

QUESTIONS TO ASK DURING AN INTERVIEW



**CFG RESIDENCY OUTREACH
RESOURCE LIBRARY**

JULY 2020



**CARMELYN VEDAR
RESIDENCY OUTREACH MANAGER
CFG HEALTH NETWORK**

PREPARE TO ASK THE RIGHT QUESTIONS

By: Carmelyn Vedar

While many Residents prepare to find the perfect practice post residency, some may prepare more for finding the right answers than for preparing for the right questions. In a previous article, I discussed some common questions posed to Physician and Advance Practice Clinician candidates. These questions range from finding a candidate's career motivation, clinical experience, and understanding strengths and areas of improvement. This article will discuss more of the questions YOU should be asking a potential employer/practice.

QUESTIONS YOU SHOULD BE ASKING A POTENTIAL EMPLOYER/PRACTICE

HERE ARE MY FAVORITES:

What are my roles – clinically and administratively?

Ask for a job description. Many roles may have a dual clinical and administrative portion to it. Ask what percentage is clinical vs. administrative, especially if you will be playing a key role like a Medical Director. You'll want to know exactly what is expected of you and how you will be reviewed/assessed.

What kinds of opportunities are available?

Knowing what kind of professional development or leadership opportunities exist may be important to know in case you want to progress your role in the company. You'll also want to know if there are other requirements like joining committees, expecting to be a preceptor to students, or being a mentor to less experienced clinicians. Are there partnership opportunities? There are some practices that also let you moonlight at other locations or other types of practices. **For example, here at CFG we have various practices in different settings like hospitals, outpatient centers, residential/partials, or even correctional medicine.**

Will I have a contract to review?

Once you have a contract to review, make sure you go over it with your Hiring Manager or main point of contact. If you still have further questions, it might be worth the investment to hire an attorney to go over items like non-competes, scheduling, productivity, malpractice, termination, etc. Consider getting an attorney with experience in physician contracts.

What are the current challenges faced in your organization?

Every healthcare organization has its issues. You'll want to know ahead of time what the biggest issues are so you know the kind of environment to expect. The answer to this question will also help you see how the organization addresses the problems.

What measures does the organization take to ensure wellness with its employees?

Understanding volume and patient loads are important. Make sure you are clear with weekly hourly commitments including any on-call expectations. If possible, ask to talk to other clinicians to get a better idea of work-life balance. In these times, it is also a good idea to understand what measures are in place to ensure your safety.



Whether you are a graduating resident or have been practicing in your field for years, it's important to know that your next steps are carefully planned. Most employers will want to know what you, the candidate, can bring to the practice. **As Physician and Advance Practice Clinician candidates, it's equally important to know what your next employer can bring to your own quality of life.**

Carmelyn Vedar
Residency Outreach Manager
CFG Health Network
Cell: 215-681-5280
cvedar@cfgpc.com
www.cfghealthnetwork.com



Follow us!

