Career Guide

PULMONARY & CRITICAL CARE
ORLANDO, FL

February 2020
WellSpan Health, a sophisticated medical community in southcentral Pennsylvania, seeks two full-time Board Certified or Board Eligible Pulmonary/Critical Care physicians to help build our brand-new critical care program from the ground up! We are recruiting for a director and one supporting physician to help craft this needed addition to our maturing hospital. Both opportunities allow for excellent work/life balance.

About the Practice:
- Full service consultative practice, with both outpatient & inpatient opportunities
- Secure employment with WellSpan Medical Group (employs 1,600+ providers)
- Join a part-time outpatient pulmonologist and a fulltime outpatient CRNP
- Perform needed procedures such as bronchoscopy, central lines & EBUS
- Two experienced CRNPs currently help cover the 10 bed ICU
- Call will be 1:3 with critical care moonlighters covering the third weekend
- Plans for a Tele-ICU to help with night coverage
- Gettysburg Hospital is a 76-bed hospital featuring a robust PCI Program
- A 2nd Catheterization Lab is in the planning stages
- Busy non-trauma Emergency Department sees 40,000+ patients per year
- About 70 patients/month are currently transferred for Pulm/CC services
- The busy PCI program & frequency of patient transfers are driving recruitment
- Excellent support from the busy medical/radiation oncologists at Adams Cancer Center
- Large primary care referral base assures a steady stream of complex cases

Benefits:
- Guaranteed/competitive base salary + a generous signing bonus
- Five weeks of paid time off & six paid holidays
- Excellent benefits including a Retirement Plan (403b) w/ 6% Match
- Professional liability insurance with tail coverage
- Full relocation at no cost
- $4,500/year CME stipend

About the Community:
- Gettysburg is a family-oriented community with excellent schools
- It features low cost of living and excellent quality of life
- This historic community offers many recreational opportunities
- Easily commutable to the Baltimore Metro area
- Centrally located to several other major metropolitan areas including D.C., NYC & Philadelphia

For immediate confidential consideration or to learn more, please contact:
Ann Reid, Physician Recruiter
Phone: 717-812-4377
E-mail: areid2@wellspan.org
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8 Learn more about Being a Mentor.

12 What are some Pros & Cons of Self-Employment? Read on to find out.
You’ve been to Orlando before and you’re looking for fun things to do in your downtime between exhibits and keynote speeches. Or, this is your first trip to Orlando for the Annual meeting and you want to take in the local attractions, but all you’ve heard about Orlando is its wondrous theme parks. Whether you’re a seasoned traveler or new to the area, here’s a list for you of things to do that will make the whole family happy. See what’s happening right now, during your trip.

**Orlando Magic Basketball**
Love sports? Catch some NBA action during your stay; Orlando’s team is the Orlando Magic. Basketball season runs from October to June. When you arrive in Orlando you may be able to see the Magic play against the LA Clippers, the Charlotte Hornets, Golden State Warriors or the Oklahoma Thunder at their home court—the 20,000-seat Amway Center downtown.

400 W Church St #200, Orlando, FL 32801 | (407) 440-7000
nba.com/magic

**Morse Museum of American Art**
The Charles Hosmer Morse Museum of American Art is in Orlando’s historic Winter Park and is home to the largest Tiffany collection in the world. Over the last 50 years, the Morse has amassed some of the most memorable lamps, leaded-glass windows, jewelry, art glass, and pottery by American artist and designer Louis Comfort Tiffany. In 2011 the museum debuted a new $5 million Tiffany Wing that includes the restored Daffodil Terrace from his Long Island estate as well as 250 art and architectural objects. Visit the Bistro on Park Avenue for a great meal afterwards.

445 N Park Ave, Winter Park, FL 32789 | (407) 645-5311
morsemuseum.org

**Botanical Gardens**
Don’t overlook the 50-acre Harry P. Leu Gardens. They house the largest collection of camellias in North America (in bloom November through March). Located on Lake Ivanhoe near downtown Orlando, the gardens also have a citrus grove and a butterfly garden. Bring your own meal (alcohol is permitted) or visit Curbie’s sidewalk cafe for a bite to eat.

