

A smiling man in a white lab coat is holding a smartphone. The phone's screen displays a cherry icon. The background is a solid red color.

Attract & Retain Physicians

Create the Perfect Physician Job Posting

Today's Topics

How to Craft an Alluring Job Post

- Structure
- Job Information
- Responsibilities
- Requirements
- Compensation
- Clinic/Employer
- Community

Demo

- Cherry Web App
- Mobile App

Recruiting Resources

- Where to find doctors



Length & Content

More is more

- Don't skimp on the details
- Paint a complete picture for your ideal candidate



Length & Content

Toronto, Ont — Seeking a family physician to join 6 other family doctors in downtown Toronto. Full EMR PS Suite, FHG. Telephone [REDACTED]

Job Description

Looking for a locum. Flexible hours. Family practise.

Job Description

Hi We are looking for physician to run our newly opened medical clinic in Abbotsford area

Job Description

Family physician holiday coverage

Job Description

Flexible for work hours and work days. Please contact with questions

Job Description

FAMILY PHYSICIAN

Full service family medicine practice in downtown Edmonton. Accuro EMR. Well run clinic with lots of support!



Length & Content



Summer Locum in God's Country!

Moose and Squirrel Medical Clinic | Sundre, AB
Family Medicine • Locum

Posted on January 8, 2023

Quickview

Start Date	End Date	Minimum Duration
July 1, 2023	September 30, 2023	2 months
Locum Duration	\$ Est. Annual Salary (\$)	EMR
2 Month(s)	\$360,000 - \$455,000	Accuro

Job Description

Looking for summer locum coverage (also 1-2 new associates) for the Moose & Squirrel Medical clinic in Sundre. Get off the appointment treadmill and come enjoy working in the beautiful West Country in a team based environment! As our summer locum, you will also be encouraged to take time off as summer is short in our province!! Start and end dates are flexible.

Experience an alternative to Fee for Service where quality of care, work/life balance & fun are forefront!! 1 hr 15 from Calgary, 1 hr 45 from Canmore and nothing but natur e's playground to the West! You can have it all!

Under the Blended Cap Model, locums are paid hourly net of overhead with paid time for charting! ER shifts& hospital are under Fee for Service at 85:15%. We run on 20 minute appointments in clinic, but you can see patients on 15 minutes if you desire. Average weekly net income (no overhead) 3 days clinic and 1 call \$4050.00 for locu ms.

For new associates, we are eligible for the RESIDE signing bonus of \$45 000/2 years or \$80 000/3 year commitment for those in their first 5 years of practice!!! Associate s receive annual funding via Blended capitation model based on the size of the panel they look after, plus 11.9% RRNP, in addition to fee for service billing's for procedures, consults, and work done in ER and the Sundre hospital. Our associates had NET inco mes of \$360 000 to \$455 000 based on 2 & 3 days in clinic.

In addition, associates receive 7 weeks of paid holidays, medical/dental benefits, 2 cl inic retreats a year, music at the workstations, and a clinic that was built for protectio n of its staff and patients before Covid 19 was a thing!

We mentor those new to practice & those new to rural practice. In addition to a form al backup physician in ER, you will also receive on site mentorship in ER until you are comfortable and then we offer it virtually. For new grads, a mid July start is also do-able!

ER shifts are 10 hours daytime,14 hours night with backup physician in town (togeth er you do 24 hrs). Call is 1-2 weekend shifts per month and 1 shift per week. Hospit alist shifts are 1-4:1:5 weeks. Furnished accommodations can be coordinated. We a re Wave 5 Connect care so Connect Care training will be needed for ER & hospital wo rk.

We have a multidisciplinary team that works and plays together. We have SW, MH, C DM nurse, Lifestyle & exercise coach in the clinic. The clinic is modern & fully compu terized with sit/stand workstations. We sport a team lunch room, telehealth room, a nd procedure room. We are a teaching site for the U of A & U of C.

We have physicians who offer contraceptive procedures (IUD and Nexplanon insertio ns), u/s guided joint injections, obesity management, and Teen & Pediatric mental he alth. We have a 3 hour clinic session followed by a 90 minute lunch break - time to w alk the dog, hit the gym or just have a nice lunch!! We have 2 evening clinics a week and a Saturday clinic as well.

We are also looking for 1-2 good fits to join as Associates, so come as a locum and s ee how amazing Rural family Medicine can be 😊.

