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# DERMATOLOGY CAREER GUIDE



## American Academy of Dermatology 2017 AAD Annual Meeting | Orlando, Florida March 3-7, 2017

### ARTICLE HIGHLIGHTS

- 10 Things To Do In Orlando Right Now
- Writing As An Early Career Step
- Where Are The Best Dermatology Salaries?



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# DERMATOLOGY CAREER GUIDE

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# 10 Things To Do In Orlando Right Now



**Y**ou've been to Orlando before and you're looking for fun things to do in your downtime between exhibits and key note speeches. Or, this is your first trip to Orlando for the AAD Annual meeting and you want to take in the local attractions, but all you've heard about Orlando is their wondrous theme parks.

Whether you're a seasoned traveler or new to the area, here is a list for you of things to do that don't involve going to a theme park. Some of them are even 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 through June. If you arrive in Orlando a few days early, you can see the Magic play against the New York Knicks March 1<sup>st</sup> 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](http://nba.com/magic)

## **MORSE MUSEUM OF AMERICAN ART**

The Charles Hosmer Morse Museum of America 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](http://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. On March 3<sup>rd</sup>, you can enjoy an outdoor movie night (Jurassic Park). 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](http://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 at 6 pm, and have live music at 9 pm on Friday and Saturday nights.

**1301 Atlanta Ave, Orlando, FL 32806 | (407) 872-1117**  
[orlandobrewing.com](http://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 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. There are evening performances on March 4<sup>th</sup> (Antonin Dvořák) and March 6<sup>th</sup> (Tafelmusik Baroque Orchestra), so classical music lovers are advised to purchase their tickets as soon as possible. **1000 Holt Ave, Winter Park, FL 32789 | (407) 646-2182**  
[bachfestivalflorida.org](http://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](http://ritzcarlton.com) | [grandelakes.com](http://grandelakes.com) | [paddlingcenter.com](http://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](http://madametussauds.com/orlando)


### ORLANDO JAZZ FESTIVAL

Two days of back-to-back jazz entertainment begins March 10<sup>th</sup> at the Dr. Phillips Center for the Performing Arts, Seneff Plaza. Stick around after the annual convention and take in the smooth sounds of jazz virtuosos Paul Taylor, David Sanborn or May-sa to name a few. Food will be available and Master of Ceremonies for the weekend will be comedian J. Anthony Brown. **445 S Magnolia Ave Orlando, FL 32801 | (844) 513-2014**  
[orlandojazzfest.com](http://orlandojazzfest.com)

### 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**  
[officialorlandoeye.com](http://officialorlandoeye.com)

### STRAWBERRY FESTIVAL

If you enjoy the taste of fresh luscious strawberries along with diverse exhibits and live entertainment, The Florida Strawberry Festival welcomes you to its annual spring kick off March 2-12. The festival offers a different live performance each night March 3<sup>rd</sup> through the 7<sup>th</sup>. (Willie Nelson gives a performance on March 3<sup>rd</sup>; The Blues Brothers are slated for March 9<sup>th</sup>), but there is also free entertainment, parades, contests and other social events giving you a piece of Americana. **303 N Lemon St, Plant City, FL 3356 | (813) 752-9194**  
[flstrawberryfestival.com](http://flstrawberryfestival.com) 

## 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**.

(Sources: [Fodors.com](http://Fodors.com); [Smartdestinations.com](http://Smartdestinations.com))



# Where Are The Best Dermatology Salaries?

**T**he national average salary for dermatologists is \$293,610, according to Glassdoor. You should note, however, that salaries vary based on experience level, location and other factors. If you're looking to earn a salary that surpasses the national average, consider these locations:

## **California**

In California, dermatologist salaries rise and fall in line with the cost of living. Because the state is so large and heavily populated, salaries can vary quite a lot from city to city. In the northern part of the state, Sacramento has an average salary of \$341,494 while San Francisco's is \$395,375. In the southern half, San Diego has an average salary of \$340,173, while Los Angeles dermatologists earn an average of \$353,671.

## **Florida**

Dermatologist salaries in Florida are above the national average, and have the chance to grow with the practitioner's experience. In Fort Lauderdale and nearby Pompano Beach, salaries average \$311,308. A few miles north, in Boca Raton, \$317,380 is the average dermatologist salary.

