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Career Guide

PSYCHIATRY

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October 23 - October 28, 2017 - Washington, DC

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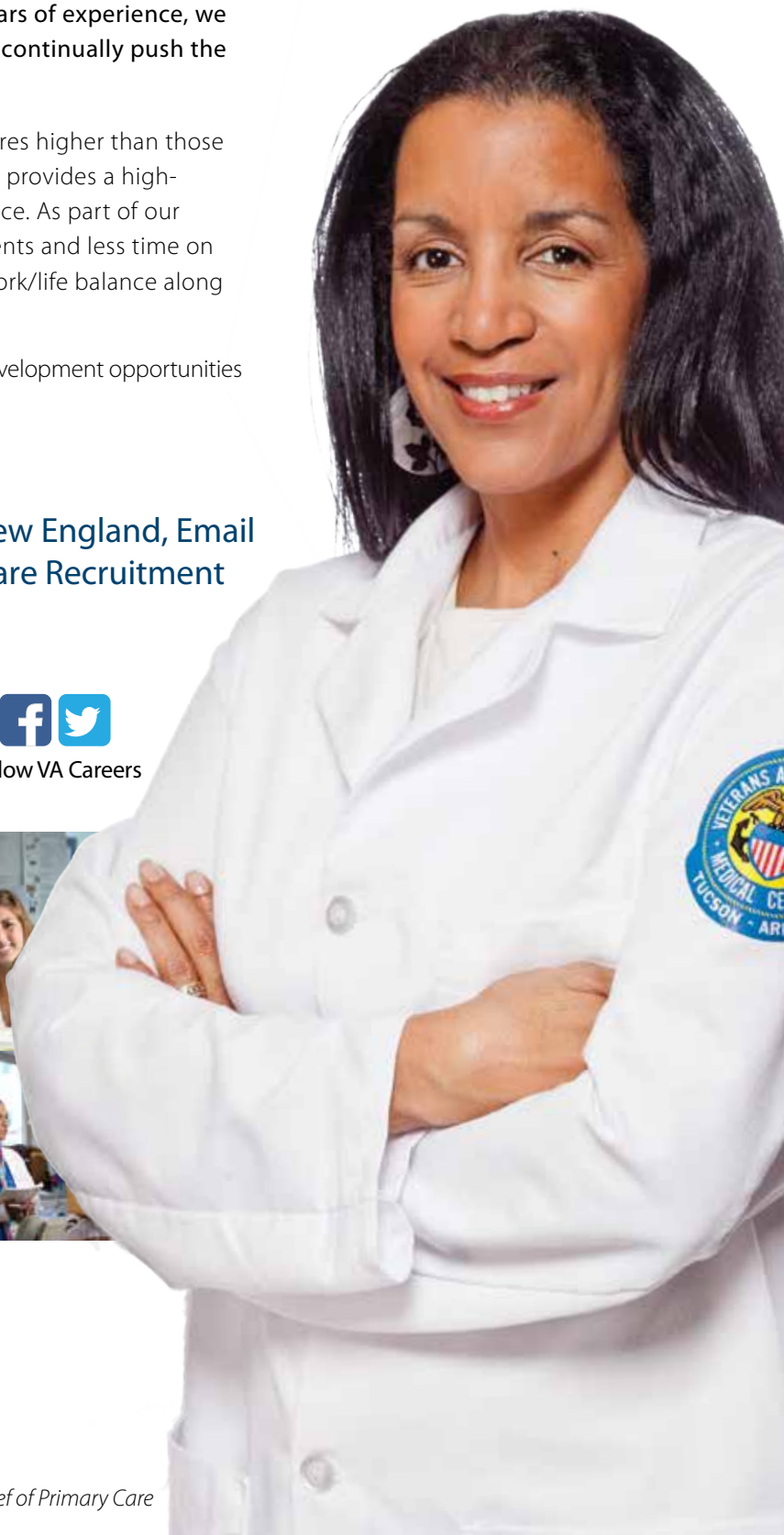
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See Washington DC for Free

Enjoy the free or low cost splendor of our nation's capital.

There's so much to see in Washington, DC. With over 75 museums and an active theater scene, there are cultural possibilities at every turn. The best part? Many of DC's attractions are free or low cost.

Make sure the battery is fully charged on your camera or smart phone and make the most of your down time during your stay at these cultural and noteworthy places of interest.

National Gallery of Art

Composed of an East Building and a West Building this museum is for the art connoisseur. Visit one of the gallery's four cafes for lunch between Matisse and Monet. Free self, guided and audio tours. Visit the website for information on tours in other languages and for special films and symposia, also free.