Responsibilities

As a holiday locum, you will look after the patient panel of the physician that is away, their labs and DI alongside our multi-disciplinary team. Unlike other locums, having the team support you makes the job easier and more fun as well! They know the patient's story so you aren't starting from scratch each time.

For those doing call/hospital work, we do a 1:4 to 1:5 hospitalist rotation where we round on our clinic inpatients Mon to Fri. ER shifts are 1 per week, and one weekend in 5. We are a connect care site and will mentor you to both CC as well as work in a rural acute care hospital/ER.

In between vacationing docs, you will be an extra touch point for our patient panels to ensure access.

Requirements

CCFP or equivalent
We mentor new to rural! so don't let coming to a small town stop you from an amazing experience!!!
ACLS/PALS/ATLS of working in hospital/ER

Compensation

Compensation Type	\$ Est. Annual Salary (\$)	Overhead Type
Blended Capitation	\$360,000 - \$455,000	Negotiable
+ Additional Stipend(s)? (%)	\$ Signing Bonus (\$)	
Yes	\$80,000	

Information

Under the Blended Cap Model, locums are paid hourly net of overhead with paid time for charting! ER shifts& hospital are under Fee for Service at 85:15%. We run on 20 minute appointments in clinic, but you can see patients on 15 minutes if you desire. Average weekly net income (no overhead) 3 days clinic and 1 call \$4050.00 for locums on 20 minute appointments.

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Additional Information

Type of Work	Emergency	Long Term Care	Hospital / Inpatient
Minimum Duration	2 months	Days Per Week	4 days
Flexible Working Hours	Yes	Panel Type	Take over an existing panel 44
Est. Patient Panel Size	800	Open to International Medical Graduates	Yes
Call Requirements	Optional	Est. Weekly Patient Hours	44
Teaching Opportunities	Med Students	Residents	Others

Moose and Squirrel Medical Clinic
Clinic (Sundre, AB)

5 Members on Champ • 2 Followers

People who work here

- Jera Smith
- Rob Plummer
- Carly Crowe
- Verla Michelle Warren
- Mark Diez

About

Fee no. (403) 638-4453

EMR System: Accuro

Members



Formatting

Make it look pretty

- Easier to digest
- Faster to scan through
- Seems like you care more



Formatting

Job Description

Looking for a maternity leave locum coverage from May until November 2023 for 6 months. Open to any coverage that may be available including full practice or partial/shared coverage. A well-established FHO practice of 1800 in Ottawa, Ontario at FHT. A FHO/FHT clinic with excellent staff and allied healthcare supports. A collegial and supportive work environment. \$140/hr hourly rate pay for clinic and any after-hours paperwork/charting. Also would be happy to discuss sessional/half-day payments if that is preferred. Clinic hours are currently 9-1630 with 90 minute break midday. Current schedule is 4 days per week clinic with about 22 patients seen daily on average. 5th day of the week for charting and paperwork, etc. Thank you! Can also email for info

Job Description

DoctorCare works with thousands of physicians all over Ontario, mostly for consultative services revolving around billing optimization and practice efficiencies. Our doctors feel that the greatest value we bring to their practice, is the ability to achieve better patient care as well as increase their revenue.

That's why from time to time, physicians have come to us for support in helping them to transition out of their practices.

We have the ability to provide transparent details of the practice that include an income analysis, projected income statement and patient demographics, to truly show what these practices entail.

Our physicians have built their practices over many years. They want their patients to be well taken care of, as well as, to earn a bit of what they have worked so hard to build.

Doctorcare will work with both parties every step of the way to make sure we achieve a fair and smooth transition of essentially a turn key practice.

Please reply back with the city you are interested in and have your resume/cv ready.

Thank you for your interest.

Current FHO Opportunities:

PEM	Roster Size	City	Take Over Date
FHO	1750	Scarborough	ASAP
FHO	1000	Oakville	ASAP
FHO	1400	Mississauga	2023
FHO	1600	Kingston	ASAP
FHO	1100	Oakville	2023 Spring

OTHER:

Fee For Service Opportunity in Markham 25% overhead split - also a chance for clinic ownership

Mississauga/Oakville - Brand new medical building looking for physicians to create their dream practice.

Job Description

BCML is looking for a Locum to fill a maternity leave position for a Family Physician.

We are located in the heart of Toronto, close to Toronto Metropolitan University, the University of Toronto, Hospital Row and Queen's Park. It is at the corner of Bay and College, directly across from College Subway Station. The practice's clientele range from students to young professionals, with a cross-section of health concerns.

