

Independent Medical Group Recruitment Toolkit

Resources and tools for improving new physician recruitment

Toolkit | July 7, 2017

With nearly 25% of licensed physicians **over the age of 65** and nearing retirement, provider organizations must recruit newly minted physicians to backfill these soon-to-be vacated positions.

However, these young physicians have different preferences compared to their senior counterparts. For example, almost **70% of newly trained physicians** prefer some type of employment over joining a physician-owned practice—making recruitment an even greater challenge for independent medical groups.

In this increasingly competitive job market, independent groups must reassess their existing recruitment strategy to ensure they attract and retain the best candidates to their organization.

To help medical group leaders and staff improve their recruitment strategy to successfully compete for talent, the Physician Practice Roundtable developed the Independent Medical Group Recruitment Toolkit. The toolkit includes insights, case studies, and implementation resources to help you and your team revamp your current recruiting strategy in four steps:

1. **Establish a reliable recruiting process**
2. **Assess cultural fit—not just clinical capability**
3. **Sell the value of independence during in-person interviews**
4. **Provide onboarding support to ensure retention**

Step 1: Establish a reliable recruiting process

Adopting a consistent process and timeline for assessing candidates prevents lapses in communication that can ultimately lead to a candidate rejecting an offer. It also helps medical group leaders identify the support required for successful recruiting efforts. Use the following resources to define and support your medical group's recruiting process:

Recruiting Process Timeline

This timeline defines communication milestones in the recruiting process and provides related tips to maximize the effectiveness of each candidate interaction. [Download now.](#)

Candidate Profile Template

Use this template to track qualifications and information about each candidate throughout the recruiting process and enable information sharing across interviewers. [Download now.](#)

Third-Party vs. In-House Physician Recruiter Assessment Tool

Compare the long-term costs of using a third-party recruiting firm to the cost of hiring a dedicated in-house recruiter. [Download now.](#)

Step 2: Assess cultural fit—not just clinical capability

Before making the investment to bring a candidate on-site for interviews, recruiters should assess the candidate's cultural fit with the organization and improve the likelihood they will accept an offer, if made.

The BBI Interview Builder

Use this tool to help recruiters incorporate behavioral-based interview questions into initial scoping calls to better assess a candidate's cultural fit. [Download now.](#)

Behavioral-Based Interview Questions for Physicians

Consider adopting a few physician-specific questions from this additional list of behavioral-based interview questions. [Download now.](#)

Step 3: Sell the value of independence during the in-person interview

Young physicians may not have all the information they need to compare joining an independent medical group to hospital employment. Experienced physicians can highlight the benefits of their model, enabling candidates to make a more informed comparison of job opportunities.

Tactics and talking points to educate candidates on independent medical groups

Use this resource to equip your leaders with talking points and tactics that address the negative assumptions young physicians have about independent practice. [Download now.](#)

Step 4: Provide onboarding support to ensure retention

Successful recruiting efforts can be easily undermined by poor retention. To prevent unnecessary turnover, consider making investments that streamline a new physician's transition to practice and foster engagement.

 [Corvallis Clinic Case Study—Improving Independent Medical Group Recruitment by Investing in Physician Engagement](#)
Learn how Corvallis Clinic improved physician recruitment with three key investments in retention. [Download now.](#)

 [Onboarding Process Template](#)

Customize this template to build an onboarding process tailored to match the characteristics of your group. [Download now.](#)



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