401 Constitution Avenue NW | Washington, DC 20565

nga.gov

Smithsonian National Museum of Natural History

Over 126 million artifacts on display here. Highlights for the museum include the O. Orkin insect zoo and the Hall of Human Origins, with life-sized models of early humans dating back 6 million years. (The Butterfly Pavilion and the IMAX Theater do charge admission.) Visit the website for information on concerts and other one-time events.

1000 Constitution Avenue NW | Washington, DC 20560

naturalhistory.si.edu

Smithsonian National Air and Space Museum

Amelia Earhart's Lockheed Vega 5B, Charles Lindbergh's Spirit of St. Louis and Wilbur Wright's 1903 Flyer are some of the celebrated aircrafts you'll see here. The museum also features a flight simulator, and a three-level gift shop. (The IMAX theater and Planetarium do charge admission.)

Sixth Street and Independence Avenue SW | Washington, DC 20560

airandspace.si.edu

United States Holocaust Museum

Powerful and deeply moving, this museum is focused on the atrocities of the Holocaust during World War II. Oral histories, the identification of an actual person who experienced the Holocaust and authentic period materials provide a personal connection to those who perished. Book your visit time online to insure entrance.

100 Raul Wallenberg Plaza SW | Washington, DC 20024

ushmm.org

National Archives

Displays the Charters of Freedom (the Constitution, the Bill of Rights, the Declaration of Independence) and other national treasures. Murals by Barry Faulkner, depicting scenes of the "presentations" of the Declaration of Independence and the Constitution (both fictional) are also on display.

700 Pennsylvania Avenue NW | Washington, DC 20408

archives.gov



Washington DC is teeming with cultural possibilities at every turn. Many of these attractions are free to the public or low cost.

The Kennedy Center

This legendary performing arts center located on the Potomac River is named after President John F. Kennedy, whose famous passion for all things creative gave rise to the Endowment for the arts. Docents give free guided tours of the center every 10 minutes discussing its artwork and the interactive exhibit on the life of President Kennedy. The Millennium Stage in the Grand Foyer offers free concerts, dance performances and other performances at 6pm every night of the year. Visit the website for upcoming free events.

2700 F Street NW | Washington, DC 20566

kennedy-center.org

Basilica of the National Shrine of the Immaculate Conception

Mother Teresa, Pope Francis and Pope John Paul II are just a few of the religious figures who have visited the largest Roman Catholic Church in North America. Chapels saluting the Virgin Mary, Byzantine-style Mosaics and papal artifacts are some of the treasures you'll glimpse as you tour the Basilica. National Shrine is also home to the world's largest collection of contemporary ecclesiastical art including paintings and statues. The Basilica is open 365 days a year and offers daily masses and confessions as well as guided tours.

A gift shop, book store and cafeteria also caters to visitors on the crypt level.

400 Michigan Avenue NE | Washington, DC 20017

nationalshrine.com

Ford's Theatre National Historic Site

Ford's Theatre is a working theatre, historical monument museum and learning center. Ford's theatre museum and education center are open daily for patrons to learn about Civil War Washington and Lincoln's life and assassination. Artifacts related to Lincoln's assassination conspiracy, exhibits exploring his presidency and the Civil War, and a 34-foot tower of

Lincoln's books are also available to the public.

511 10th Street NW | Washington, DC 20004

fords.org

Smithsonian Museum of African American History and Culture

This newest addition to the Smithsonian family opened September 2016. Located right by the Washington Monument

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The Department of Psychiatry at Penn State Health Milton S. Hershey Medical Center Open Rank Tenure-Track Faculty position

The Department of Psychiatry at Penn State Milton S. Hershey Medical Center seeks applicants for an open-rank, tenure track faculty position in the recently established Attention and Behavior Clinical (ABC) Science program in conjunction with our Affective Neurosciences Laboratory. The position is expected to begin Fall 2018. The position will offer a mix of protected research time along with clinical opportunities linked to the candidate areas of expertise. The ideal candidate will have an interest in applying cognitive and affective neuroscience to inform pediatric and adolescent mental health interventions research. Successful candidates will join a growing department dedicated to furthering the development and implementation of empirically supported assessment and treatment for children and youth.

ABC investigators have a strong background in the multimodal treatment of pediatric behavioral and emotional disorders with an emphasis on developing translationally informed interventions. Our affective neurosciences laboratory utilizes neuro and psychophysiological measures to evaluate the role of affective and cognitive function in psychopathology. The laboratory has a broad focus including ADHD, addictions, eating disorders, anxiety, and depression.

