**Questions for veterinarians**

**Basic background information-**

1. Name

First name\*:

Middle name:

Last name\*:

1. Address
2. Phone number\*: Home/ cell/ work
3. Email address\*
4. Which vet school did you attend? What year did you graduate?
5. If you are a foreign graduate, did you complete any US certification program (ECFVG, PAVE)? Which one and when?
6. Did you complete any internships? When, where and which kind?
7. Advanced degrees and/or board certifications\*?
8. How many years have you been practicing\*? Excluding internship.
9. Who is your current employer? What is your current position?
10. In which states are you licensed\*?
11. Are you willing to relocate?\*
    1. if yes, indicate where
    2. What is the best time for a phone call/consultation\*?

**Professional background information-**

1. Which types of clinics have you worked in?
   1. Independent GP clinic
      1. Associate
      2. Owner/partner
   2. Specialty clinic
      1. Associate
      2. Owner/partner
   3. Medium or large corporations
      1. Associate
      2. Management position
      3. Owner
   4. Others:
2. For the next position, which type of clinic would you prefer to work in?
   1. Independent GP clinic
      1. Associate
      2. Owner/partner
   2. Specialty clinic
      1. Associate
      2. Owner/partner
   3. Medium or large corporations
      1. Associate
      2. Management position
      3. Owner
   4. Others:
   5. It doesn’t matter.
3. Do you have special interest in certain fields? eg. immunology, surgery, dermatology, endocrinology etc.
4. How are your hands-on ability?
   1. Surgical/US/dental experience
   2. Blood draw/catheter placement
   3. E-tube, feeding tube
   4. U cath placement.
5. What are your responsibilities in your current position? (Comfort level 0-5, 0 being not at all comfortable and 5 being very confident)
   1. Routine preventive care, client education
   2. Clinical pathology/ cytology
   3. Diagnostic imaging
   4. Routine surgery
   5. Orthopedic surgery
   6. Chronic disease management
   7. Emergency surgery
   8. Critical care
   9. Anesthesia monitor
6. What are your management responsibilities?
   1. Scheduling (other doctors, techs)
   2. Training (interns, techs)
   3. Mentoring
   4. Inventory/bookkeeping
   5. Community outreach
   6. Marketing
7. What are your current salary and benefits?
   1. Base salary:
   2. Commision
   3. Benefits
      1. Health
      2. Dental
      3. Vision
      4. 401(k)
      5. Life insurance
      6. Short term disability
      7. Long term disability
      8. CE allowance
      9. Paid time off for CE
      10. Maternity leave
8. What are your current working hours?

**Your wishlist-**

1. Why are you leaving your current position? what are you looking for in the next position that is lacking in your current position?
2. Are you willing to relocate? If yes, what are you looking for in your next location?
3. What is your ideal working time per week? Weekends? On call?
4. What is your maximum acceptable commute time?
5. What are your salary, PTO and benefit expectations?
6. Do you have any promotion or ownership interest or expectations?
7. When would you be able to start the new position?
8. Please describe your ideal workplace. Doctor to tech ratio/ equipment/ responsibilities/ appointment time/ support system etc.
9. Off the top of your head, are there any companies that you would like to and not like to work for? Why?
10. Questions for future clinic? Comments?