On-site we have a Pharmacy, Blood Lab, X-ray and Ultrasound, Allergist, Gastroenterologists, Internists, Cardiologists, Physiotherapists, Dentistry, Optometry, and more specialists.

Available to our Physicians are:

- Admin Support
- RPN/RNs
- EMR System (Input Health)
- Flexible Schedules
- Working on-site or off-site
- Virtual and In-person visits

If interested, please send your CV to luciomariani@rogers.com

Responsibilities

Family Physician
Minimum 3-4x a week
The roster is ~400 patients

Requirements

New graduates welcome. Must be able to see patients 3-4x a week and work within a fast-paced environment.



Job Title

An eye catching title is critical if you want to get clicked on

- Clear, direct and specific: Type of physician, type of job, duration, location?
- Click bait: The most exciting, yet concise point about this opportunity?

Team Notes

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Job Title



Family Physician

Somerset West Community He...

Family Medicine • Locum



*0% overhead - Family Physi...

Intrepid Health Group | Mississ...

Family Medicine • Permanent

DOCTOR-OWNED, \$30000 incentive, LOW Overhead, GROUP practice. Choose your own schedule/shifts. Family physician full-time/part-time/telehealth/walk-in /flexible opportunity

South Langley Medical™ | Langley, BC
Family Medicine • Permanent

Posted on December 11, 2022



Job Information

Open up with a brief summary paragraph including the top 2 or 3 highlights

Make it easy for the job seeker to quickly determine if this job is in right ballpark for them.

- 30,000 foot overview - what defines this job opportunity? What are the general characteristics or qualifications for somebody who will excel in this role?

And if it is, get them interested to read more!

- What are the best things about this job? This clinic? This team? This community?

Team Notes

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Job Information

Job duties, dates and type of work

- Are you looking for temporary coverage, a permanent role, or an opportunity for both? Are the start and end dates flexible or set in stone? Are you looking for repeated coverage over time?
- Part time, full time or flexible? Can you work from home doing virtual care sometimes?
- Is this a metropolitan outpatient clinic or full scope rural practice with hospital work, LTC and ER shifts?
- Anything unique or diverse? Part time subspecialty or niche work? Surgical or procedural work?

Team Notes

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Job Information

WIIFM - What's in it for me?

Why should a physician get excited about this particular opportunity? Add color to the previous highlights

- Opportunities for upwards career growth? Mentoring for newly graduated physicians? High pay?
- Eventually take over the practice or get involved in the business? What is the business vision?
- Positive or rewarding impacts on the local population's health? Amazing location? Low stress?

Team Notes

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Job Information

Testimonials, quotes and social proof

“Physicians recruit physicians”

- What did the last locums say following the conclusion of their work? Have they come back multiple times?
- How would your other physician colleagues describe this opportunity? How many happy doctors work here currently?

Team Notes

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Responsibilities

Specific details about the patient care duties

- Ages, demographics? Common pathologies? Is this a clinic next to a university or in a family suburb?
- Daily hospital rounds? How many inpatients? ER shifts? Walk in clinic shifts? Patient volumes?
- Is there another physician for backup or 2nd call? Delivering babies? How many per year?
- Starting fresh or caring for an established patient roster/panel? How big is it?

Team Notes

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Responsibilities

Hours and involvement

- FTE? How many hours of patient care? How many hours of paperwork or administrative?
- Appointment lengths? What days of the week will you be working? Are these flexible or fixed?
- If locuming who covers labs, results and inbox tasks?
- How often are you on call? Whats call like?

Team Notes

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Responsibilities

Non-patient care duties

- Is this an established teaching site? Will you be teaching students or residents? CME rounds?
- Research or Quality Improvement? Are these mandatory or optional?
- Is there a leadership or department administration component to this role?

Team Notes

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Requirements

Must haves to qualify for the position

- Medical license and insurance? Open to International Medical Graduates / Practice Readiness Assessments?
- Fellowships, courses, credentials, certificates and training? CCFP(EM), ATLS, POCUS, etc? MBA degree?
- Years of experience required? Procedural or technical skills? Hospital privileges? Academic experience?
- Interpersonal, organizational or leadership skills? Language requirements? Criminal record check?

Team Notes

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Compensation

Fee model

- Billing model? What is the benefit of this? (Annual salary vs fee for service vs capitation vs hours rate etc)
- Rural / remote / northern allowance or bonus?
- Additional services (uninsured services, sick notes, etc)?
- If variable what is the earning potential? What is the ceiling or maximum? What is the average?