The professional qualifications for this position include:

- The position will require a PhD in clinical psychology with relevant clinical and research experience or an MD or DO with Board Certification in Psychiatry and completion of an accredited child psychiatry fellowship.
- Preference will be given to applicants with an established record (senior positions) or potential for (junior faculty) obtaining external funding and publishing studies in high quality peer-reviewed journals.

The Penn State Hershey Medical Center is Central Pennsylvania's only academic medical center, home to several hospitals, clinical and research institutes, and the Penn State College of Medicine. The campus is located in Hershey, PA in close proximity to Philadelphia, New York City, Washington, DC, and Baltimore.



PennState Health
Milton S. Hershey Medical Center

The Penn State Health Milton S. Hershey Medical Center is committed to affirmative action, equal opportunity and the diversity of its workforce. Equal Opportunity Employer – Minorities/Women/Protected Veterans/Disabled.

For additional information, please contact:

Jenna Spangler, Physician Recruiter at
jspangler2@pennstatehealth.psu.edu | 717-531-4271

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Child/Adolescent Psychiatrist in Shenandoah Valley, Virginia Physician II - Full-Time

The Commonwealth Center for Children & Adolescents (CCCA), a 48 bed child/adolescent Joint Commission Accredited psychiatric program, is seeking full-time **Child & Adolescent Psychiatrists** within its Psychiatry department. The Commonwealth Center for Children & Adolescents (CCCA) is Virginia's only public acute psychiatric hospital for children and adolescents. CCCA serves youngsters with a variety of serious psychiatric and behavioral difficulties from across the Commonwealth of Virginia. Treatment is provided by multidisciplinary teams in a relationship-based, collaborative, trauma-informed treatment model of care. The Facility is located in a vibrant town in the beautiful Shenandoah Valley within 30 minutes of major university towns.

The mission of CCCA is to provide high quality acute psychiatric evaluation, crisis stabilization, and intensive short-term treatment that empowers children and their families to make developmentally appropriate choices and that strengthens children's hope, resilience and self-esteem.

The **Child & Adolescent Psychiatrists** serve as Heads of Treatment Teams and direct the treatment for each patient admitted to CCCA. Minimum qualifications for these positions include possession of a Current Virginia Medical License, eligibility for Board Certification in Child and Adolescent Psychiatry, as well as abilities to work effectively with children and families in distress; work effectively within the framework of a multidisciplinary team and an overall commitment to a relationship-based, collaborative, trauma-informed treatment model of care. **Child & Adolescent Psychiatrists** is also responsible for providing high quality psychiatric evaluations and treatment services to assigned child and adolescent clients and their families. Additional duties include diagnostic evaluations, medication management and individual therapy. The **Child & Adolescent Psychiatrist** functions as part of a collaborative, multidisciplinary team responsible for planning and implementing treatment for child and adolescent patients from across Virginia with significant psychiatric, emotional, behavioral, and environmental challenges. **Child & Adolescent Psychiatrists** at CCCA also provide supervision and training to medical students, residents, and fellows from the University of Virginia School of Medicine, and typically have clinical faculty appointments at UVA.

CCCA offers a highly competitive salary, excellent benefit package, including vacation/sick/personal leave, retirement plan, medical and dental insurance, disability plan, life insurance, paid holidays and many other options. Medical Malpractice insurance is covered through the Commonwealth of Virginia when employed by a state facility.

Interested candidates please contact our Human Resource office at (540) 332-2116 for more information.

For further requirements and to apply on line for position #P0125, please visit the Virginia Jobs Web site at the following link: <https://virginiajobs.peopleadmin.com>

CCCA is an Equal Opportunity, Affirmative Action Employer committed to Workforce Diversity located in the Commonwealth of Virginia

(continued from page 5)

Monument, it is the only national museum devoted exclusively to African American culture and focuses on understanding history through the viewpoint of the African American experience. Collections document art and history covering artifacts dating from the African Diaspora to present day. The museum is free to the public like all Smithsonian museums; same-day timed entry passes are available starting at 6:30 am daily only through the website.

1400 Constitution Avenue NW | Washington, DC 20560

nmaahc.si.edu

Old Stone House

The Old Stone House was built in 1765 and is the oldest structures on its original foundation in Washington, DC. Originally Suter's Tavern, the site was also a car dealership when the government purchased the property in 1953. It has been cared for by the National Park Service since 1960 and is open daily from 11am-6pm.

