

APPLICATION / INTERVIEW PROCESS

Initial Stage

- We will review the CV as a group
- You will receive a call from 2 or 3 physicians to begin asking and answering questions and initiating dialogue
- We will start calling references to discuss their opinions and thoughts about your qualifications
- At the end of this stage, if we decide your qualifications match our needs, we will offer a first interview

The First Interview

- The purpose of this interview is:
 - Familiarize the candidate and providers with each other
 - Familiarize the candidate with our facilities and equipment
 - Familiarize the candidate with the city
 - Discuss opportunities and interests
 - Understand what our typical day looks like
 - Understand the call schedule
- At the end of the first interview, if everyone is interested in proceeding forward, we will offer a second interview, hopefully having an opportunity to meet family members

The Second Interview

- The purpose of this interview is:
 - Answer and clarify any questions
 - Get to know each other in more depth
 - Hammer out all the details
- At the end of the second interview, if everyone is interested in proceeding forward, we will send you legal documents

Documents

- The *Letter of Intent* will allow the candidate to review the basics of the contract and confirm their commitment to our practice
- The *Contract* will officially hire you and welcome you into our practice