1920 N Forest Ave, Orlando, FL 32803 | (407) 246-2620
leugardens.org

**Orlando Brewing Company**
The only USDA-certified organic brewery south of Vermont and east of Colorado, the Orlando Brewing Company is located near downtown. With some 20 offerings on tap they also offer free brewery tours Monday to Saturday, and have live music on Friday and Saturday nights.

1301 Atlanta Ave, Orlando, FL 32806 | (407) 872-1117
orlandobrewing.com

**Bach Festival**
The Bach Festival Society is Central Florida’s oldest performing arts organization. It was created in 1935 to present the music of eponymous composer Johann Sebastian Bach to the public for
Whether you’re a seasoned traveler or new to the area, you’ll find there are many things to do in Orlando that don’t involve theme parks.

general enrichment. The Bach Festival Society is located on the Rollins College campus in Winter Park. Performances are held in Knowles Memorial Chapel and Tiedtke Concert Hall by their highly skilled orchestra and all-volunteer choir. Classical music lovers are advised to purchase their tickets as soon as possible for performances.

1000 Holt Ave, Winter Park, FL 32789 | (407) 646-2182
bachfestivalflorida.org

Kayak Eco-Tour

For the outdoors adventure seeker, a kayak eco-tour through Shingle Creek, the headwaters of the Everglades, may be the perfect mini getaway. Along the mossy, cypress-lined trail you may get a glimpse of alligators, bald eagles, and more. The Ritz-Carlton and JW Marriott at Grande Lakes offer two-hour guided tours twice daily, or experienced kayakers can go out on their own from Shingle Creek Regional Park. Paddle boats are also available for rent.

ritzcarlton.com, grandelakes.com and paddlingcenter.com

Madame Tussauds

Famous the world over for their life-sized, realistic wax figures, Madame Tussauds Orlando is the place to rub shoulders with your favorite stars. Pose with celebrities like Will Smith, Jimmy Fallon, Scarlett Johansson, Michael Jackson, Johnny Depp or Orlando Magic alumnus Shaquille O’Neal.

Madame Tussauds encourages photos, so make sure your camera or smart phone is fully charged. This is a self-guided attraction, so take your time visiting with your favorites.

8387 International Drive, Orlando, FL 32819 | (866) 630-8315
madametussauds.com/orlando

The Coca Cola Orlando Eye

Experience Orlando from 400 feet in the air! The Orlando Eye offers breathtaking views of downtown Orlando; on a clear day, you may even be able to see Cape Canaveral to the East. A brief film is included before departure on the wheel. Stop and peruse the offerings at their well-appointed gift shop as you exit the attraction.

8401 International Dr. #100, Orlando, FL 32819 | (866) 228-6438
iconparkorland.com

(continued on page 6)
Other Happenings in Orlando...

Great Wine Bars
There are several terrific restaurants and a trio of wine bars located along Park Avenue near Winter Park. Sample portions at various sizes by the ounce and nibble cheese platters at the Wine Room, offering over 150 wines dispensed by Enomatic machines. Carmel Kitchen & Wine Bar serves over 50 old and new world vintages paired with Mediterranean small and large plates. Enjoy 70 different wines by the glass at Eola Wine Company, which you can pair with their menu of wraps, tacos and other tapas selections.

World-Class Spas
If you need to get away from the action, get pampered at one of Orlando’s world-class spas. Three to try: the luxurious, 24,000-square-foot Waldorf Astoria Spa by Guerlain at the Waldorf Astoria Orlando (their cleansing facials are a favorite), the Ritz-Carlton Spa at the Ritz-Carlton Orlando, Grande Lakes (try their Grande Hammock Experience), and the Poseidon Spa at the Grand Bohemian Hotel (they offer pre-natal and in-room massages).