3051 M Street NW | Washington, DC 20007

nps.gov/places/old-stone-house.htm

Politics & Prose Bookstore and Coffeehouse

Book enthusiasts will love this Washington DC institution for literary discourse, to peruse political titles and to partake of authors' readings. Visit their website to learn about featured authors scheduled to read at Politics & Prose during your stay. Enjoy a coffee and get a good seat at a book reading.

1025 5th Street NW | Washington DC 20001

politics-prose.com


Capitol Building

The main entrance to the US Capitol is the Capitol Visitor Center. Below the grounds, there are guided tours of the US Capitol Rotunda, an orientation film, and Emancipation Hall's historic treasures. Above ground is the awe-inspiring Library of Congress, offering tours of the world's largest collection of historic books, papers and recordings. The Visitor Center is open Monday through Saturday from 8:30am-4:30pm. Tours are free, but tour passes are required.

East Capitol Street NE | Washington, DC 20004

visiththecapitol.gov

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Berkshire Medical Center, BHS's 302-bed community teaching hospital and Trauma Center, is a major teaching affiliate of the University of Massachusetts Medical School. With the latest technology and a system-wide electronic health record, BHS is the region's leading provider of comprehensive healthcare services.

This is a great opportunity to practice in a beautiful and culturally rich area while being affiliated with a health system with award winning programs, nationally recognized physicians, and world class technology.

Interested candidates are invited to contact:
Shelly Sweet, Physician Recruitment Specialist
msweet@bhs1.org or
Apply online at: www.berkshirehealthsystems.org



Berkshire Health Systems
www.berkshirehealthsystems.org



PennState Health

Milton S. Hershey Medical Center

In conjunction with the expansion of our pediatric inpatient and partial hospitalization services, the **Department of Psychiatry at Penn State Health Milton S. Hershey Medical Center** is seeking a child/adolescent psychiatrist to work in the inpatient or outpatient setting at the Pennsylvania Psychiatric Institute (PPI), our clinical partner. Primary clinical focus is working with children and adolescents in the outpatient setting but opportunities for care across the lifespan in a variety of settings exist if interested. This is a full time position that includes a faculty appointment within the Department of Psychiatry at the Penn State College of Medicine. Ample opportunities for teaching medical trainees of all levels exist, as well as the capacity for other scholarly and administrative activities. There are minimal on-call requirements with additional compensation for extra call.

We are a growing, vibrant department in a strong academic medical center. We host specialty clinical and research programs, including research that crosses the translational spectrum. Our educational programs include adult psychiatry residency, child fellowship, psychology internship, externship and post-doctoral fellows. We have a strong collaboration with basic and clinical science in other neuroscience disciplines across several Penn State campuses.

With our clinical partner, the Pennsylvania Psychiatric Institute, the Department staffs several outpatient and partial hospital programs for children and adults, 89 inpatient beds, ECT and other neuromodulation services, specialty sleep and eating-disorders programs, and expanding psychiatric consultation and integrated care programs for Hershey Medical Center.

Board eligibility in child and adolescent psychiatry is required with certification within 6 years of hire.

Successful candidates should have strong teaching as well as clinical skills and, optimally, potential for scientific and scholarly achievement. We offer an attractive compensation package commensurate with qualifications. Tenure-track positions are possible.

Central Pennsylvania fosters a delightful quality of life, with ready access to major metropolitan areas like D.C., Baltimore, Philadelphia, and NYC, while placing you in a picturesque and historic environment, with superb schools and varied recreation.

For consideration, send your CV to:
Tami Tenbus, Physician Recruiter
Email: tenbus@pennstatehealth.psu.edu

The Penn State Health Milton S. Hershey Medical Center is committed to affirmative action, equal opportunity and the diversity of its workforce. Equal Opportunity Employer - M/F/V/D

Is Locum Tenens Work Right for You?

Locum Tenens (Latin for “to hold the place of”) is a temporary work assignment for a physician. The reasons for considering locum tenens work can vary as widely as the physicians considering it. Perhaps you’re a new physician and you want to try out several positions to help you decide on a long-term job. Perhaps the idea of committing to a practice or hospital full time doesn’t appeal to your sense of freedom and adventure. Maybe you’re a mom and you want to be able to spend more time at home. Or, you’re a retired (or semi-retired) physician not quite ready to hang up the stethoscope.

The good news is that there is no shortage of locum tenens work for physicians. According to The Association of American Medical Colleges, the advancing age of the American population will create a demand for physicians that will exceed the supply by 91,000 by the year 2020. This deficit will grow to 131,000 by 2025 because the supply of physicians has remained flat over the last 20 years. A 2015 Staff Care Survey of Temporary Physician Staffing Trends reports that 91% of healthcare facilities used locum tenens physicians. Seventy three percent of healthcare facility managers said they use at least one locum tenens physician a month while 18% reported using four or more.