## **Iowa**

The Midwest offers high-paying dermatology jobs and low cost of living. Consulting firm Salary.com reported that average dermatologist salaries in Des Moines and the northern suburb of Ankeny are roughly \$314,600. Meanwhile, according to the real estate website Zillow, the median listing price for a home in Des Moines is \$121,900.

## **Louisiana**

Many of the southern states provide better salaries than the national average, and that includes Louisiana. You'll find the highest paying jobs near the coast. For example, Kenner, a suburb of New Orleans, boasts an average salary of \$316,267, while the metropolitan area has a slightly higher average of \$317,617.



### Massachusetts

Many of the highest paying dermatology jobs in Massachusetts are centered in Boston and the surrounding metropolitan area with an average salary for dermatologists of \$360,732. Boston has a relatively high cost of living, compared to other major US cities, so their healthcare salaries will compensate for this.

### Missouri


In Missouri, dermatologists have more opportunities to earn above the national average. In Kansas City, the average salary is about \$308,694. In Springfield, it's even higher at \$310,373. Those looking for positions in the Saint Louis area can find salaries as high as \$314,462.

### Oregon

The Pacific northwest has a number of great communities - big and small - in need of dermatologists. Salaries average \$318,554 in Salem, \$328,844 in Eugene, and \$329,887 in Portland. Each of these cities offers a slightly different blend of metropolitan life and outdoor living.

### Washington

Washington has no income tax, which may make it a more desirable destination for those looking to move. In Yakima, dermatologist salaries average \$330,168. In Tacoma, the average salary is \$341,084 and in Seattle, it's \$346,395.

If you're looking for your next dermatology opportunity, check out [myHealthTalent.com](http://myHealthTalent.com) today! 



UT Health  
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### CLINICAL ASSISTANT PROFESSOR DERMATOLOGIST POSITION

The Department of Medicine, Division of Dermatology and Cutaneous Surgery at the University of Texas Health San Antonio is seeking a full time and/or part-time Clinical Assistant Professor Dermatologist. The applicant should have an M.D. or D.O., and be board certified (or board eligible) in Dermatology. The applicant should be motivated, responsible, and have the ability to perform in all areas of medical and surgical dermatology. The applicant should be able to fulfill the dermatology support needed for the division as well as provide instruction for our residents in our GME Dermatology residency program.

The University of Texas Health Science Center at San Antonio is the largest medical institute in South Texas, serving San Antonio and the 50,000 square-miles of South Texas with a population of more than 4.2 million. The city of San Antonio, the seventh most populated in the U.S. has a vibrant art community that reflects the rich history and culture of the area with affordable housing, excellent schools, and a low crime rate. This unique city offers some of the best cultural institutions, events, restaurants and friendly people in South Texas.

Interested candidates should contact Dr. Sandra Osswald at email:  
[osswald@uthscsa.edu](mailto:osswald@uthscsa.edu)

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Kelli Drayton at (727) 502-4176  
or [BMGPhysicians.org](http://BMGPhysicians.org)



Weill Cornell  
Medicine  
Dermatology

NewYork-Presbyterian

The Department of Dermatology at Weill Cornell Medicine invites applicants for a Dermatologic Surgery/Mohs Micrographic Surgery position that entails clinical activities encompassing a mixture of surgical and general dermatology patients. We seek candidates dedicated to scholarly activities, teaching and compassionate patient care. Opportunities for pre-clinical as well as clinical teaching of medical students exist. The department has an ACGME Procedural Fellowship that is shared with Memorial Sloan-Kettering Cancer Center and teaching of fellows, as well as residents and students, is a component of the position.

The Department of Dermatology has strong clinical research programs in all aspects of dermatology as well as in immunology, neuroimmunology, cancer biology and cell biology. Weill Cornell Medicine is located adjacent to Rockefeller University and Memorial Sloan-Kettering Cancer Institute. These three institutions have world-renowned programs in immunology, molecular biology, cancer biology, pharmacology as well as many other areas of research offering extremely rich opportunities for collaboration. New York City offers all of the amenities of one of the leading cultural, academic, retail, financial and gastronomic centers of the world!