Sophisticated Shopping
Orlando is home to two major shopping malls: the upscale Mall at Millenia boasting luxury brands such as Burberry, Salvatore Ferragamo, and Versace; and The Florida Mall, home to Saks Fifth Avenue, Nordstrom, and 250 other stores and restaurants. Bargain hunters have the choice of sister outlet centers: Orlando International Premium Outlets and Orlando Vineland Premium Outlets. Each is packed with brand-name fashions and home goods at discounted prices.

Premiere Golfing
If golf’s your game, you can spend half a day sharpening your skill on some of Orlando’s impressive greens. Home to the Golf Channel and Tiger Woods, Orlando boasts over 170 courses, many designed by top names including Jack Nicklaus and Pete Dye. Top courses to consider: Arnold Palmer’s Bay Hill Club & Lodge; Waldorf Astoria Golf Club; and Hyatt Regency Grand Cypress Golf Course.
Career Guide

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

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Being a Mentor

Anyone who has enjoyed the experience of being coached by a sympathetic and knowledgeable mentor knows how special, and beneficial the mentor-mentee relationship can be. There are many powerful reasons to become a mentor. The main attraction is, of course, helping others just starting out in their careers to excel. Sharing the knowledge you have picked up during your own path can give meaning to your own career trajectory, your self-worth and the value you derive from your job. The mentoring relationship also has an important role to play in mitigating the causes and effects of physician burnout for both parties.

Mentoring holds a special attraction for women and minorities who have advanced in their own careers because they can help promote greater diversity in the medical field by helping young people overcome the challenges they themselves faced.

A good mentor-mentee relationship also provides a valuable opportunity for reverse mentoring; helping the more experienced physician to stay in touch with current thinking and language, discuss new trends in technologies and processes, as well as to build and maintain relationships with the younger generations entering the profession.

The Qualities of a Good Mentor
Physicians who have risen to the top of their institution or area of clinical expertise will undoubtedly attract a fair number of younger interns and physicians who would like to be mentored by them. This is no guarantee, however, that the physician will make a good mentor.

While reputation is certainly important, the personal and behavioral characteristics of a physician can play an even more significant role in determining the success of a mentor-mentee relationship.

Having an open mind and a willingness to help others succeed are essential characteristics for any mentor. The ability to build a good rapport with students and junior members of staff is also important.

Time management can also be critical - mentors need to be available to their mentee. It can work well if both parties are able to schedule a regular time to meet, listen and talk through their concerns away from the workplace. It is ideal if you can make this a regular occasion; for example, lunch on the first Friday of every month. While making the time might seem like a challenge in an already over-stretched schedule, the benefits that mentoring offers makes finding time well worth the effort.

Mentoring and Diversity
The mentor relationship offers more than straight-forward technical, clinical and career guidance. Mentors have an important role to play in offering emotional support and guidance. This is certainly true when race and gender come into play. As we’ve already noted, mentoring has an important role to play in promoting diversity in medicine.

Physicians have to cope with many stressors. Learning to face down racism and/or sexism on top of the other challenges of the job can exacerbate feelings of physician burnout. The support and guidance of a senior staff member who understands these additional challenges can be critical for young medical students.

Writing in STAT, Jennifer Adaeze Okwerekwu relates the story of the racism she experienced during her medical practice. She cites Dr. Sue Taylor, a former medical director of palliative care for Tucson Medical Center in Arizona, who made the
point, “if students targeted by racial aggression don’t see their mentors actively moving to curb racism, that sends a powerful message.” Corporate civility coach, Sue Jacques, suggests that mentors should prepare themselves by creating a guiding set of principles that summarize how you will treat others and how you expect to be treated yourself. She says pre-determining these standards will help you deal with awkward experiences with grace.

Tips for Mentoring Success
Being a mentor requires you to exemplify model behavior and make good choices, Jacques states. Showing leadership and acting as a role model at all times is part of a senior physician’s responsibility. Emotional capacity is also important to the success of the mentoring relationship. A study by Dunn and colleagues identifies self-disclosure as an important attribute within the relationship.