A primary care physician has a per-diem rate of \$600-\$800 daily and can make approximately \$150,000 a year, slightly less than an employed physician. Locum tenens salary is dependent, of course, on how often a physician is working assignments. Most assignments last a couple of weeks, while some can last up to a year. “Some locations have a hard time finding permanent primary care doctors and rely on locum tenens help, which can take some time,” says Sean Ebner, President of Staff Care. Sixty-eight percent of healthcare facility managers typically use locum tenens physicians to fill in until a permanent doctor is found while 67% use them to fill in for staff who have left. Today, more physicians are making locum tenens their full-time employment. Staff Care estimates that fewer than 50% of physicians remain in private practice. Most locum tenens physicians have worked in a permanent practice, but over 7%

have indicated they have only ever worked on a locum tenens basis. Twenty-one percent of physicians begin working locum tenens directly after completing their residencies and that number of younger physicians is increasing. Many physicians have become disenchanted with the “business” of medicine and have opted to become temporary staff on a full-time basis. The top reported benefits to working locum tenens include flexibility (85%), pay rate (53%), and “no politics” (51%).

Janice Boughton, MD left her private practice to become a locum tenens physician and wrote of her experience on the medical social media blog Kevin MD. Having worked in several states including Alaska, she discusses selecting an agency (Staff Care is one of them), the application and screening processes and the ups and downs of locum tenens work. The experience for her was a positive one, but it is not for everyone.

Howard Rodenberg, MD MPH, columnist for the Journal of Emergency Medical Services, wrote about his locum tenens experience on his blog Writing with Scissors. While locum tenens wasn’t for him, he notes it was great for his ego. He discusses the great demand for his experience from numerous agencies vying to place him during his locum tenens stint.

The fact is, all specialties are in high demand for locum tenens work. For those interested in higher pay with work flexibility, locum tenens may become the rule rather than the exception.

Learn More

There are several staffing companies specializing in locum tenens staffing for physicians. The following is a list of companies that can discuss in depth why locum tenens may be right for you and match you up with the most appropriate assignments: [Staff Care](#), [CompHealth](#), [Weatherby](#), [Aerotek](#), [Vista Staffing Solutions](#), [Medical Doctor Associates](#), [Mary Kraft Staffing](#), [Delta Healthcare Providers](#) ■

Interview Questions You Should Be Prepared to Answer



When medical institutions and facilities look to hire physicians, they are looking not just to fill a position but for a leader who can respond well to stress, work well with others and communicate effectively with patients and foster a patient-centric environment.

For physicians looking for or intending to look for a job, the outlook is bright. According to the Bureau of Labor Statistics, the employment of physicians and surgeons is projected to grow 14 percent from 2014 to 2024, much faster than the average for all occupations. The job market is bullish because of the increased demand for healthcare services by the growing and aging population.

This means that your job prospects for 2017 and beyond are excellent as hospitals and group practices are recruiting physicians with a sense of urgency. However, nailing the interview requires preparation and thought.

Beyond the usual questions such as how do you think you will be able to contribute to the organization and what you are looking for in your next job, physician recruiters will ask questions that seek to consider a candidate's past behavior. This increasingly popular technique is known as behavioral interviewing and is based on the principle that past behavior can predict future behavior.

A physician recruiter from CompHealth.com, a healthcare staffing agency, outlines what he looks for when he brings on a new physician.

"In an ideal situation, quality is number one. I'm looking for a doctor with a strong skill set, but he (or she) also needs to communicate effectively with staff and with patients," he said.


"Today's healthcare consumers are savvy. They want more than just a physician with good clinical skills. They want somebody who is going to listen to them, take care of them and truly understand who they are."

In fact, according to the Association of Staff Physician Recruiters (ASPR), nearly 60% of in-house physician recruiters are using behavioral interview questions to determine factors such as:

- Your leadership skills
- How you handle stress in a fast-paced environment
- Your level of empathy
- Communication skills
- Problem-solving skills
- Your level of (patient) focus

To help you nail that interview, to follow are some of the top questions encountered by candidates for physician positions. This list is not exhaustive, but is a good place to start. If two candidates have matching qualifications, the one who will get the job will almost invariably be the one who displays not just strong clinical skills, but also high emotional intelligence - which is the ability to understand your own emotions as well as discern others' emotions - and then use that information to guide your thoughts and actions.

Here's a tip: what you say and how you say it will give interviewers an indication of how you will behave on the job.



