



BY JARROD SHAPIRO, DPM

Here Are Some Thoughts on the Job Search

Creating a portfolio is a great way to increase the likelihood of being hired.



Practice Perfect is a continuing every-issue column in which Dr. Shapiro offers his unique personal perspective on the ins and outs of running a podiatric practice.

If you're a podiatric resident graduating this year, then this one is for you! To try to help those who haven't yet found a position, here are some thoughts on the job search.

First, if you haven't found a job yet, you should be starting to feel the pressure. If you haven't begun looking for a job, what are you waiting for? Between finding a reasonable employer, contracts, negotiations, and relocating, the process can take a lot of time. Also, despite the large need for podiatrists due to the aging population, many cities are saturated, and you might find yourself competing against several applicants. You should expect that some of the highest paying jobs with large organizations will have a good number of applicants.

Second, when looking for a job, location is important, but it is not the primary indicator of a satisfying position. Consider instead the quality of the job itself and your potential for satisfaction as the number one factor and the location second. If this sounds like you're being asked to

not translate into everyone knocking down your door to hire you. Every entity looking to hire a new podiatrist will have their own needs. Instead of thinking they will change their business to hire you as the "end all be all" of podiatry, you have to think instead about fitting yourself into what they need and/or showing them that you bring something different. Let's consider a few examples.

If you're planning to enter private practice as an associate to an organization, consider what *they* need. They will want someone well trained who is able to handle a busy clinic, give great customer service (yes, medicine is a service industry), help patients, and... bring in income. That is, you have to be able to get paid for your services. In the United States, that means knowing how to code properly for those services. You must know ICD-10 and CPT coding. Can you properly bill evalu-

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move away from your family or a region of the country where you've wanted to live, think about it this way: you're going to spend all of your professional career and much of your weekly time at work.

Next, realize that no matter what program you're training at, how much experience you have, or how many surgical cases you've done, this will

ation and management codes, procedure codes, and apply proper modifiers? Do you know the proper wording to put into your chart notes so as not to have to repay your reimbursement if you get audited?


If the answer to those questions is "I'm not sure" or "no", then get trained now! ACFAS holds a surgical

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Featured Lecture



Home monitoring to prevent re-ulceration in people with diabetes



Lawrence Lavery, DPM, MPH
Professor and Director of Clinical Research
Department of Plastic Surgery
University of Texas
Southwestern Medical Center - Dallas, TX




0.5 CECH

In this Lecture...

Lawrence Lavery, DPM, MPH discusses the evidence for primary and secondary prevention. He also discusses the barriers for visual inspection, the effectiveness of standard prevention strategies, as well as the evidence of education, therapeutic shoes and temperature monitoring.

Scan to go to the lecture



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training course and ACPM publishes a coding textbook. Ask a lot of questions. Often, the staff can teach you as much as the doctor about best coding and billing practices. Take other courses. Thinking of this from the hiring practice’s standpoint; if I as your boss must take my time to train you on how to code and bill, then you are no longer worth as much to me, and I will want to pay you less to compensate for the extra work I will have to do to get you up to speed.

What else do potential employers want in new hires? They want an absence of ego. They don’t want to hire a prima donna who thinks they’re the best thing ever. They don’t want a doctor who hides their lack of confidence behind false bravado. They want someone who will work hard, not complain about little frustrations, work independently and confidently without wasting a bunch of time on nonsense, and spend as much time as they can marketing the practice. And they do not want drama. Running a practice is already hard; the last thing a physician wants is someone that disrupts the function of the office.

Of course, everyone wants to see a well-trained physician and surgeon who can handle themselves independently in the operating room and

clinic and achieve great outcomes. If you’re being hired as a surgical podiatrist in an organization such as Kaiser Permanente, this will be very important. However, even surgical podiatrists spend a lot of time in the clinic. Can you see a lot of patients without being overwhelmed?

How can you show that you are the person they should hire? Most of

what you know, and the administrative skills you have that make you a perfect fit for the organization.

This portfolio would include concrete examples of past actions and behaviors proving that you are the best candidate. Let’s break this portfolio up to see what you could present.

Knowledge—Include your in-training examination scores show-

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the time being hired into an organization occurs by some combination of verbal review (interview), recommendations from those who’ve worked with you, and possibly some kind of basic demonstration. Actively exceed the possible expectations of those who will be interviewing you by concretely demonstrating your knowledge, skills, and behaviors. Don’t say it; show it. Here’s how to do that.

Create a Portfolio

When hiring an associate for a podiatric practice, you might be asked for a written portfolio that shows what you are capable of doing,

ing your knowledge base compared with your contemporaries. Don’t forget to include your podiatry school transcripts and any clinical examination scores you might have gotten during residency. Did you receive training in billing, coding, and practice management? Include it. Include specific examples of cases you’ve billed for (without violating HIPAA) and be ready to discuss them in detail.

Skills—Include clinical logs showing the thousands of patients you’ve seen and the variable pathologies you’ve treated. Show a number of surgical cases you’ve done that

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clearly exemplify your qualities as a surgeon, including basic patient information and pre- and post-op radiographs. Yes, you had an attending

during podiatry school and residency. Showing the extra work you did, above and beyond the minimum, also demonstrates a strong work ethic.

Behaviors—You must show you're going to be a leader, an inde-

pendent doctor who can work with the staff and your new boss in a mutually beneficial relationship. Include rotation evaluations from residency, your biannual performance reviews, and anything else that describes your strong work ethic and administrative skills. Were you the chief resident? Show proof of this, but also make it clear what you did as chief to improve the program. Did you start new educational programs for your co-residents? Did you create the schedules and deal with resident issues? Clearly demonstrate that your past actions demonstrate your strength as a candidate.

It's not enough to say you're a hard worker who is ethical and motivated, and you're going to do a great job. Words are meaningless in these situations since anyone can say anything. Instead, demonstrate from your actions that you have all of these wonderful characteristics. Anticipate the questions of your interviewers and include them in the portfolio. The less uncertainty experienced during your interview, the more likely you are to be hired, and a portfolio is a great way to eliminate that uncertainty. **PM**

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