFP), Peter Rippey, MD, makes the case that, “In

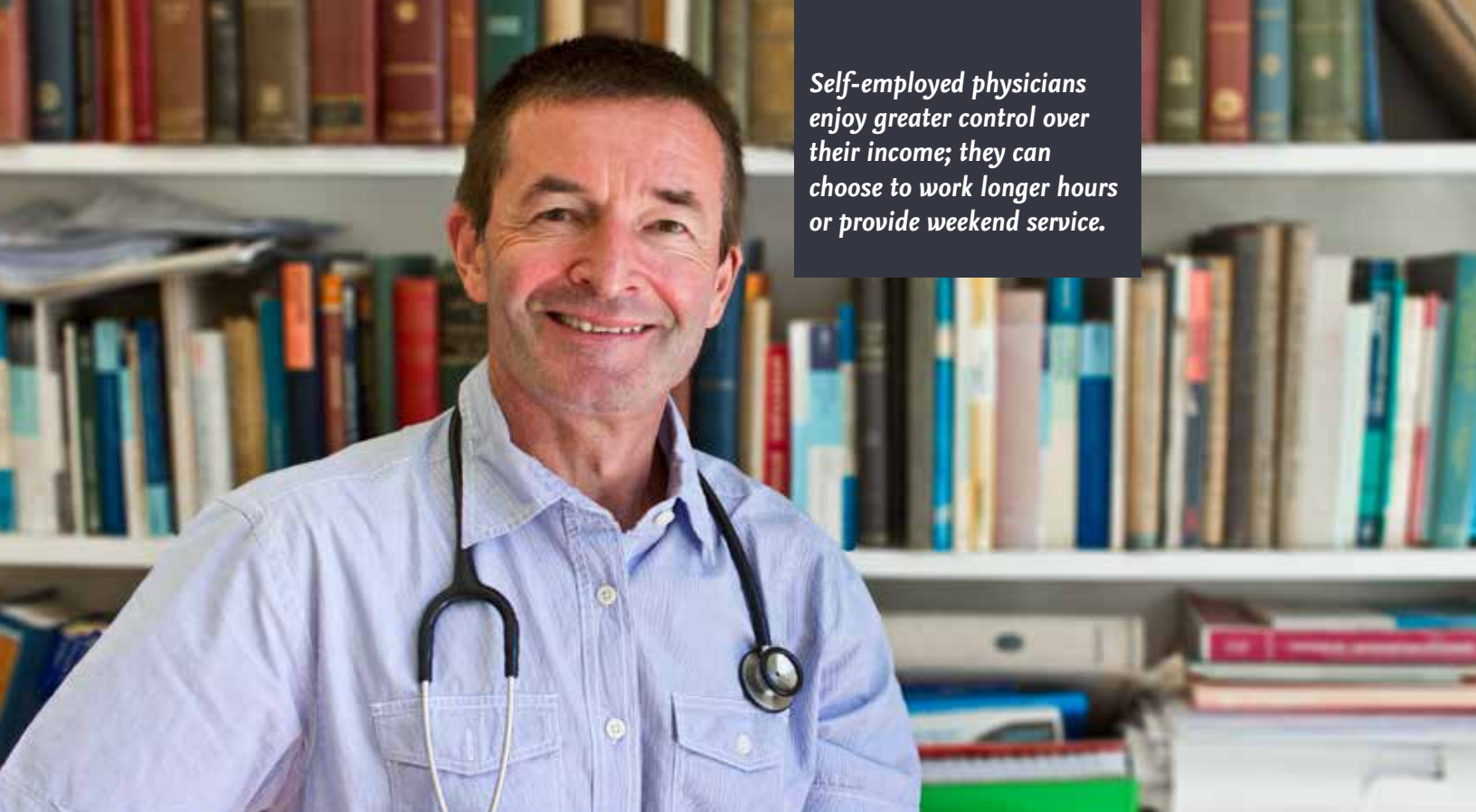
private practice, I also get to decide what hours I work, what procedural services I provide, what my scope of practice is, when I take vacation and who I have assist me.” He also points out that private practice can help to plug holes in medical provision and provide an important service for patients. “Private practices are a vital means for health care access, especially in rural areas (where) the next closest option may be more than an hour away,” he says.

