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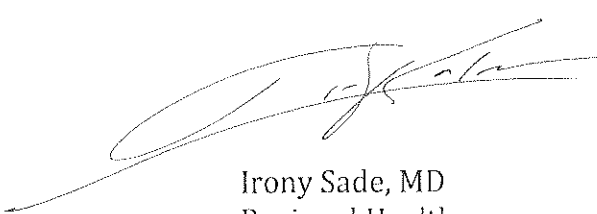
October 3, 2017

When I began looking for my first General Surgery position out of residency, I wanted something specific: rural, beautiful, with a medium sized hospital, good partners, receptive administration, and favorable legislation, to name a few criteria. Finding such a place from the deluge of recruiting emails while entering my chief year was not straightforward. Every recruiter wanted to make a quick sale; each hospital had its own agenda. Sorting out the promising places took time.

When Mr. Baughn approached me, his method was different. He listened closely to what I wanted, and was honest from the beginning. He is not a recruiter, trying to place you quickly and move on to the next sale. He works more like a matchmaker. First he studies the best states to practice surgery in. Then he finds the best healthcare systems in those states, and forms long-term relationships with them. Then, when he knows exactly what they need, he goes looking for the surgeon.

The practice Steven found for me was perfect. It had everything I was looking for and more, and it was somewhere I would never have thought to look on my own. We were captivated on our first visit, and have been repeatedly impressed by the position and the location since starting. My wife and I love it here, and we did not unpack for weeks because we kept finding new outdoor attractions to explore.

Mr. Baughn was instrumental in setting up the interview, answering questions about the process, offering advice on everything from travel times, to dress and negotiating tactics. I recommend him wholeheartedly to anyone looking to find the perfect place to start a surgical career.



Irony Sade, MD
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