

How to read a job posting for fit

A clinician's guide to spotting the details that matter (and what to ask when they're unclear)

A job description is often your first look at a clinic.

The best ones help you understand what the role will actually feel like day to day. Not every posting includes every detail, and that's okay. What matters is knowing what to look for, what might be missing, and what to ask before you apply, interview, or accept an offer.

Use this guide to read job descriptions more thoughtfully and find a clinic where you can learn, grow, and do your best work.



Caseload and schedule

A posting that describes the daily schedule in specific terms helps you set realistic expectations before you walk in the door.

- **Daily caseload range.** Look for a real number, rather than a vague phrase like "manageable" or "balanced."
- **Appointment length.** Knowing whether sessions are scheduled every 15, 30, 45, or 60 minutes tells you a lot about the pace and depth of care.
- **Visit structure.** Whether visits are one-on-one, overlapping, or double-booked shapes your day significantly.
- **Ramp-up period.** Strong clinics ease new grads in rather than starting them at full caseload on day one. If it is not mentioned, ask what the first few months look like.
- **Cancellations and no-shows.** How a clinic handles gaps in the schedule matters, especially if any part of your pay is tied to productivity.
- **Documentation during work hours.** A posting that mentions built-in admin time or a documentation policy is a meaningful detail. If it is not addressed, ask: "Do clinicians typically finish notes during the workday?"
- **Telehealth and RTM.** If these are part of the role, a strong posting will say so and explain how they fit into the schedule. If they are not mentioned, it's worth asking whether hybrid care models are available and how they're structured.
- **Weekend or evening expectations.** Worth confirming upfront to avoid surprises.



Documentation and technology

Documentation can shape your day more than you expect. A strong posting should name the systems and tools clinicians use.

- **EMR name.** A named platform tells you the clinic is comfortable being specific. If it is not listed, ask which system they use and how long a typical note takes.
- **AI or documentation support tools.** Clinics investing in tools like AI-assisted notes are signaling they take clinician time seriously. But the tool is only as good as the experience using it. Our [recent survey](#) found that the clinicians who were most satisfied with their AI tools reported documenting after work significantly less than those unsatisfied with their tools. Ask whether clinicians find the AI genuinely helpful, not just whether it exists.
- **Admin time in the schedule.** Protected time for documentation, care coordination, or follow-up is a meaningful detail. Ask how that time is handled if the posting does not mention it.
- **Documentation training.** Ask how new clinicians are trained on documentation and compliance expectations, especially if the posting does not mention it.



Mentorship and onboarding

For new grads, mentorship should be structured and specific, not just available in theory.

- **A dedicated mentor.** Knowing who your mentor will be and how often you will meet gives you a real picture of what support looks like.
- **A structured onboarding plan.** Look for 30-, 60-, or 90-day check-ins or a defined onboarding track. If it's vague, ask: "What does the first 90 days look like?"
- **Opportunities to shadow or co-treat.** Hands-on learning alongside experienced clinicians is especially valuable.
- **Support for complex patients.** Knowing there is someone to turn to when a case is challenging matters. Ask what that looks like day to day if it is not described.
- **Ongoing mentorship.** Worth asking whether support continues beyond the initial onboarding period.



Compensation and benefits

Compensation should be clear enough that you understand how you will actually be paid.

- **Base salary or hourly rate.** If a range is listed, ask what the base looks like before incentives or bonuses are factored in.
- **Bonus structure.** Ask whether bonuses are tied to patient outcomes, productivity, or other measures. The answer tells you what the clinic values.
- **First-year earning range.** Ask what a realistic first-year total looks like, including any bonus, so you can plan accordingly.
- **Raise timeline.** Ask how raises are determined and at what cadence they occur.
- **Benefits.** Look for PTO, health insurance, retirement match, licensure reimbursement, and a continuing education budget. If the match percentage or vesting schedule is not stated, it is worth asking.
- **Student loan repayment.** If it is mentioned, ask the contribution amount and whether your specific role and location qualify.
- **Sign-on bonus terms.** If offered, ask about the amount, payout timeline, and whether there are repayment terms if you leave within a certain period.



Patient care and outcomes

A clinic that is proud of its care model can describe it specifically.

- **Patient population and diagnoses.** Knowing what types of patients you will treat most often helps you evaluate whether the role matches your clinical interests.
- **Outcome measures.** Ask how the clinic defines and tracks patient progress.
- **Visit frequency and discharge planning.** Understanding the care model helps you picture how clinical decisions are made day to day.
- **Specialty programs.** If areas like sports performance, pelvic health, neuro, or pediatrics align with your goals, ask whether those programs exist.



Culture and daily support

Culture is easier to understand when a job description gives real examples.

- **What support staff handle.** A clinic that describes what clinicians are not responsible for is telling you something meaningful. Ask: "How does the administrative staff support clinicians?"
- **How feedback is shared.** Ask how leadership communicates and how clinicians give input on decisions that affect them.
- **How wins are recognized.** A clinic that celebrates progress, whether patient outcomes, team milestones, or individual growth, tends to be one where people feel seen. Ask how the team acknowledges good work.
- **What makes it feel like a real community.** Team meetings, bonding events, or even small rituals can say a lot about whether a clinic invests in its people beyond the schedule. Ask what the team does together outside of patient care.
- **What makes it a good place to work.** The best way to find out is to ask whether you can speak with a current clinician or a recent new grad before you decide.



Continuing education and growth

A strong job description should help you see what your future could look like, not just what the clinic needs today.

- **Clinical Education reimbursement.** Look for the dollar amount and whether it covers registration, travel, and time off.
- **Specialty certification support.** Ask whether the clinic supports or rewards advanced certifications.
- **Career pathways.** Look for real roles: lead clinician, clinic director, ownership. Ask for an example of someone who has grown here and what their path looked like.
- **Residency or fellowship opportunities.** If advanced clinical education is a priority for you, ask whether those tracks exist or are supported.

What the posting says	What to ask
“Competitive compensation”	What is the salary range and how does the comp model work?
“Manageable caseload”	What is the typical daily patient range?
“Flexible schedule”	What does flexibility look like, and who manages the schedule?
“Fast-paced environment”	How many patients do clinicians see per day, and what support is available?
“Mentorship available”	Is mentorship scheduled, who provides it, and how often does it happen?
“Growth opportunities”	Can you share a real example of a clinician who has advanced here?
“Modern technology”	Which EMR and documentation tools do you use?
“New grads welcome”	What does onboarding and mentorship look like in the first 90 days?
“Sign-on bonus”	What is the amount, payout timeline, and are there any repayment terms?



Before you apply, ask yourself

- Does this posting tell me what my day will actually look like?
- Does it include real numbers for caseload, schedule, and compensation?
- Does it explain how documentation is handled?
- Does it describe mentorship and onboarding in a specific way?
- Does it help me understand the clinic's patient care model?
- Does it show me how I could grow there?

The goal isn’t to find a perfect posting. It’s to understand what kind of environment will help you thrive.

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