However, Rippey also recognizes that “the uncertainty of the health care landscape as the Patient Protection and Affordable Care Act continues to be implemented – along with the challenges related to payment, electronic health records (EHRs), meaningful use and ICD-10 looming on the horizon – seems to have spurred a mass exodus from private practice to employed positions.” In fact, the AAFP states that more than 85 percent of new physicians are employed.

The significant capital required to set up in private practice and the lack of financial certainty, especially in the first few years, do act as considerable barriers to new physicians who would like the autonomy and flexibility private practice can deliver. Some experts estimate that set-up costs alone can total somewhere in the region of \$70,000 to \$100,000. The American Small Business Administration estimates that 50 percent of new businesses fold within the first five years, this represents a serious financial risk for the would-be self-employed physician

The Costs Private Practice

Any physician that is considering investing in a private practice



Self-employed physicians enjoy greater control over their income; they can choose to work longer hours or provide weekend service.

would be well advised to seek expert financial and legal advice at an early stage.

The costs associated with setting up a private practice must include:

- Malpractice insurance
- Rent or mortgage for premises, as well as any redecorating costs
- Computer, records and accounting systems
- Basic office equipment and furnishings
- Sales and marketing costs, including signage and advertising
- Medical equipment and supplies, although the cost of this can be reduced by opting for “gently used” equipment until the practice is clearing a profit and it can be replaced for new
- Staffing costs
- External consultancy costs, e.g. tax and legal advisors
- Tax liabilities
- Professional development and other professional and medical credentialing costs

By assessing and planning for these complex costs a physician running their own private practice needs to be well versed in finance, human resources and business administration – as well as their own medical specialty.

Being Your Own Boss

If HR, marketing, finance, facility management, and revenue

cycle management don’t hold much appeal to you as a physician, then private practice is probably not for you – unless you find yourself to be an experienced office manager.

However, Mark A. Rosen, MD, argues that, “if you are entrepreneurial and enjoy the business of medicine, including being a team player, taking risks, having a vision of the future and the marketplace, and negotiating with others, you will enjoy private practice. It isn’t easy, but some of us find it rewarding.”

Not only do self-employed physicians have greater decision-making freedom, they can swiftly respond to events, office dynamics, medical treatments and trends because they are less hampered by bureaucracy than large healthcare groups.

This freedom might be realized in many ways: from sponsoring local sports teams, through to offering a sliding fee scale based on a patient’s ability to pay. Building up a strong relationship with the local community in this way then enables the physician to enjoy a high patient retention rate, boosting profits and morale. You are free to decide which direction you want to take your practice because you are the boss. ■

Sources:

The Pros and Cons of Private Practice, J. Scott Litton Jr, MD (January 7, 2012) - [Physicians Practice](#)

Employed vs Self-employed Physicians: Who's Happier? These Are the Tradeoffs, Leigh Page, (June 14, 2016) - [Medscape Business of Medicine](#)

Private Practice Has Its Rewards, Challenges, Peter Rippey, MD (March 3, 2014) - [American Academy of Family Physicians](#)

Going solo: Start-up basics, Ken Terry, (May 9, 2003) - [Medical Economics](#)

Private practice vs. salaried employment: A complicated decision, (January 2011) - [Orthopedics](#)

ABOUT THE AUTHOR

Melanie Grano is a freelance business writer and 20-year Journalism veteran who regularly contributes to career-based publications, including *ThirdCertainty* and *Computer Times*.



Physician - Ophthalmology – SSM Health Davis Duehr Dean- Madison, WI

The Opportunity

SSM Health Davis Duehr Dean, a nationally recognized multispecialty comprehensive integrated eye services network, is recruiting for a full time BE/BC Comprehensive Ophthalmologist with an interest or experience in refractive surgery. Davis Duehr Dean is a division of SSM Health Dean Medical Group, a 500+ physician multi-specialty health system.

Davis Duehr Dean, a physician led department, is comprised of 22 Ophthalmologists and 36 Optometrists who serve 19 locations in southern Wisconsin, serving the greater Madison area. In addition to comprehensive ophthalmology, Davis Duehr Dean has specialists in cornea, glaucoma, oculoplastics, pediatrics, refractive surgery, and retina. Our Ophthalmologists also participate in outreach to our satellite sites. Volunteer academic appointments are available through the University of Wisconsin and clinical research opportunities are available through the Dean Health Research Program and the University of Wisconsin. This opportunity also provides a competitive two-year guaranteed salary, with bonus potential.

