



# Oh the places you'll go!

Miguel Imperial, MD, FRCPC  
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Melanie Murray, MD, PhD, FRCPC  
Assistant Professor, UBC

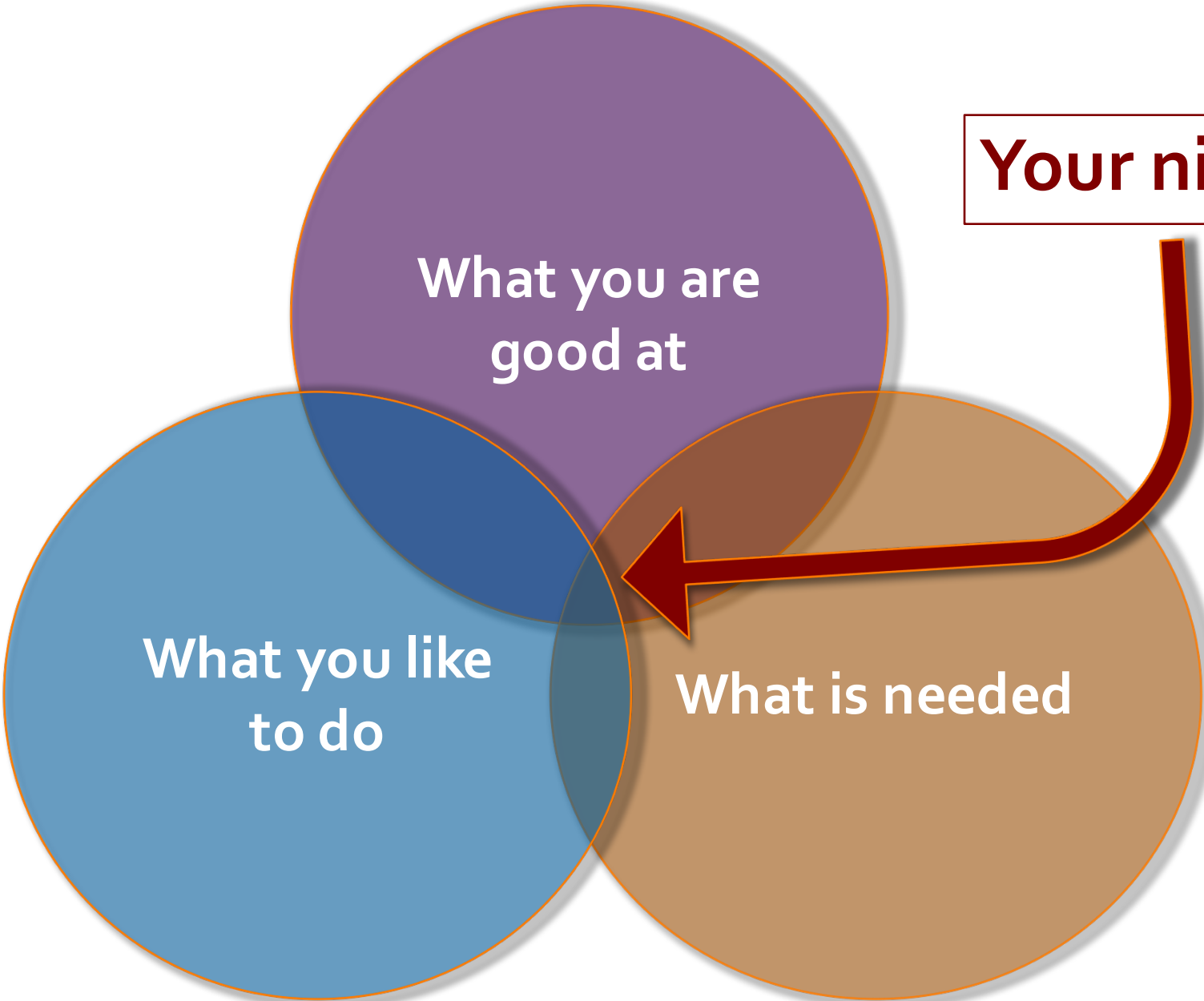
# Objectives

- + Explore different career paths from academic to alternative practice settings and how they can be customized for ones career goals.
- + Identify strategies and common mistakes when marketing oneself.