“Today’s healthcare consumers are savvy. They want more than just a physician with good clinical skills.”

Behavioral Questions

1. How do you react under pressure or in an emergency?

Spend some time to think about your answer. A good way to answer this would be to show that in emergency situations, your priority is the care of the patient.

2. Describe a time when you had a dispute with a colleague and how you handled it.

Answer this by painting the scenario and detailing the background; the action that you would take; and the outcome of the situation.

3. Have you ever had conflict with a supervisor? Describe the situation and how you handled it.

There is no textbook answer to this question. Drawing from your history will show recruiters how you would truly behave in such a situation.

The next four questions have no right or wrong answers.

When you get open-ended questions, do include examples in your responses. Providing details and responses will enable the interviewer to see if you are a right ‘match’ for the job.

4. What is the biggest mistake you’ve ever made on the job, and what did you learn from it?

5. Describe a time when you were faced with a stressful situation and you demonstrated your coping skills.

6. Give a specific example of a time when you had to conform to a policy that you did not agree with.

7. What do you do if you disagree with a patient?

Standard Questions

In addition to the above behavioral questions, give some thought to these standard questions:

What are your strengths?

This may not be a deciding factor, as most applicants have something good to say about themselves. So, say something direct like: I have a strong work ethic, passion, compassion and can work well with others; or I am great with kids.

What are your weaknesses?

Talk about a weakness that is tolerable: something that would not seem negative to the employer. An example would be that you are an overachiever, always working too hard. Add as well, that you are continuously working to better yourself.

Another tactic is to talk about the skills you have improved upon in your previous job. Outline your initial level of functioning and how you have improved in that time. This shows the interviewer that you can take the necessary steps to improve yourself.

A word of caution - Make sure not to talk about your improving on a skill that is related to the job you are interviewing for. You don’t want the interviewer to question your ability.

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How to Compare Job Offers

When you've worked so hard for so long to get to the stage where you are ready to start full-time employment as a physician, getting a job offer can feel like your crowning achievement. Getting two or three offers can make you feel on top of the world. But before you can celebrate, you have one final, tough decision to make—which job offer to accept. It's not always easy or obvious, but by using this article as a guide, we hope you will be able to make the right decision to suit your situation.

How Does the Pay Stack Up?

While you have most likely accumulated a large amount of student debt, salary will always be a big consideration when it comes to choosing between jobs.

Salary isn't always straightforward to compare, particularly when employers can pay physicians in four ways: a straight salary (fee for service), pay for performance, a bundled payment model, and a comprehensive care model.

Understand the difference between all four and, if you have a preferred model, consider asking the employer if the model is flexible. If it isn't, this might be one way of choosing between different job offers, particularly if the total compensation package between the jobs is similar.

If your future pay is performance-based, you should also explore not just which metrics will be used to determine compensation, but how well equipped the organization is to help physicians achieve their targets.

Try not to get too fixated on the guaranteed salary amount. While this is important for the first few years of your role, particularly if you have a dependent family, Tom Dobosenski, president of the American Medical Group Association

consulting practice, believes that it is much more important to consider what happens to the compensation structure when the guarantee stops. This typically happens around year three.

Nevertheless, it's important to understand whether your initial pay is comparable to industry averages. For this, consult the Medical Group Management Association Compensation Survey.

Where Will You Be Living?

The geographic location of the job is, unsurprisingly, one of the top considerations for junior physicians. Where you live has a huge impact on your life, your future, and your happiness. While some may enjoy the challenge of relocating to a new city, others will want to stay close to their family. The cost of living can differ hugely between states, thereby having an impact on your compensation, and even the basis of your work.

Where you work has an impact on how you work. Particularly if you are one of the few medical school graduates planning to work in the countryside. The differences can be huge. While urban work will provide you with greater support, a chance to specialize and a higher salary, practicing in a rural environment may offer greater opportunity to become a central figure in the community and take on broader, more diverse work. The kind of physician you become will, in part, be shaped by where you live.

When you take into account where you live, a larger salary doesn't necessarily mean more money to spend. If compensation is a huge driving factor for you, take time to consider how where you are going to be living will affect that. A slightly smaller salary may go a lot further in a state with a low cost of living compared to a higher salary in a larger state like



Choosing between job offers isn't easy, but it's a good problem to have when you've dedicated more than a decade of your life to reach this stage in your career.

New York or California. Sperling's Best Places offers insight into how far your salary is likely to go.

Do You Fit the Culture?