An adjacent full time outpatient surgery center, with a dedicated ophthalmic anesthesia team, an on-site, state of the art photography department with professional ophthalmic photographers, and an ophthalmic diagnostic center support our comprehensive ophthalmologists as well as the entire division and allows for a high quality practice.

SSM Health is an Equal Opportunity Employer and Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

For more information contact:

Kirsten Sukow | Physician & Provider Recruiter

SSM Health Dean Medical Group

Phone: 608-294-6039 | Cell: 920-988-8316

Kirsten.sukow@ssmhealth.com

You can stop looking everywhere out there.



The **best careers**
in **healthcare** are right here.

BE RESPECTED FOR YOUR TALENT—AND EXPLORE THE BEST JOBS
IN HEALTHCARE ON ANY PLATFORM, ANY DEVICE, ANYWHERE, ANY TIME

myHealthTalent.com is a service provided by Elsevier, one of your most respected and trusted sources of information, utilized by 1.5 million of your colleagues in 80+ specialties and 600+ societies.

*For a new world of career possibilities, log in now to **myHealthTalent.com***

ELSEVIER | myhealthtalent.com

Copyright © 2019, Elsevier Inc. All rights reserved.



Glaucoma Specialist - Davis Duehr Dean- Madison, WI Area

The Opportunity

Join three Glaucoma specialists in an established practice at the nationally recognized Davis Duehr Dean Clinic. Located in Madison, Wisconsin, Davis Duehr Dean, a division of SSM Health Dean Medical Group, is an established, multi-specialty eye institute that is fully equipped for a four member glaucoma practice. An adjacent full time outpatient surgical center, with a dedicated ophthalmic anesthesia team, an on-site, state of the art photography department with three professional ophthalmic photographers, and an ophthalmic diagnostic center support our glaucoma service as well as the entire division and allows for a high quality practice.

SSM Health Davis Duehr Dean, a physician directed division, is comprised of 22 ophthalmologists and 37 optometrists who serve 19 locations in Southern Wisconsin. In addition to glaucoma, Davis Duehr Dean has specialists in comprehensive ophthalmology, cornea, oculoplastics, and external disease, pediatrics, refractive surgery, and retina. Many of the ophthalmologists in the department, including glaucoma specialists, participate in an outreach program at our regional sites. Volunteer academic appointments may be available through the University of Wisconsin, and clinical research opportunities are available.

SSM Health is an Equal Opportunity Employer and Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

For more information contact:
Kirsten Sukow | Physician & Provider Recruiter
SSM Health Dean Medical Group
Phone: 608-294-6039 | Cell: 920-988-8316
Kirsten.sukow@ssmhealth.com

Palmetto Health USC MEDICAL GROUP

Located in Columbia, South Carolina is currently seeking **BE/BC Ophthalmologists**. The practice is well-established, has multi-locations, and tertiary care services. This practice features a large referral network with tremendous growth potential. The physician will have the opportunity to be part of the faculty for the residency program that is consistently recognized as one of the top programs in the Southeast.

Candidates with the following training and experience are needed

- Comprehensive
- Glaucoma
- Neuro
- Cornea

Interested candidates should forward a letter of intent and curriculum vitae to
Terrence.Townsend@prismahealth.org,
or contact by phone at
803-296-2183.

RIGHT CAREER. RIGHT HERE.

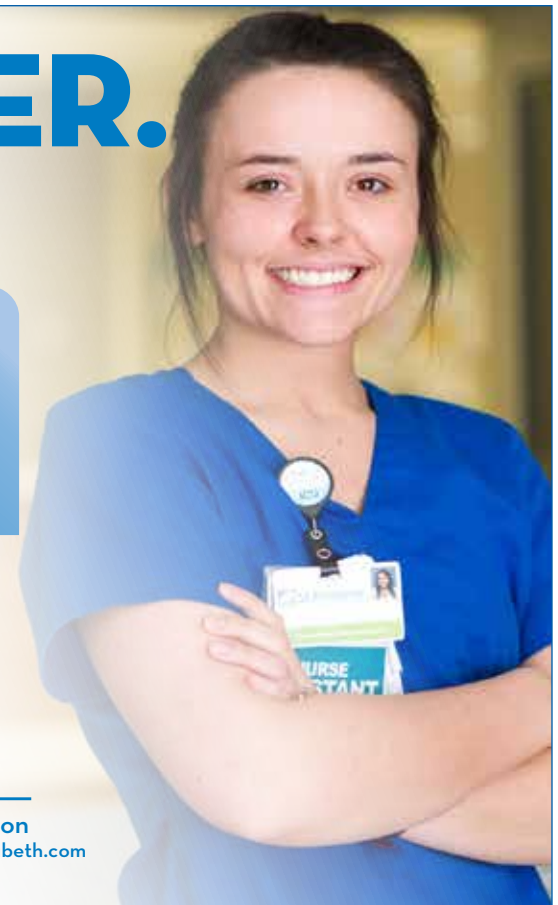
Now hiring – visit our careers page to join the St. Elizabeth Physicians team located in the Greater Cincinnati-Northern Kentucky area where you can inspire hope and healing to those who need it most.



