

Questions to Ask During the Interview Process

- How do you encourage your employees to keep current with professional development/CME?
- Can you describe your training program for new physicians and do you have a formal orientation process?
- What is a typical career path for someone who has been in this position?
- How have individuals coming right out of training done in the position?
- What is the time frame for advancement?
- What is the retention rate for physicians in this position?
- What is the tenure of the team/program/department?
- Why is there a current opening and how long has it been open?
- Are there opportunities to do more outside of the position than just see patients?
- Are there plans to grow and expand?
- How is it to work with the nursing staff or other specialists?
- What is a typical day like for the team?
- How do you see me fitting in with the current team and how can I contribute most effectively coming in as a new physician being right out of residency?
- What will be my primary job responsibilities?
- Will I have any back-up responsibilities in my position?
- What is the average patient caseload per day and what is the average length of stay?
- What is the call schedule? Weeknights/weekends?
- What type of specialty support is available?
- Do we have any type of mid-level support?
- How do we cover for each other when a team member is out?
- What is the most challenging aspect of this job?
- What are your expectations for newly hired physicians?
- Who would I mainly work with on a daily basis?
- What is the state/make-up of the current team/program/department?
- When would you like someone to start in the position?
- How is the communication among team members in their roles?