Perhaps the most important tip for a successful mentoring relationship is to talk about both parties’ expectations of the mentoring relationship from the start. Don’t overpromise or set unrealistic expectations; be open about what you both are able to commit to.

A mentor’s role is to encourage self-empowerment. Depending on which stage a mentee is in their career, the mentor may have a huge potential impact on the development and trajectory of the mentee’s career plans. The mentor’s job is never to direct - but instead, to listen, share their experiences, talk through the options and suggest possibilities, never forgetting that ultimately the mentee has to be responsible for his or her own career.

Finding a Mentee
Senior physicians at the top of their fields may find themselves approached to be a mentor quite regularly. In these instances, the key to determine who to mentor are those students with whom you have a natural rapport and will be able to create value through your relationship. Some teaching facilities have a program to match interns with senior physicians, so the decision is removed from the physicians’ hands.

If neither of these circumstances apply to you, there are database matching services which can put would-be mentors and mentees in touch with each other. The American College of Physicians (ACP)’s Mentoring Database is a good place to start. The American Medical Women’s Association (AMWA) also operates a mentoring database.

If you don’t have time to commit for an extended period, you may wish to consider reaching out to younger generations before they make the educational choices that will help them pursue a career in Medicine. The Doctors Back to School and Mentoring in Medicine programs reach out, particularly to under-represented black and ethnic minority school age kids, to help open their eyes to the possibility of a career in medicine and encourage much-needed diversity in the profession.

To learn more about becoming a mentor, please visit:
acponline.org
amwa-doc.org/doctors/become-a-mentor
ama-assn.org/content/doctors-back-school-program
medicalmentor.org/about-us

Mentoring holds a special attraction for women and minorities who have advanced in their own careers because they can help promote greater diversity in the medical field.
Sources:

Become a Physician Mentor for Residents, American Medical Women’s Association - amwa-doc.org

How Mentors Can Help Young Doctors Prevent Burnout, Rosalyn E. Plotzker, MD; Medscape (March 9, 2017) - medscape.com

Becoming a Physician Mentor, Sue Jacques; Physicians Practice (Feb 20, 2013) - physicianspractice.com

Finding a Mentor in Medicine, American Academy of Family Physicians; aafp.org

What happened when I talked about what others ignore - racism in medicine, Jennifer Adaeze Okwerekwu; STAT (April 27, 2016) - statnews.com

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.

Pulmonary/Critical Care Physician
Steward Medical Group

Pulmonary/Critical Care Physician
Mountain Point Medical Center, a 28-acre campus is located in Lehi, UT. This is a 40-bed medical/surgical hospital with a full-service ED, ICU, Cath Lab, imaging, laboratory, OR, L&D and a Level II nursery.

Steward Medical Group is seeking a Pulmonary/Critical Care physician
Qualifications:
- BC/BE
- ICU coverage
- Full time clinic with occasional weekend call

Competitive salary (guarantee), RVU model with bonus, sign-on bonus and relocation.

Situated in the northern part of Utah County (the second most populated county in the state), Lehi is lined by Wasatch Mountain Range on the east and directly adjacent to Utah Lake, a 148-square mile shallow freshwater lake known for its recreation opportunities.

There are many excellent ski areas within a one-hour drive of Utah County. This includes Utah County’s own Sundance Resort in Provo Canyon, which is owned and operated by actor Robert Redford. Collegiate sports are brought to the county by Brigham Young University and Utah Valley University. Living in Lehi means living in close proximity to Salt Lake City (26 miles), Park City (52 miles), and Utah’s northern mountains. Come enjoy a career in beautiful Lehi, Utah! With four distinct seasons, a wonderful family environment, and stunning views of the great outdoors. There’s no better place to live and work out West.