Team Notes

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Compensation

Bonuses and benefits

- Signing bonus? Teaching incentives? Return of service contract? Student loan forgiveness?
- Health or dental benefits? Insurance and disability? Sick time? Vacation?
- Is housing provided? What's the place like? Travel stipend?
- Relocation bonus? Will the local tourism and recruiting office help find your spouse a job if you move?

Team Notes

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Compensation

Clinic overhead and operational expenses

- How do the lights stay on at the clinic?
- Fixed daily/weekly/monthly overhead costs? Percentage based? Sliding scale?
- How do you justify your clinic's overhead costs compared to the facility down the road? Is there better patient care, additional earnings potential, more efficient workflows or lower administrative burden?

Team Notes

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Employer Info

What's the facility like?

- Is it new? Is it fancy? Is it functional? How big is it? Square footage? Number of rooms? Special equipment?
- Layout? Procedure room? Telehealth room? Break room? Is there free lunch every 2nd Tuesday at noon?
- What EMR? What kind of computers? Other software or tools? Standing desks? Parking? Easy transit access?
- Pictures!

Team Notes

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Employer Info

The team and workflow

- How many people work there? Who works there: MDs and non-MD's? How long have they worked there?
- What's the workflow like? Nurse:Doctor ratio? Who triages patients? Sends consults? Does billing? Afterhours/critical lab results?
- What's the team culture like? At work? After work? Team building retreats or activities?
- What makes it fun to work here?

Team Notes

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Employer Info

Medical community and nearby resources

- Catchment area and population? Local health programs? PCN affiliation? Support programs? Rural locum program?
- Nearest hospital or tertiary care center? How many inpatient beds? Surgical beds? ICU beds? Visits per year?
- Specialist access - what medical consulting services are available locally? Nearby allied health resources?
- Lab tests? Diagnostic imaging?

Team Notes

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Community

What makes the local community special?

- What is the culture of the local neighborhood? Population demographics? Walk score? Traffic?
- What is the culture of the city or town? How big is the population?
- Good for families? How is the school system? Leisure activities? Arts? Shopping? Crime rate?

Team Notes

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Community

What should people know about the broader geography?

You're speaking to a national and sometimes international audience of physicians

- Culture of the province? Weather and climate?
- Recreation opportunities? Gorgeous nature and scenery?
- How does the cost of living, food, tax rates and house prices compare to other cities?
- Pictures!

Team Notes

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ChatGPT


An AI computer program that can understand and respond to human language


- Use it to augment individual sections within your job posting
 - “Write a paragraph on why it's great living in Calgary”
- If all else fails get it to write the whole thing for you
 - “Act as a recruiting trying to hire a physician. Write a job description for a family medicine doctor at a clinic in calgary”

<https://chat.openai.com/chat>



ChatGPT

 write a job description for a family physician to move to calgary and work in a clinic

 Job Title: Family Physician

Location: Calgary, Alberta

Job Description:

We are seeking a highly motivated and experienced Family Physician to join our clinic in Calgary, Alberta. The successful candidate will be responsible for providing comprehensive primary care services to patients of all ages.

Key Responsibilities:

- Provide comprehensive primary care services, including physical exams, diagnosis, treatment and follow-up care
- Order and interpret diagnostic tests and lab results
- Prescribe and manage medications

- Prescribe and manage medications
- Collaborate with other healthcare professionals to provide continuity of care for patients
- Participate in ongoing professional development and continuing education activities
- Maintaining patient records and preparing reports

Qualifications:

- MD or DO degree
- Active medical license in Alberta
- Board certification or eligible for board certification in Family Medicine
- Strong communication and interpersonal skills
- Ability to work independently and as part of a team
- Strong computer skills and experience with electronic medical records

We offer a competitive salary and benefits package, as well as opportunities for professional development and advancement. If you are a dedicated and compassionate Family Physician looking to make a positive impact in the lives of your patients, we encourage you to apply.



Demo

New Web-app

- Updated Clinic Profile
- Updated Job Posting
- New Jobs Manager
- New Map/Search



Alberta Recruiting Resources

Where to find doctors in Alberta

- <https://ca.cherry.health/resources/physician-recruiting-alberta>



Canada-wide Recruiting Resources

Where to find doctors in Canada

- <https://ca.cherry.health/resources/physician-recruitment-canada>

Other provinces resources

- <https://ca.cherry.health/resources/bc-physician-recruiting>
- <https://ca.cherry.health/resources/ontario-physician-recruiting>

