



Emergency Medicine NATIONWIDE CAREERS

Sound Physicians is a leading multi-specialty practice seeking to transform outcomes for acute episodes of care. Sound is a practice of choice by focusing on what matters most to clinicians – **a strong practice culture, efficient processes, innovation, and freedom from administrative distractions.** Sound clinicians enjoy practice autonomy, professional growth, and leadership development. Sound benefits from the contributions of a highly diverse team and champions a culture of inclusivity. With emergency medicine locations across the nation, Sound is confident you can find a program where you will thrive.

WE KNOW WHAT MATTERS TO YOU

Sound's mission is to be the unmatched leader in improving quality and lowering the cost of care for patients. This begins through the well-being of Sound's people. Full-time clinicians at Sound receive:

- **Hassle-free onboarding**
- **CME credits**
- **Patient experience training**
- **Unmatched medical malpractice support**
- **Retirement planning**
- **Medical, dental, & vision insurance**
- **Health savings account**
- **Life insurance**
- **Disability benefits**
- **Career mobility - emergency medicine programs across the nation for a seamless relocation**

DEVELOPING BEST-IN-CLASS CLINICIANS

Whether you are a physician, physician leader, or advanced practice provider, Sound has dedicated clinician development programs. Sound has specific opportunities and tools to help increase performance, quality, and satisfaction while caring for patients.



REWARDS

Physicians and advanced practice providers (APPs) can participate in Path to Partnership™, a performance evaluation and career development program that recognizes clinician alignment with performance goals based on Sound's core values. Benefits of Path to Partnership™ include increases in CME credits, 401k match, and equity ownership opportunities.



LEADERSHIP DEVELOPMENT

Sound has dedicated leadership training programs, including Compass for physicians, and Emerging Leaders (APPs and physicians). Sound offers these programs to clinicians that have interest in becoming a leader. To learn more about these programs, email: belong@soundphysicians.com.



COLLABORATION

Sound believes that physician and APP colleagues benefit from open communication and collaboration in clinical matters. Through a combination of self-study and supervised clinical hours, APP trainees will acquire the knowledge and skills necessary to become productive and valued members of Sound's interdisciplinary care teams.

MEET OUR EMERGENCY MEDICINE LEADERSHIP TEAM

As a clinically-led organization, leaders at sound understand the importance of having clinical leaders that focused on development and mentorship.



Robert Bessler, MD
Founder &
Chief Executive Officer



John Birkmeyer, MD
Chief Clinical Officer



Mark Rudolph, MD, SFHM
Chief Experience Officer



Tracy Cardin, ACNP, SFHM
VP, Advanced
Practice Providers



Nate Ruch, MD, FACEP
Chief Medical Officer | Emergency Medicine

Nate Ruch, MD, FACEP, joined the Sound Physicians leadership team in 2018. He brings 20 years of clinical and managerial experience in emergency medicine. Prior to joining Sound, he was a Regional Director with another large health care organization and has deep expertise in healthcare system design, business development, and leadership development. Nate earned his Doctor of Medicine and Bachelor of Science from Penn State University. He completed his Emergency Medicine residency at Case Western Reserve University, MetroHealth Medical Center, and Cleveland Clinic Foundation in Cleveland, OH. He is board certified by the American Board of Emergency Medicine and has been elected a Fellow by the American College of Emergency Physicians.

JOIN OUR TRAVELING TEAM

Sound offers traveling (Ambassador) opportunities for both advanced practice providers and physicians. Ambassadors have the option to live in any city and travel within that region to multiple hospital programs. Working as an Ambassador is a great way to see a wide range of programs, earn premium compensation, and choose a program based on direct experience. Ambassadors work as a locum tenens clinician with full-time benefits.

“**Sound has helped me uncover strengths I never knew I had. I was stuck in a dead-end position before joining Sound, but now I'm growing in ways I never imagined possible.**”

- **MATTHEW MCANDREW, MD**
SOUND PHYSICIANS AMBASSADOR