Interested applicants should submit a copy of their curriculum vitae and a letter describing their academic interests to:

Richard D. Granstein, M.D. George W. Hambrick, Jr. Professor  
Chairman, Department of Dermatology  
Weill Cornell Medical College 1305 York Avenue, 9th Floor  
New York, NY 10021 Email: [rdgranst@med.cornell.edu](mailto:rdgranst@med.cornell.edu)

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# Writing As An Important Early Career Step

By Kurt Ullman

**F**or many, one of the hardest things to do in their early career is also one of the most important. Getting your research published is crucial for promotion. “The biggest issue for someone starting a career is deciding the best time to publish your research,” Says Stephen R. Hammes, MD, PhD, chief of the Division of Endocrinology and Metabolism at the University of Rochester School of Medicine and Dentistry in New York State. “As a new investigator, you want to publish good quality, but you don’t want to hold off too long.”

There are two schools of thought. One suggests that you publish as soon as you can. It may not be fully formed, but a new investigator needs to get something out there. The other is that you should hold on to your research and keep adding more and more information with the hope that this will be the one big score you need to set yourself apart.

## FIND A MENTOR

Hammes, who also serves as Editor-in Chief of Molecular Endocrinology, says a good resource is an advisor or mentor. Dr. Emily K. Sims, MD, assistant research professor of pediatrics at the Indiana University School of Medicine in Indianapolis wholeheartedly agrees. “Beyond the actual work, I think finding the right mentor is the most important part of getting published for an early-career researcher,” she says. “Having a mentor gives you guidance and I don’t know what I would have done without one from the beginning. You have to make some mistakes, but there are so many good things that can come from their experience.”

Keep in mind that a mentor may have very different ideas about when submissions should be made. “Often the advisor wants to wait to publish this great monolith of a paper,” Hammes notes. “They are established, have time to wait and have a lot going on at once. The new investigator has only their own project to think about.” It may become necessary for the writer to approach their mentor and



tell them the research needs to go out for publication sooner than later. Personal concerns, such as the requirements for a promotion or the need to begin procurement of their own grant money, lead to imperatives that the more seasoned investigator may not share.

Editors of the journals you are considering are also a great source of advice. Most will be happy to talk to you and give you advice on timing or any other questions you may have about submitting articles to their publication.

### **CHOOSE THE RIGHT JOURNAL**

After deciding when an article should be published, deciding where it will be submitted is another important step. Journals are ranked by impact factor (IF), the average number of times recently published articles have been cited in other publications. Generally, the higher the IF, the more important a journal is thought to be. “You should try to publish in the higher IF journals, but you also have to realistically evaluate whether your project will make the cut,” says Sims. “I always try to shoot for an IF I think is reasonable; you want to get published so people can see your work.”

Study the publication(s) you are considering. How does their audience match up with the audience you see for your article? For example, if you have done a clinical study, it isn't likely to interest a journal with a focus on basic science. “You want to Publish in a place you feel comfortable. While the editorial board may not be your friends, they are people you are probably familiar with. The journals are there for Society members to get their work out and I think newer researchers should take advantage of that whenever possible.”

### **FOLLOW SUBMISSION GUIDELINES**

When preparing to submit your research to a specific journal, it is important to review the information on the authors page. This will provide you with the formatting, the person who should receive the article and the technical requirements of the publication. “The authors page gives specific information on how they want the bibliography to look, how many words they'll accept for the abstract, and the other important parts of the submission,” says Sims. “Some feel that the research is important and the publishing details, not so much. But the people who decide on the publication's content take these details very seriously.” Following guidelines can be an important part of getting your manuscript accepted quickly, if at all. The editors will send an article back to the author for revisions to meet these requirements. This can delay the time your article is accepted or rejected for publication. “Everybody should review the authors information, yet it is amazing how many don't,” says Rebecca Kelly, a managing editor for ES Publications. “We generally won't reject solely based on format concerns. But it makes us wonder, if they did not pay attention to the technical requirements, maybe they did the same on the research itself.” The tone and method of your writing is often the hardest part of the process for both early-career and established writers. A good article is easy to read and


communicates the important parts quickly and concisely. “Writing a manuscript is an art,” says Sims. “You can do the most exciting work ever, but if you can't communicate it, it doesn't really matter.”

