

Choosing a Job After Graduation: Advice for Residents From Scott Worswick, MD

Making career moves postresidency can be a daunting process. We asked *Cutis* board member Scott Worswick, MD, for advice on how dermatology residents can approach choosing their next role after graduation.



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What are the most important things to look at when considering joining a practice after residency?

DR. WORSWICK: When considering a private practice job, I think the most important things to determine might be how much control you will have over your day-to-day work experience (eg, will you be involved in the hiring/firing of staff, how many rooms will you have in which to see patients, what flexibility exists for your daily schedule), who you will be working with, opportunities for growth and ownership, and the many extraneous things included in your contract (eg, medical insurance, time off, other benefits).

If you are considering joining an academic group, often times many of these things will be out of your control, but you will want to make sure you are finding a program where your teaching or research interests will be supported, that you are choosing a group with people and a mission statement similar to your own, and that you have mentorship available from faculty you want to emulate. There are many fun twists and turns that occur in careers in academic dermatology, so you want to be in a place that will foster your professional interests and allow you to grow and change.

What do academic dermatology programs look for when hiring new junior faculty members?

DR. WORSWICK: I think this depends a lot on time and place. At any given time, a program may need to find a specialist in a particular disease or niche (eg, a mycosis fungoides expert, a pediatric dermatologist, or someone doing hidradenitis suppurativa research). But in general, most academic places are looking to hire people who are excited to care for patients, will work well with the team and support the department's mission, and enjoy

teaching residents and students. For me, much of the fun of being in academics comes from mentorship (as a junior faculty member, this came from being a mentor to residents and students while also being mentored by more senior faculty), teaching, and the ability to care for patients with complicated problems that often require team-based care.

What are some red flags to watch for when considering joining a new practice?

DR. WORSWICK: I think the biggest red flags would be a practice that allows you no control over your schedule and no potential for growth of your compensation. We've had many residents choose to work for Kaiser lately, and I think in part that is because Kaiser is very clear regarding what salary, schedule, and expectations are. Fewer and fewer graduating residents are going into solo practice and even dermatologist-owned private practice, but I would encourage residents looking for jobs to consider these models rather than venture capital-funded practices that may not be patient care centered.

How many positions should graduating residents apply for?

DR. WORSWICK: I think this depends a lot on who you are, how specific your preferences are, and what part of the country/world you are looking to practice in. In general, there is a great need for dermatologists, and it shouldn't be hard to find a job. If you're in a more saturated urban area, you're going to want to apply for multiple positions. But if you really know what you want, you may only apply to one practice. I generally advise our residents to consider at least 3 places, if only to compare them to give a better idea of best fit or to ensure that their "top choice" is indeed their top choice.