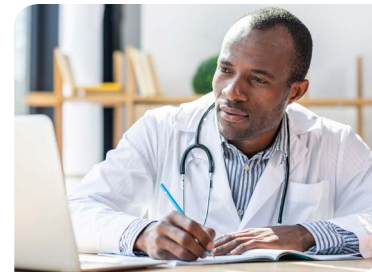


Understanding Physician Recruitment Stakeholders

As a medical resident or new-to-practice physician, you'll be connecting with recruitment stakeholders to explore job opportunities. During the process, it's important to understand the role of different recruitment stakeholders and what supports they offer. This article highlights how HealthForceOntario (HFO) Regional Advisors and Physician Recruiters can assist you.



The Role of Regional Advisors (RAs)

Employed by HealthForceOntario (an agency of the Ministry of Health and Long-Term Care), RAs support medical residents and new graduates with their career planning, job-search, and transition into practice through a program called *Practice Ontario*. RAs place special emphasis on assisting with recruitment to high-need communities in Ontario.

Key supports offered by RAs include insights into the provincial job market for your specialty, determining the ideal fit for you based on your personal and professional interests, connecting you with local contacts, and expertise to support you through your transition into practice.

Job Market Insight

Located in LHINs throughout the province, RAs have a broad perspective on the physician job market. An RA is your first point of contact to understand the current provincial landscape of the job market for your specialty; advice regarding different communities, hospitals or practices; options for various practice models; and guidance on financial and non-financial incentives.

Best-Fit Practice Opportunity

The RAs help Ontario-trained physicians find a good practice fit within Ontario. This means they can objectively help you

sort through your options, bring forward jobs not posted publicly, and narrow down which options may be the best fit for you. After you have selected a few opportunities to explore, your RA will connect you with a local Recruiter or Recruitment Committee.

Knowledge Resource

RAs can support you with information and coaching to: prepare for interviews or site visits, evaluate a practice, negotiate a contract, and/or establish a new practice.

The Role of Physician Recruiters

Employed by a community/region or a particular organization, a physician recruiter's primary role is to recruit for their region, hospital, or health-care organization. The recruiter also actively supports a physician's relocation and plays an important role in retention by ensuring support resources are in place.

Physician Recruiters can sometimes have a variety of job titles but they all have the same objective – to act as a local resource to support your recruitment to their community/organization.

Below are some of the key supports offered by local physician recruiters.

Practice Opportunities within a Community

Physician Recruiters will support you to find practice opportunities that meet your needs within the community/communities for which they work. They are experts on their communities and can provide detailed information about local clinics, hospitals, and resources. They can also share information related to lifestyle, including housing markets, schools, community activities, etc.

Site Visit

Physician Recruiters will coordinate a site visit to help you make an informed decision. They will conduct a clinic/hospital tour, arrange meetings with key clinical staff, and make you aware of incentives offered. Recruiters will also often provide a tour of the area.

Relocation Support

When you decide to join a community, a Physician Recruiter will provide relocation support by connecting you with real estate and community services, and assisting you (and your family) to integrate into the community.

Other Recruitment Stakeholders

When looking for a practice opportunity, you may encounter additional recruitment stakeholders, including private recruitment firms, medical office space developers, and practising physicians. Whether it's a non-profit or for-profit stakeholder, be sure to ask questions about their role and what support are offered to medical residents and new-to-practice physicians.

Regional Advisors and Physician Recruiters

Regional Advisors	Physician Recruiters
No charge	No charge
Provincial perspective on the job market, including incentives	Community/region specific
Emphasis on high-need communities	In-depth knowledge of local incentives and opportunities
Assistance with determining your ideal job opportunity	Conducts a site visit/tour
Connectivity to local resources	Assistance with relocation considerations – housing, schools, community activities
Transition into practice resources and support	Assistance with integrating into the community

Connect with a HealthForceOntario Regional Advisor to begin your recruitment journey today.

E-mail: practiceontario@healthforceontario.ca to receive one-to-one job-search support.

Top 10 Tips for Transitioning into Practice

At first glance, transitioning into practice can seem daunting. However, if you take a step-by-step approach, the process becomes easier and more efficient. The following are 10 tips to help you make a smooth transition into practice.



1. Take advantage of resources

- Review HFO's [Transition into Practice Service \(TiPS\)](#) toolkit
- Connect with an HFO Regional Advisor
E-mail: practiceontario@healthforceontario.ca
Tel: 1-800-596-4046 option 5
Tel: 416-862-2200 option 5

2. Network, network, network

- Do an elective in the location where you are thinking about working.
- Listen to advice from practising physicians, senior residents, preceptors and recent graduates.
- Participate in committees, groups, and projects.
- Attend conferences and job fairs to explore where opportunities exist.
- Follow-up and keep in touch with people.

3. Create a profile of your ideal job

Ask yourself:

- What type of practice do I want?
- Where would I like to live and how far am I willing to travel to work?
- What type of community is right for me (urban vs. rural)?
- What is most important to me from a professional and personal perspective? What is non-negotiable?
- What am I looking for in a workplace culture?

4. Look for potential job opportunities on HFOJobs.ca

- HFOJobs is the most widely used physician job board in Ontario and it is free to use.
- Search for all types of jobs, including locum, full-time, part-time.
 - Define criteria such as specialty, location, and distance.
 - View opportunities at a glance via the zoomable map.

5. Prepare to apply for jobs

- Always keep your CV up-to-date
- Inform your references that you will be applying for positions.

6. Connect with Physician Recruiters

- Your Regional Advisor can connect you with Physician Recruiters.
- You can also find a Recruiter on the [CASPR website](#).

7. Consider a locum to make sure the practice is a good fit

Placements may be as short as a few hours or as long as a year and occur in any geographic region in the province or in any practice specialty.

8. Evaluate potential jobs

Review the [Joule – Practice Management](#) resources for helpful checklists.

9. Hire a Professional Team

- Financial advisor
- Insurance advisor
- Accountant
- Lawyer
- Banking partner

10. Find the right fit for you

Before you sign on the dotted line, take another look at your ideal practice profile and assess if the practice opportunity meets your criteria.

Key Resource

Visit HealthForceOntario's [Transition into Practice Service \(TiPS\)](#) toolkit for physicians entering practice in Ontario. Modules include: *Countdown to Practice*, *Finding Your Ideal Practice*, *The Business Side of Medicine*, and more.

Available in accessible format upon request:
www.healthforceontario.ca/acs