“Make sure lots of people have read your paper and have commented on it before the journal reviewers get it” says Hammes. “Have your co-authors look it over and get feedback as a first review. Get input from other colleagues. When you have considered and incorporated their suggestions, you can send it along to the journal.” During the final check, make sure that your illustrations and tables are in a format the journal can use. Be careful when making them that no bias is introduced. “We have seen where some authors have tried to make an illustration stand out, says Kelly. “They may darken a gel to draw attention to the one they feel is more important or sharpen it to make it look nicer.” She says most of this is done out of ignorance and not an attempt to fake results. However, the staff of the journal will examine the manuscript closely so that they can be sure there is no attempt at fakery. These are concerns all journals take very seriously.

### **GETTING AUTHORSHIP IN ORDER**

Another important step to publishing is deciding the order of authorship. Where you are in your career makes a difference in where your name will be. “Authorship is very important for young researchers who have to have their own work to be successful,” says Hammes. “If you're working in your first post-doctoral lab, you will want to be first author and your senior investigator, the last author.” In such cases, Hammes thinks it is very important to sit down with your mentor and discuss senior authorship status. This can help cement your status as an investigator. “I always encourage my junior investigators to have these conversations when it is their work. They should tell their mentors that they want senior authorship. Some will be more willing than others to back off. It is a conversation most early-career investigators may have to have eventually”

### **DEVELOP THICK SKIN**

An important trait a new investigator must develop quickly is the ability to not take rejection personally. Most papers get turned down at least once. “One of the things I learned is that you have to have a very thick skin, otherwise you won't come out of this with your self-esteem intact,” notes Sims. “Even when they turn down your paper, usually you will receive valuable feedback on improving it for the next submission.” Keep in mind, it is not just early-career investigators who get rejected. Hammes points out that even Chiefs of Service and tenured professors don't get published 100% of the time. “Just because it was returned doesn't mean it was bad science, it just means it wasn't appropriate for that journal,” he says. “The easy thing to do would be to complain and be mad at the reviewers. But then you calm down, look at the comments and know what you have to do to submit a better paper to the next journal.” 

The University of Florida Department of Dermatology is seeking applications for a General Dermatologist/Dermatopathologist at the rank of Assistant/Associate/Full professor faculty position in Gainesville, Florida.

Primary responsibilities will involve patient care and clinical teaching in Dermatology and Dermatopathology to residents and fellows training in accredited programs within Dermatology with protected time for academic activities. Applicants must be board certified in Dermatology and Dermatopathology. Applicants must be eligible for a Florida Medical License.

The Dermatopathology Division is experiencing rapid growth and interprets over 60,000 skin biopsies per year, including interesting cases from Shands Hospital and the UF Dermatology Clinic. The Dermatopathology Unit receives specimens from across the state of Florida and the entire Southeast with an active outside consultation service. The candidate will join our division currently composed of three Dermatopathologists.

The Gainesville area offers beautiful year-round weather, moderate cost of living, cultural attractions, nationally ranked schools, and multiple recreational opportunities. This position is an excellent career opportunity with a great quality of life.

UF offers a competitive salary and generous benefit package.

For additional information please contact: Troy Starling at 352-594-1931 or via email at [tstarling@dermatology.med.ufl.edu](mailto:tstarling@dermatology.med.ufl.edu).

Interested candidates can send a letter of interest and their CV to:

Chair  
Department of Dermatology  
University of Florida College of Medicine  
[enneking@ufl.edu](mailto:enneking@ufl.edu)

## General Dermatologists – LAKE FOREST, IL

**Northwestern Medical Group**, a multi-specialty medical group comprised of over 1,200 physician members, seeks general dermatologists in Lake Forest and other sites in the northern Chicago suburbs. Northwestern Medical Group is interested in welcoming candidates who are primarily interested in clinical care, including general medical and aesthetic dermatology. We are open to considering flexible works hours, and are interested in minority candidates.

We are part of **Northwestern Medicine**, and compensation is highly competitive and will vary based on time commitment to clinical care and productivity.

Applicants should be ACGME BE/BC in dermatology, and able to be licensed in Illinois. They must be able to qualify for academic appointment at Northwestern University as a Health System Clinician. For more information about the department, see <http://www.feinberg.northwestern.edu/sites/dermatology/>

### ABOUT US

**Northwestern Memorial HealthCare**, a nonprofit organization, is the corporate parent of Northwestern Medicine and all of its entities, including Northwestern Memorial Hospital, Northwestern Medicine Central DuPage Hospital, Northwestern Medicine Lake Forest Hospital, Northwestern Medicine Delnor Hospital, Northwestern Medicine Kishwaukee Hospital, Northwestern Medicine Valley West Hospital and Northwestern Medicine Marjory Reilly Rehabilitation Hospital.