You may think that the type of work and your remuneration package are the most important factors to consider when choosing between job offers. While these are incredibly important and go a long way in determining your future happiness, of equal importance is the way in which you fit into the hiring organization. Does your personality fit their culture? Research by Cejka Search showed that poor cultural fit is the main cause of voluntary physician turnover. Which goes to show that even if you love the work, it's important that you feel at home within the organization, too.

If you've completed a residency or interned at one of the organizations offering you a full-time job, you will probably know if you were a good fit. Did you enjoy collaborating with other staff members? Did you look forward to going to work every morning? Did you socialize with staff members outside of work hours? If you can't see yourself working at the organization for the next five years of your life, it might not be the right choice for you.

If you haven't worked at one or a few of the organizations offering you a role, take some time to investigate the culture of the organization. Use your school's alumni network, as well as other connections you have made within the industry to find someone working within the organization.

Consider the Fine Print

A job offer is more than just an invitation to work at a particular practice for a particular salary. There is also a contract involved and comparing contracts should be a final step in your decision. This can be particularly decisive if you have narrowed it down to two or three job offers. While not immediately relevant, the fine print of a contract—things like the malpractice tail coverage and non-compete clauses—can be incredibly important years down the line. Don't get trapped into believing that non-competes aren't enforceable. They are legally binding in the vast majority of states. As a result, you should be wary of any contract that has a particularly restrictive non-compete clause. When it comes to malpractice, it is important to understand which party is responsible for Tail coverage and under what circumstances. Finally, make sure you are comfortable with the amount of notice that both parties have to give when the contract is terminated. While you may want to move onto a new opportunity quickly, you'll also want time to find a new job if the organization closes down your practice area or makes redundancies.

Choosing between job offers isn't easy, but it's a good problem to have. When you've dedicated a decade or more of your life to reach this stage in your career, it is worth spending time deliberating a decision that will have a huge impact on your future. Think about your short-term and long-term goals, use the advice in this article and talk to your mentor, professional network, friends and family. The right choice will become clear soon enough. ■

(continued from page 11)

Why did you choose to become a physician?

Don't make the mistake of stating money as a key motivation; no one wants to hire a physician motivated solely by the dollar. Be genuine when you say something like "I have respect for human life; that is why I want to dedicate my life to the care and service of people."

Why are you leaving your current job?

Again, it is going to be difficult for you to know the best answer to such a question, let alone one that would impress the interviewer. You should say things like wanting more varied duties and responsibilities or more opportunities for continuing education. Do not never to bad-mouth your current or most recent past employer.

What are your achievements so far?

List the awards you have achieved so far: Include scholarships. Highlight any seminars that you have organized or been invited to speak at. If you are a member of any professional medical association or society, highlighting these would show your dedication to the profession.

Expect Unexpected Questions

According to Bob Levoy, a well-known author of seven books on human resources and practice management topics, "The purpose of these [unexpected] questions is to ascertain if job applicants are as capable and sincere as they say they are. They're all open-ended, allowing candidates to divulge as much or as little as they want."

How a candidate answers such questions provides recruiters an inside look at the candidate to determine if he/she will be a good fit for the job.

For example:

When we call your references, what are we likely to hear?

It is best here to detail both the positive and the negative.

Do you have any malpractice history?

Sometimes, candidates are stunned when asked this question. Remember to be up front. If you are dishonest, the truth can come back to haunt you at some point.

Paul Hannig, PhD, a psychotherapist with more than 40 years of interview training and experience says, "Expect anything and everything. There may be surprises. Prepare for unanticipated questions. The interviewers know what answers they want and the candidate may not be able to anticipate the hidden agenda of the interviewers. They will ask you questions about yourself, your philosophy, experience, and aspirations." Express your commitment to your profession and show your passion for the work. Be prepared to answer all questions about yourself. Appear open and authentic. A good sense of humor and a smile goes a long way."

Good Luck! ■

**Memorial
Healthcare System**

JOIN A LEADING HEALTHCARE SYSTEM IN SOUTH FLORIDA



PSYCHIATRY CAREER OPPORTUNITIES

Memorial Healthcare System is expanding and looking for physicians to fill the following positions:

- **Child and Adolescent Psychiatry (Inpatient)**
- **Adult Psychiatry (inpatient and outpatient positions available)**

These are full-time employed positions with the multispecialty Memorial Physician Group. The positions offer competitive benefits and compensation packages that are commensurate with training and experience. Professional malpractice and medical liability are covered under sovereign immunity.

About Memorial Healthcare System

Memorial Healthcare System is one of the largest public healthcare systems in the U.S. and a national leader in quality care and patient satisfaction. Located in South Florida, new residents from around the world enjoy a high quality of life and no state income tax.

