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| |  | | --- | | Fall 2019 | | cid:image023.jpg@01D5A932.BBA52940 | | **Top Ten List of Tips for Finding a New Job** |   *Submitted by Brian Harris, MD on behalf of the Student/Trainee and Recent Graduate Section*  Arnold Palmer Hospital for Children / Recent DBP Graduate from Boston Children’s  Congratulations! You can finally see that light at the end of the tunnel that is medical training. You’ve made it through medical school, residency, and now fellowship. Finally, the computer algorithm can take a rest and you get to call the shots! Here are some general tips related to finding your new job:   1. **You have a special set of skills:**Not quite like Liam Neeson (See: Taken), but as you probably already know, developmental-behavioral pediatricians are in high demand. The prevalence of developmental disorders are rising and specialists to help manage these patients and families are in limited supply. As Bridgemohan et al reported, the DBP workforce is projected to shrink by 33% in the next 3 – 5 years. Don’t discount the value that you bring to an organization! 2. **Schedule a meeting with your program director or fellowship mentor(s):** Schedule some time to meet with your program director and discuss your career goals and preferred locations – they might know someone at that institution and can provide a personal recommendation. I would also recommend setting up a meeting with junior faculty over coffee and ask them about their experience on searching for a job. These individuals can be helpful on developing lists of questions to ask prospective employers, what to expect during the interview/recruitment process, and other intangibles that you might not anticipate. 3. **Be prepared to explain what you do:** Unless there is a well-established program, most organizations only have 1 other DBP or you might be the first to start a new program. The hospitals know that they need a DBP, but often they don’t know what you do. During my first interview, I was asked what my role was in the inpatient setting. Needless to say, I replied none. Another important issue is that our field is time intensive. Administrators or physicians in other fields that are part of the search committee may not appreciate the time that goes into taking a comprehensive developmental history or completing developmental assessments. 4. **The SDBP job bank (**[**https://www.sdbp.org/resources/job-bank.cfm**](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.sdbp.org_resources_job-2Dbank.cfm&d=DwMGaQ&c=aBkXpkKi7gN5fe5MqrMaN-VmRugaRb1IDRfSv2xVRy0&r=oP9RZ_hRRKW_Un11N-mm61QOfZnOirJ5OCPxH9cojE4FKc2kQg3hWFs1dnM2lTmQ&m=tW3dIzkLJT798dq5WJzE_kAdy_MuW-dykiROtb3KV8w&s=JJeg5O-WS8oq1-hCiWCQeBXrlLBrikLDGLpOvGqvEPs&e=)**) is a good place to start; However, even if there isn’t an official posted position at your desired hospital, city, etc., it doesn’t mean there isn’t a position available:** If you have ties to a particular city for family/personal reasons or would like to work with a particular organization, ask your program director to reach out to them and inquire if they would be interested. Sometimes (as was the case was with me) you might end up with an opportunity that you didn’t know existed. 5. **Determine what is important to you:** Is it salary, number of sessions per week, appointment template (how much time for new patients versus follow-ups), protected time for research, etc. Some things (e.g., salary) are relatively inflexible, especially if you are looking at an academic position. However, other things may be negotiable. If you don’t ask, then you’ll never know if they would accept your requests. 6. **Make sure everything is in writing:**During your recruitment, employers may offer that they are looking to bring in support staff, they may suggest a session count per week, or offer protected time for research. Make sure you have answers to some of these questions and request that these are written into your contract.  For example, in my initial meeting with my practice administrator, I found out that my schedule was templated for additional weekly clinic sessions.This was quickly corrected to the terms as documented in my contract. 7. **Review your contract / Read the fine print:**Most likely, when you receive your 20 or 30 page contract littered with a bunch of legal terms, you’ll want to tear your hair out or just read the first page with your salary and sign right away. I would recommend having an employment lawyer review your contract. It is important to know what all the legal terms mean, is there a non-compete clause, what is your malpractice coverage / tail insurance, what are your rights regarding termination of employment (these can all vary by state). 8. **Mostly say yes, but it’s OK to also say no:**When you start your new role, everyone in the organization will be thrilled to have you on board. With that said, many opportunities to collaborate with other departments, community organizations, or within your division will flood into your inbox. Your first instinct may be to try and please everyone and say yes to all of these opportunities. I would suggest that you be selective. As you build up your practice, learn a new medical record system, and establish your work routine, you may find that your time may be limited. 9. **Ask and (usually) you will receive:** Similar to an earlier bullet point, as you transition into your new role, you might find that you need various things to complete your job. This might include ordering new assessment protocols, medical equipment (e.g., Wood’s lamp), toys for the waiting area, support staff, etc. Most administrators are open to supporting you and your practice, but require you to take the initiative to request what you need. 10. **Have Fun!**: Enjoy that #attendinglife! You deserve a break after completing your medical training – go on a trip with your family or visit friends. Negotiating some time off between the end of fellowship and beginning your new job can help you to relax and refresh so that you can be energized to hit the ground running when you start your new job.   If any recent grads have any follow up questions, please feel free to contact Brian at: [Brian.Harris2@orlandohealth.com](mailto:Brian.Harris2@orlandohealth.com) |
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