



# RICE | BUSINESS HEALTH CARE

<https://bit.ly/2sPOKKT>

Health Care is one of the largest industries in the nation that covers the intersection of medically related services and goods. Partner with the Career Development Office to understand how to recruit for Health Care.

## FIRST YEAR TIMELINE

### AUGUST

- Research areas of Health Care that interest you
- Read the relevant Vault Guides
- Join the Health Care Club
- Attend the CDO Career Conference
- Determine fit with the role, lifestyle, hierarchy, etc.
- Start outlining your value proposition

### SEPTEMBER

- Refine company research and gain industry knowledge
- Refine resume and pitch - develop coffee/phone chat targets to begin networking
- Attend Diversity Conferences (September - October)  
Larger Health Care related organizations will be represented at these events

### OCTOBER

- Begin networking for opportunities outside of On-Campus Recruiting
- Talk with second years to learn and avoid mistakes
- Build behavioral interview skills by scheduling a mock interview with a CDO advisor or use Big Interview

### NOVEMBER

- Networking continues - these relationships can be crucial to your success
- Recruiting starts to pick up - attend info sessions
- Participate in Alumni Mock Interviews

### DECEMBER

- Continue to network and apply to opportunities
- Take some time and recharge over the holiday

### SPRING SEMESTER

- Continue to network, apply and interview - Health Care recruiting is not structured, so don't be surprised if you are still applying and interviewing in May
- Interview well and send thank you notes
- Report all offers to CDO and update OWL-Careers
- Didn't get your #1? Refocus on other opportunities and build skills and experiences that add value. Use the summer to prepare for second year recruiting

## SECOND YEAR TIMELINE

### SUMMER

- Research companies and continue to build skills
- If at your target internship, have a discussion with your manager about your performance and possibly converting your internship into a full time offer
- Learn transferable skills to be competitive for fall
- Continue with networking and interview preparation

### AUGUST

- If you have an offer, report it in OWL-Careers and decide if you want to accept or continue recruiting
- Talk to your advisor about your fall recruiting strategy
- Recognize that the recruiting schedule for full time roles will still be unstructured - many organizations and hospitals hire well into the spring and summer

### SEPTEMBER ON

- Continue to network and apply for available opportunities outside of On-Campus Recruiting
- Interview with companies
- Talk with an advisor if you need help weighing offers or need to ask for a deadline extension
- Report all of your offers in OWL-Careers

## CONSIDERATIONS

### Narrow your Target

Health Care is a large umbrella. It can cover hospital management systems, insurance, pharmaceuticals, medical devices, biotechnology, health care consulting, and range from large, established companies to startups. You will want to spend time narrowing down where you want to focus your energy. Be able to articulate what role or type of organization you want and why. This will help you develop a more targeted strategy and increase your chances of finding the right fit for you.

### Health Care Administration Fellowships

Applicants for these one to two year programs can expect to work on special projects or rotate through several departments. It is an opportunity to jump start a career in Health Care leadership. Be aware, these are competitive positions and compensation will vary program to program, but will offer unparalleled access to Health Care administration leaders and experience. Deadlines are typically mid to late fall during your second year, but check, as each program is different.