To see full job descriptions and/or to submit your CV for consideration, please visit memorialphysician.com. Additional information about Memorial Healthcare System can be found at mhs.net. Additional information about Joe DiMaggio Children's Hospital can be found at jdch.com.

[visit memorialphysician.com](http://visit.memorialphysician.com)

Child Psychiatrist Autism & Developmental Disorders

Spring Harbor Hospital, a division of Maine Behavioral Healthcare, is seeking a Child Psychiatrist to focus on the Autism & Developmental Disorders population. Unique opportunity for an academically-inclined physician to join a nationally-recognized treatment and research program for, reporting to Matthew Siegel, M.D., a leader in the field.

This position is half time as an attending child psychiatrist for the Spring Harbor Hospital Developmental Disorders unit, an evidence-based treatment unit, and can be paired with up to half-time in our outpatient developmental disorders or general child psychiatry clinic. We have expert multi-disciplinary inpatient and outpatient teams and multiple ongoing clinical research studies with a bi-weekly DD case conference, producing a rich learning environment and a multi-level system of care for DD youth with a current team of 3 dedicated child psychiatrists.

Assistant/Associate Professor Faculty appointment at Tufts School of Medicine, and resident/fellow teaching opportunities. Competitive salary and strong benefits package with paid CME time and allowance. M.D./D.O. and BE/BC required.

Please contact: Brian O. Donovan, 207-661-7827
or bdonovan@mainehealth.org

Shenandoah Valley of Virginia

Medical Director
Physician Manager II - #00139

The Commonwealth Center for Children & Adolescents (CCCA), a 48 bed child/adolescent Joint Commission Accredited psychiatric program, is seeking a full-time Medical Director within its Child/Adolescent Psychiatry department.

CCCA, located in the beautiful Shenandoah Valley, is Virginia's only public acute psychiatric hospital for children and adolescents. CCCA serves youngsters with a variety of serious psychiatric and behavioral difficulties from across the Commonwealth. Treatment is provided in a relationship-based, collaborative, trauma-informed treatment model of care. The mission of CCCA is to provide high quality acute psychiatric evaluation, crisis stabilization, and intensive short-term treatment that empowers children and their families to make developmentally appropriate choices and that strengthens children's hope, resilience and self-esteem.



As Medical Director, you will be responsible for overseeing all medical services provided by the facility, ensuring high quality treatment for all patients served and assisting the Facility Director in supporting CCCA's overall mission.

The Medical Director is also responsible for part-time clinical functions and you will direct a multidisciplinary treatment team consisting of psychologists, psychiatric nurse practitioners, social workers, nurses, substance abuse counselors, psychiatric nursing assistants and teachers, providing treatment for children and adolescents with complex, co-morbid, and severe mental illnesses. Expertise in psychiatric evaluation and treatment, including psychopharmacology, is essential for this position.

CCCA offers a highly competitive salary, sign-on bonus opportunity and an excellent benefit package, including vacation/sick/personal leave, retirement plan, medical and dental insurance, disability plan, life insurance, paid holidays and many other options. Conference time is available, as well as participation in forensic evaluation training and educational seminars offered by the University of Virginia's Institute of Law, Psychiatry & Public Policy. Clinical faculty appointment at the University of Virginia is offered for eligible candidates. Medical Malpractice insurance is covered through the Commonwealth of Virginia when employed by a state facility.

Interested candidates please contact our Human Resource office at (540) 332-2116 for more information. For further requirements and to apply on line for position #00139, please visit the Virginia Jobs Web site at the following link: <https://virginiajobs.peopleadmin.com> .

*CCCA is an
Equal Opportunity,
Affirmative Action Employer committed to
Workforce Diversity located in the
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Leading the future of health care.

CHILD & ADOLESCENT PSYCHIATRISTS IN NORTHERN & CENTRAL CALIFORNIA

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- Paid holidays, sick leave, education leave (with generous stipend)

AACAP Annual Meeting
Booth #719
October 26-28, 2017
Marriott Wardman Park
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The Permanente Medical Group, Inc. is one of the largest medical groups in the nation with over 9,000 physicians, 22 medical centers, numerous clinics throughout Northern and Central California.

CHILD & ADOLESCENT PSYCHIATRISTS Northern & Central California

To learn more about these opportunities or to apply, please visit:

<http://physiciancareers-ncal.kp.org>.

You may also email your CV directly to Nicholas Chastain, Physician Recruiter, at: Nicholas.Chastain@kp.org or call: **510-625-4759**.