If you will be attending the Critical Care Congress and interested in discussing further, please contact me directly to schedule.
Holden Holt- VP Strategy & Network Development
(holden.holt@steward.org or 801-208-6356)

Holy Redeemer HealthCare

Holy Redeemer HealthCare is a horizontally diversified, innovative, faith based, not-for-profit progressive health system. The system is comprised of the Holy Redeemer Hospital, a 239 bed, non-for-profit community hospital, a free standing surgery center, seven ambulatory/ outpatient diagnostic and provider sites, a Life Care division with multiple locations providing Independent Living, long term care, sub acute care and dementia care, and a home health and hospice division covering southeastern Pennsylvania and New Jersey. In addition, Holy Redeemer sponsors a primary care clinically integrated network and jointly owns an Accountable Care Organization.

ABOUT OUR AREA
Holy Redeemer Hospital is located in Montgomery County with our ambulatory sites located in Northeast Philadelphia, Bucks County, and Montgomery County. Our hospital is minutes from tranquil outdoor recreation areas like Limerer and Pennypack parks and a short drive or train ride to the cultural and sports attractions of Philadelphia. You’ll find nationally acclaimed golf courses and clubs, historical villages with fine eateries, art galleries and shops, museums, one-stop shopping centers, gyms and plenty of family-friendly locations. From trampoline parks to a 90-year-old theater, our area offers big city availability with a close-knit community feel.

Pulmonary/Critical Care Physician

Holy Redeemer HealthCare
Meadowbrook, PA

OPPORTUNITY CRITERIA
- SPECIALTY: Pulmonary Critical Care
- CANDIDATE TYPE: MD, DC, board eligible; PA License
- LOAN REPAYMENT: Eligible for government loan repayment program

OPPORTUNITY DESCRIPTION
- Join a 5 person busy and growing practice
- Serve as critical care intensivist and provide floor consultations
- Outpatient office hours in medical office building adjacent to the hospital
- Fully accredited pulmonary function lab and sleep lab
- Sleep lab for interested candidates, not required
- EBUS and other procedures

Benefits
- Highly Competitive Salary
- Health, life and disability insurance
- 25 Days PTO, sick time and 7 holidays
- 403 B Retirement Saving Plan with employer match
- Medical malpractice insurance and tail coverage
- Generous allowances for CME, Dues, and Relocation assistance

CONTACT INFORMATION
- CONTACT: Michelle Lemma
- PHONE: 215-914-7913
- E-MAIL: mlemma@holyredeemer.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.

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Bookmark the site to return as often as you like.
(We’ll remind you once a year.)
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, 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 of Private Practice
Any physician that is considering investing in a private practice 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 & Cons of Private Practice;* J. Scott Litton Jr, MD (January 27, 2012) - Physicians Practice

*Private Practice Has Its Rewards, Challenges;* Peter Rippey, MD. (March 3, 2013) - American Academy of Family Physicians

*Going Solo; Start-up basics;* Ken Terry. (May 9, 2013) - Medical Economics
PULMONARY/Critical Care NEBRASKA

CHI Health is offering exciting Physician opportunities for Pulmonary/Critical Care at our campuses in Grand Island and Kearney.

What We’re Offering:
- Procedures: EBUS, Bronchoscopy, Thoracentesis, PFT’s, Pulmonary Rehab, Sleep Studies
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- 24/7 Hospitalists & RT on site – Intubations, airway and vent management
- Academic Affiliation with Creighton University School of Medicine
- Visa Sponsorship Available

What We’re Seeking:
- Must be BC/BE in Pulmonology/Critical Care
- Collaborative member of medical community
- Passion for making a difference and long-standing relationships

Interested Candidates, please contact:
Terri Bangert, MAA, FASPR
tbangert@stcl.org
(402) 328-3384

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Samaritan Health Services is seeking a pulmonologist to join our award-winning health system.

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For more information, contact Annette Clovis, director of Physician and Corporate Development, at 541-768-4419 or aclovis@samhealth.org.
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Pulmonary Critical Care Opportunities

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- Hospital employed
- Private practices
- Mix of inpatient and outpatient services
- Regional intensivist group
- Sleep clinic
- Practice the latest techniques in pulmonary critical care

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Contact Jan Brayan, McLaren Physician Recruiter at (810) 342-1046 or janice.brayan@mclaren.org