stedocs.com/join-our-team

PROVIDER RECRUITMENT TEAM

Cathy Drennen **Dante Gapultos** **Kathy Robinson**
cathy.drennen@stelizabeth.com dante.gapultos@stelizabeth.com kathy.robinson@stelizabeth.com



Doctor, can you be credentialed quickly and easily?

A complete professional profile makes
that possible and will also help physician
recruiters identify you for open positions.

Go to **MyData.BoardCertifiedDocs.com**
to update your professional data
FREE on our **secure** portal.
(MDs or DOs – including residents)

If you previously registered on this site, just login
(use Forgot Password if necessary) **Otherwise...**

Just click the  button.
Complete registration once.
Then update your professional details.

Bookmark the site to return as often as you like.
(We'll remind you once a year.)



The Official Physician Professional Data Form
for credentialing publications




Billings Clinic



Billings Clinic is nationally recognized for clinical excellence. Billings, Montana, is a friendly college community located near the magnificent Rocky Mountains with great schools, safe neighborhoods and abundant family activities. Exciting outdoor recreation is just minutes from home. 300 days of sunshine every year!



Physician-Led Medicine in Montana

Ophthalmology

Glaucoma Specialist / Retina Specialist

We are seeking two BE/BC Ophthalmologists to join our busy practice. A fellowship-trained Glaucoma specialist and Retina specialist are needed to join five board-certified physicians with superb sub-specialty support.

Generous loan repayment

- State-of-the-art facilities
- Substantial referral base
- High surgical volume
- Magnet® Certified Nursing facility
- Region's tertiary referral center
- Mayo Clinic Care Network provides clinical resources and direct access to Mayo Clinic specialists
- "One of the Top 25 Best Places to Live" – *Livability.com*

Contact: Rochelle Woods • 1-888-554-5922
physicianrecruiter@billingsclinic.org
billingsclinic.com



Department of Ophthalmology

Open Position Opportunities

UT Southwestern Medical Center – Dallas, Texas

Come join our team at UT Southwestern Department of Ophthalmology in Dallas and use your skills to help us deliver exceptional eye care and high-quality treatment to patients whose vision is threatened by eye disease, systemic disease or injury. We offer state-of-the-art patient care in all subspecialty areas of Ophthalmology. As a high-volume clinic, we treat thousands of patients each year from all over the world.

UT Southwestern is one of the premier academic medical centers in the world. We earned High Performing recognition for ophthalmology by *U.S. News and World Report* for 2018-19, placing us among the country's leading hospitals for eye disease treatment and care. For the second consecutive year, UT Southwestern was ranked No. 1 Best Hospital in Dallas-Fort Worth and the No. 2 Best Hospital in Texas. UT Southwestern is a dynamic institution in which to advance your career.

Open Ophthalmic Faculty Positions:

- Neuro-Ophthalmologist
- Uveitis Specialist
- Comprehensive Ophthalmologists
Fort Worth and Dallas Locations
- Pediatric Ophthalmologist
- Vitreo Retina Surgeon
- Ocular Oncologist

Response Information

Please send your resume to nancy.mcculloch@UTSouthwestern.edu or apply online at jobs.UTSouthwestern.edu today.

See our website for specific requirements for each position. We offer a supportive, culturally diverse environment, competitive salaries and state of Texas benefits that begin the first day of employment.



UT Southwestern
Medical Center

UT Southwestern is an Affirmative Action/Equal Opportunity Employer. Women, minorities, veterans, and individuals with disabilities are encouraged to apply.