Northwestern Medicine Lake Forest Hospital (opening Spring 2018)

*Please submit curriculum vitae to:*

Amy S. Paller, MD  
Walter J. Hamlin Professor and Chair of Dermatology  
[apaller@northwestern.edu](mailto:apaller@northwestern.edu)

## Dermatologists

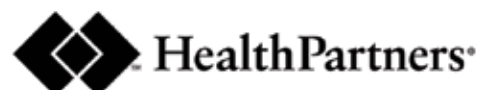
### Exceptional Colleagues Wanted!

**HealthPartners** is one of the largest multi-specialty medical groups in the Upper Midwest, headquartered in Minneapolis/St. Paul, Minnesota. We have practice opportunities for BC/BE Dermatologists interested in joining an established dermatology department within a successful, well-respected healthcare organization.

Our growing dermatology team is recruiting experienced or recently graduated Dermatologists to practice at our beautiful urban HealthPartners Specialty Center near downtown St. Paul and at our popular HealthPartners Clinic in suburban Woodbury, Minnesota.

You'll join our talented group of board certified Dermatologists, advance practice providers, dermatopathologists and fellowship-trained Mohs surgeon - all delivering high quality care to patients throughout Minnesota and western Wisconsin.

Become part of our team! We offer a successful, rewarding metropolitan practice and a competitive salary and benefits package. Email your CV and cover letter to [lori.m.fake@healthpartners.com](mailto:lori.m.fake@healthpartners.com) or apply online at [healthpartners.com/careers](http://healthpartners.com/careers). For more details, call Lori at 800-472-4695, x1. EOE







## **Dermatology**

**Location**  
Wenatchee

### **In the Middle of Opportunity**

Confluence Health / Wenatchee Valley Medical Group is seeking a BE/BC General Dermatologist to join our established and very busy practice in Wenatchee, WA. The group currently consists of six Dermatologists including one Mohs Surgeon and one PA-C. This is primarily a general Dermatology practice but an interest in cosmetic Dermatology is welcomed. The outpatient clinic is open from Monday through Friday, some very light call is rotated within the group.

### **In the Middle of Leading Medicine**

Confluence Health is an integrated, regional healthcare delivery system with multi-specialty care in 30+ service lines and primary care with rural outreach to ten communities across North Central WA state. Over 250 well trained physicians and 100 advanced practice clinicians provide the highest quality comprehensive care in a service area of approximately 12,000 square miles. However, there is no travelling with this position.

### **In the Middle of Partnership**

As a Physician at Confluence Health, you will have the opportunity to become a shareholder with the Wenatchee Valley Medical Group, an independent, physician owned and governed group that was formed in 1941.

### **In the Middle of Mountains, Rivers, Valleys, Orchards and Vineyards**

This position is located in Wenatchee, WA where the Cascade Mountains meet the Columbia River. We enjoy over 300 days of sunshine with breathtaking landscapes, four distinct seasons and moderate winters.

### **In the Middle of World Class Outdoor Recreation**

Cycling, mountain biking, rafting, rock climbing, fishing, golfing, kayaking and so much more are right outside our door!

### **In the Middle of Culture**

We have a family friendly environment with excellent schools and opportunities for the entire family to be involved in culture and the arts.

### **In the Middle of Washington State**

Seattle is only a 2.5 hour scenic drive or ½ hour flight our regional airport.

### **In the Middle of Work-Life Balance**

In addition to extremely generous time off allowances, we offer competitive salaries and a comprehensive benefits package including robust insurance programs, retirement contributions, CME, and professional liability insurance.

### **In the Middle of Our Mission**

We are dedicated to improving our patients' health by providing safe, high-quality care in a compassionate and cost effective manner.

To apply, please submit your CV to: [Joinus@ConfluenceHealth.org](mailto:Joinus@ConfluenceHealth.org).

To view our gorgeous community watch these two video links:

<https://vimeo.com/88411706>  
**We are Wenatchee 1**

<https://vimeo.com/121429638>  
**We are Wenatchee 2**



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