**Tips on Hiring a Chiropractor**

Do you want someone with a particular focus such as sports medicine or motor vehicle accidents? Do you want a new graduate that you can train and mentor in your way, or do you want an experienced hire? You may also want to consider diversity in who you hire (i.e., gender, ethnic background, language, etc.).

For example, there are many people who prefer to see a female massage therapist. If you already have a male therapist, it makes sense to hire a female to reach a patient base you may not have. Similarly, if there is a large cultural population or language speaking group in your community, you may want to hire someone of that background or who speaks that language in order to serve this patient population.

Bringing in an associate can be an excellent opportunity to maximize the use of your office.

The benefit of having an associate is the ability to offer extended hours, reach a new market, reduce your time in the clinic, maximize outside opportunities, and take your clinic to a different level or prepare yourself for succession planning.

You should not consider taking an associate if you do not feel that you are as busy as you should be. Ultimately, you do not want your income to decrease because you are sharing your patients with an associate.

**So how do you find the right person?**

The first thing to do is to establish your purpose for having an associate. Then list your expectations in terms of how the relationship will work, what sort of financial arrangements you want and the support you plan to offer this person. You should also be thinking about the type of personality you want in this clinic and how you expect the associate to contribute to your overall team.

**Additional considerations would be:**

* How will walk-in patients be handled?
* Do you expect the associate to market and promote him/herself?
* Who will own the files?
* What is expected if either party wishes to terminate the relationship?

**Sample of a Chiropractor Job Posting**

Are you a dedicated chiropractor looking for a rewarding practice opportunity with low overhead costs? We are looking for a chiropractor to share clinic space and help build our practice. Our modern clinic is fully equipped with reception and administrative support, treatment rooms and a rehabilitation area.  Our treatment rooms are equipped with chiropractic/massage/physiotherapy tables, ultrasound machines and rehabilitation/ exercise equipment. This opportunity is ideal for those wanting to bring an existing practice or those seeking to start their own.

Chiropractor will be expected to pay share of monthly lease, admin costs and utility expenses and will retain 100% of their billings.

Please forward resumes to:

**Sample of a Wellness Chiropractor Job Posting**

Our Wellness Centre is a multi-disciplinary clinic expanding to the Sudbury area. We currently have X locations throughout Ontario. Our mission is to assist our clients in achieving their health and wellness goals by providing outstanding patient care, education, compassion and uncompromising integrity. We are committed to building long term relationships with not only our patients but also the community. We are seeking a licensed Chiropractor for a full or part-time position.

The ideal candidate to join our team will be an outgoing, friendly, hard-working team player who is committed to providing the best possible care. This is a rewarding opportunity for a motivated and committed individual who is interested in taking an active role within their clinic. Advancement opportunities including clinic ownership is a possibility.

Interested applicants should forward their resume to:

**Sample of Associate Chiropractor Job Posting**

Our brand new, state of the art Health and Wellness Studio is hiring an Associate Chiropractor. Our integrated approach to health includes a talented team of 2 chiropractors, 2 registered massage therapists, 1 physiotherapist, 1 athletic therapist, a naturopath, personal trainer and a psychologist. We have 4 laser stations, a fully equipped fitness studio and a retail store that carries a variety of health and wellness products. Our talented team of healthcare professionals is supported by a patient intake coordinator, an administrative assistant and a chiropractic health assistant. We are looking for a motivated, newly graduated Chiropractor who is willing to learn and be a part of our team.

For more information contact: