

RESIDENT & FELLOW PHYSICIAN JOB SEARCH TIMELINE

10 MONTHS BEFORE FINISHING TRAINING

75% of candidates who require visa assistance have signed contracts, which equates to approximately 30% of the total trainee candidate pool. Neurologists typically take the month off of their search for their board exam.

18 MONTHS BEFORE FINISHING TRAINING

Proactive candidates, candidates with limited geographic preferences, and candidates who require visa waivers or assistance begin actively applying to positions and working with recruiters.

8 MONTHS BEFORE FINISHING TRAINING

Approximately 40% of all eligible candidates have signed contracts. Many candidates set up site visits with their top programs of interest. There is an influx of candidates who require visa assistance and return to the market if their visa falls through; Frequently, this is beneficial for states that still have visa waivers available or areas that fall within the Delta Regional Authority, Southeast Crescent Regional Commission, or the Appalachian Regional Commission.

15 MONTHS BEFORE FINISHING TRAINING

Candidates who require J1 visa waivers schedule multiple phone interviews. Other candidates begin a 'soft search' and begin to think about where they would like to work.

6 MONTHS BEFORE FINISHING TRAINING

We estimate that approximately 60% of candidates have signed contracts, while the remaining 40% are setting up second site visits to narrow their search or are actively negotiating contracts. Urologists take part 2 of the board exam.

12 MONTHS BEFORE FINISHING TRAINING

Candidates who require J1 visa waivers attend site visits and begin to receive offers and contracts. Most candidates have begun their search and have shared their CV with several practices. Urologists take part one of their board exam.

3 MONTHS BEFORE FINISHING TRAINING

Nearly all candidates have signed contracts and have begun the licensing and credentialing process with their anticipated employer.

RosmanSearch

TARGETED PHYSICIAN RECRUITING