

This is a sample of a blog draft I wrote. Although the content is aimed at healthcare professionals, I intentionally adjusted the tone to be conversational.

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## **Non-clinical State Government Physician and Nursing Jobs - Part I**

Physician and nurse burnout has reached epidemic proportions. Unfortunately, the COVID-19 epidemic has only added to burnout and increased mental health concerns amongst healthcare providers. Now more than ever, physicians and nurses are considering alternatives to direct patient care. Have you considered a state government physician or nurse job? There might be one that's just right for you with stimulating work and benefits that don't come with other physician or nurse jobs.

### **Why Would a State Government Hire Physicians and nurses?**

Believe it or not, states need many physicians and nurses. Some of these positions involve clinical care. However, many departments within state governments hire physicians and nurses to do non-clinical work, meaning there's no direct patient care. All states are mandated to run departments that require non-clinical physician and nurse services.

### **Where to Start**

Having spent over 21 years employed by the State of California as a "Medical Consultant" (which is similar to being a medical director), I'm very familiar with California's process for hiring physicians and nurses. While the details vary from state to state, most, if not all, states follow a similar hiring process.

Start with a search engine like Google to find your state's human resources department (HRD), then look for physician or nurse jobs within that site. For example, searching "State of California Department of Human Resources" on Google usually gives the top result as <https://www.calhr.ca.gov/>, which is the California state government's HRD.

Once you find your state's HRD webpage, there should be a link for applicants who are not current state employees. From there, hone your search to jobs for physicians or nurses but don't involve direct patient care.

Different departments in each state may use different terminology for physicians or nurses depending on which state department has a particular job. Examples include terms such as "medical advisor," "public health director," "healthcare officer," and others. The point is that you may have to use search

terms other than “physician” or “nurse.” Therefore, it’s usually a good idea to call your state’s HRD to discuss with them all the terms or civil service classifications (more about this later) your state uses in job postings for physicians and nurses.

### **Starting Your Application(s)**

Once you know how to find all the non-clinical jobs available in your state, start looking for jobs that interest you. States usually group their jobs and pay ranges by civil service classification (CSC). CSC refers to a group that does similar but always not identical work, whose members are paid the same, and whose members possess the same education level and other credentials (e.g., a physician or nurse license). CSCs are important because they tell you at a glance the general type of duties involved, what the pay scale is, and which civil service exams you must take to be eligible for a particular job.

Usually, you must pass a civil service exam for each CSC that interests you. Various non-clinical physician or nurse jobs with your state may require passing different civil service exams, depending on how your state categorizes diverse non-clinical physician or nurse duties. For example, states often group non-clinical physician or nurse jobs and civil service exams separately based on whether they are within the state’s Medicaid program, public health department, or social services department.

The nature of a civil service exam may vary by state department. Typically, the exam will consist of one of the following:

1. A set of written questions;
2. An oral interview;
3. A self-completed qualifications questionnaire; or
4. A combination of these.

### **Congratulations! You Passed Your Civil Service Exam.**

We’ve all been through the standard job application process. However, unlike most jobs you’ve probably applied for, the job isn’t yours after you pass a civil service exam, even if you were interviewed and did very well.

Passing the exam merely earns you a place on an eligibility list within the specific CSC for which you took the exam. You now have the right to apply for any job that falls under the particular CSC exam you took. These exams are scored as “pass/fail” (where everyone who passes can apply for jobs under a specific CSC), or they are scored from 1-100 (where only those who score above a given threshold are allowed to apply for jobs under a specific CSC).

If your exam score is good enough to apply for a job of interest, congratulations! The job application process should closely resemble the typical process you’re already familiar with from this point forward.

## **Part II**

What's next? Part II of this blog will review the potential benefits of a state job and how state non-clinical physician or nurse jobs differ from other typical physician or nurse jobs. Stay tuned...

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