Navigating the job search process

F. Bruder Stapleton, MD
Chair, Department of Pediatrics
October 28, 2009
I NEED CAREER ADVICE.

YOU CAME TO THE RIGHT PLACE.

SHOULD I KEEP MY COMFORTABLE JOB THAT HAS NO GROWTH POTENTIAL?

OR SHOULD I TAKE A BETTER JOB WITH LONGER HOURS AND A HIDEOUS COMMUTE?

THE FIRST CHOICE IS A SURE PATH TO SELF-LOATHING AND UNHAPPINESS.

THE SECOND CHOICE WILL SQUEEZE THE LIFE OUT OF YOU LIKE A VISE ON A PEACH.

YOU CAN’T WIN. SO I RECOMMEND THE CHOICE THAT KEEPS YOU AWAY FROM HOME MORE.

BECAUSE FRANKLY – AND I’LL TRY TO SAY THIS DELICATELY – A LITTLE BIT OF YOU GOES A LONG WAY.

THAT’S THE PROBLEM WITH GOOD ADVICE: NO ONE WANTS TO HEAR IT.
Navigating the job search process

1) What do you want to do?
2) Where do you want to do it?
3) How do you find positions?
4) How do you promote yourself?
5) How do you select programs?
6) How do you prepare for the interviews?
7) How do you sell yourself?
What do you want to do?

1) Academics vs Private Practice
2) Clinical vs bench research
3) Teaching, teaching scholarship
4) Medical administration
5) Industry
Where do you want to do it?
How do you find positions?

1) Journal ads
2) Notices at society meetings
3) Division Chief
4) Society newsletters/society offices
Sorry I missed that one, Manager. I was hoping I'd catch it...

Hope got in my eyes!
How do you promote yourself?

1) Publish!
2) Present abstracts
3) Network at meetings
4) Get to know visiting professors
5) Ask faculty to help you
How do you select programs?

1) Size
2) Stability (divisions, institution, dept)
3) References from your faculty
4) Are they training fellows aligned with your career goals
5) Productivity of faculty
6) (When possible—personality/spirit of program)
How do you prepare for your interviews?

1) Study program
2) Know faculty, read their papers
3) Know what you want to do
4) Have a very well prepared talk
5) Never have typos in *slides* or cv
How do you sell yourself?

1) Be very clear on your career goals
2) Have a clinical focus
3) Have questions their program that clearly demonstrate your careful prereview
4) Be able to articulate what you are looking for in a program
5) Use your knowledge of program to talk about how you will fit in
6) Publish—writing is a habit, not-writing is also
Some axioms

1) Focus on the job not the benefits or workload, discuss those later.
2) If you don’t know where you are going, how will you know when you’ve arrived.
3) Division chief/Dept chair instability leads to instability in divisions.
4) First class leaders recruit first class faculty—mediocre leaders don’t recruit faculty better than themselves.
5) Make every program want you, so the final choice is yours.
Questions?