**What  
is  
your  
NICHE?**

**Your niche**



What you are  
good at

What you like  
to do

What is needed

# How to find your niche...

- + Try things out to see what you would like – during residency
- + Talk with your program director, other staff people re: your interests and what type of work setting you would like in future
- + Talk to other residents
- + Look at more than one location



# **Career Paths for the ID Doc...**

## **The Pros and Cons**

# Academia

## + Pros

- + You have students
- + You get to teach
- + It is easier to get funding for research
- + You get to help steer the course of the department through committees etc.
- + You may be salaried

## + Cons

- + You have students
- + You must teach
- + Publish or perish
- + You must spend time on committees
- + You may be salaried

# International Work

## + Pros

- + Saving the world
- + Travel travel travel
- + Getting to see lots of really neat infections!

## + Cons

- + Financial
- + Travel travel travel
- + Not having access to best/current therapies



# Private Practice

## + Pros

- + Your own boss
- + You get to choose
  - + What you do
  - + How much
  - + Vacation
- + May bill more than salary

## + Cons

- + You have to hire/fire
- + Smaller group
- + Overhead costs
- + May be hard to take vacation

# Pharma

## + Pros

+ Travel

+ Financial

+ Cutting edge of therapy

## + Cons

+ Travel

+ Bias

+ Narrow focus

# Administration/Stewardship

## + Pros

+ Ability to enact change

+ Hours

## + Cons

+ Financial?

+ Frustration if change doesn't happen







# Marketing yourself...

# Make yourself marketable

- + Look around and see what is needed
- + Where possible focus electives or additional training on a needed niche that you are interested in
- + Be personable, start talking to those who may employ you ~2 years in advance!
- + Let people know you are available and what your interests are
- + Show good work ethic in residency, be keen, try hard!

# Do do these things!

- + Use your imagination
- + Look for less mainstream options
- + Piece it together!
- + Don't be afraid to ask for what you want/what is important to you
- + PREPARE!



# Common mistakes

- + Not examining all options
  - + Looking in only one location for a position
- + Assuming that an academic position is the only way to go
- + Starting late
- + Not talking to colleagues that trained ahead of you
- + Not getting on the phone..... And letting them know you are interested and available

# Common mistakes applying for a job

- + Badmouthing a previous employer
- + Settling for something you really don't want to do thinking it will change
- + Acting like a Diva / being unwilling to compromise
- + Not reading the contract!

# Negotiating the contract

- + What income or billing level should I expect?
- + Clinical and academic responsibilities? Call requirements?
- + What will my financial obligations be to the practice, group or department?
- + What benefits are available? Vacation? Moving expenses? CME? Pension plans? Insurance?
- + What other requirements, duties or responsibilities will the position demand?

# Negotiating (as per CMA)

- + Dedicate time to prepare for any negotiation.
- + Research what the market offers in terms of remuneration, work environment, service obligations and benefits.
- + Identify your personal and professional goals, desires and objectives.
- + Set your target price, reservation price and BATNA in relation to your negotiation points.
- + Negotiate for an agreement that will satisfy both parties.
- + Negotiate for the long term by staying professional, courteous and fair-minded.
- + Ensure that the appropriate authority has approved your terms and conditions.
- + Have your lawyer review any agreement to make sure that all terms and conditions that you have negotiated are properly documented.

# Resources

- + AMMI Website: (<https://www.amm.ca/>)
- + CACMID Website: (<http://www.cacmid.ca/jobs/>)
- + Institutional websites
- + LinkedIn
- + Indeed.com: (<http://ca.indeed.com/>)
- + Workopolis
- + Department heads and program directors
- + Your contemporaries/colleagues
- + Etc.!

# What did I find in 10 minutes?

- + **VICTORIA: VIHA** has a full time **Infectious Disease** position available ([http://www.viha.ca/careers/physicians/permanent/medical\\_specialtyinfectious\\_disease\\_consultant\\_100-0622.htm](http://www.viha.ca/careers/physicians/permanent/medical_specialtyinfectious_disease_consultant_100-0622.htm))
- + **VANCOUVER: PHSA: Clinical Epidemiologist**  
<http://jobs.phsa.ca/ca/vancouver/physicians/jobid7145117-physician-epidemiologist>)
- + **EDMONTON: Academic ID** position open:  
<http://www.careers.ualberta.ca/Competition/A100626961/>
- + **VANCOUVER Children's Hospital: Locum Pediatric Infectious Disease**  
<http://www.workopolis.com/jobsearch/job/16633655?uc=E8&searchFragment=>)
- + **REGINA: Locum Medical Microbiologist**  
(<http://www.cacmid.ca/2016/03/locumsk/>)