



◀ SAMPLE INTERVIEWS

“...As a recruiter for an academic institution, In Depth has allowed us to target our recruitment efforts to specific candidates who are interested in pursuing a career in academic medicine. In addition with the trend to behavioral-based interviewing, inDepth provides a baseline to better understand the professional and personal interests of physicians.”

Roy Wu
Loma Linda
University Health Care

Everyone has a story. And in physician recruitment, the story can help you identify candidates whose interests and qualifications match your needs.

To provide this service, experienced PRO inDepth™ representatives conduct telephone interviews with PracticeLink-registered physicians to learn their stories and capture more complete information for your review. With approximately 100 interviews completed each week – more than 5,000 interviews conducted per year – imagine the investment of time you save by allowing PracticeLink to make the first call.

Detailed interview summaries are conveniently included in each candidate’s Web-CV Profile and are exclusively available to PracticeLink PRO clients. Interview summaries are searchable, and PracticeLink PRO clients receive daily e-mail notifications of interviews conducted in the previous 24 hours.

Physicians interviewed by PracticeLink appreciate the personal support and our conversations help guide them to clarify career goals and gain perspective on the recruitment process.

inDepth™ Actual interviews – Names and other details have been changed to protect physician privacy.

Charles Lackey, MD – Orthopaedic Surgery, 8/21/2009 2:25 PM

Initial contact with Dr. Lackey who has been in the Military for the last 3 years. He is looking for a new opportunity to start in August 2010 because this is when his Military commitment will be done. Dr. Lackey is looking for a full time general Orthopaedic Surgery opportunity in a non- academic setting. He does not want to do Pediatrics, Spine or Hand Orthopedics. Instead he would rather focus on Joints, Sports, Trauma, and Foot. Some Hand Surgery is OK but he would prefer not to do it in bulk. Dr. Lackey is open to hospital employed positions and private practice opportunities. He will consider joining a single-specialty or multi-specialty group of any size and he is flexible with call rotations. Dr. Lackey is looking for an opportunity in the Midwest because this is the region where he prefers to raise his children. He would like to be in a small community with a population of 50,000 or slightly larger. Dr. Lackey is married and his wife is an Occupational Therapist. They have six children; the oldest child is 11 and the youngest is two months old. He is ready to start interviewing at any time but would like to have at least a few weeks' notice in order to adjust his current schedule. His formal CV is up to date.

Jeff Massey, MD – Hospitalist, 8/24/2009 7:55 PM

Initial contact with Dr. Massey. He and his wife are ready to relocate from the area they currently live in because it is just too busy. Dr. Massey is Board Certified in Internal Medicine and has been providing Hospitalist services for the past three years. He is from Pocatello, ID and still has family there so he would consider opportunities in that area. He will also consider staying along the West coast as long as they are near the coast. They will consider most anything from central California to Oregon. Dr. Massey is looking for a full-time permanent position. He is open to providing services in a community or academic hospital. As a Hospitalist, he is comfortable providing ICU coverage but prefers to provide very minimal night shift coverage. He will keep all options open to opportunities in the locations listed. His formal CV is complete, and he will continue to interview. Since he is practicing now, he will need advance notice to schedule interviews.



“Ours is a small recruiting office, and it is critical that we use our time wisely. PRO is a valuable resource which gives me a good deal of information about the candidate before I ever make the first phone call. I look forward to receiving the PRO list each day!”

Misty Daniels
Pikeville Medical Center