



VALOR HEALTHCARE RECRUITING, LLC

HONORING SERVICE. BUILDING FUTURES.

PHYSICIAN CREDENTIALING & PRIVILEGING TIMELINE

— FOR —

**ARMY MEDICAL CORPS OFFICERS
TRANSITIONING TO CIVILIAN PRACTICE**

Complete Step-by-Step Credentialing & Privileging Guide

Most Army physicians complete this in 60–180 days

All Valor transition support is 100% free to candidates

Army Medical Corps officers (60/61/62 series) typically leave service with an active, unrestricted state medical license and board eligibility or certification. The main civilian challenges are state license endorsement/transfer, hospital privileging, and payer enrollment. The entire process usually takes **60–180 days** from application submission to full practice readiness.

Important Disclaimer

This guide is for informational purposes only and reflects general processes as of 2026. Timelines, requirements, and procedures vary by state, hospital, and health system. Always verify current requirements with the specific state medical board and facility. Credentialing and privileging are legal and regulatory processes — we strongly recommend working with your Valor Transition Specialist and, if needed, a healthcare attorney for complex cases.

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STEP 1: PRE-SEPARATION PREPARATION (12–18 Months Before ETS — Start Here)

- Confirm your current state medical license is **active and in good standing**.
- Gather and organize your core documents (start building a digital folder):
 - Current medical license(s)
 - Medical school diploma and transcripts
 - Residency and fellowship certificates
 - Board certification (or eligibility letter)
 - DEA registration (if applicable)
 - Curriculum Vitae (CV) in civilian format
 - Malpractice insurance history and claims history
 - DD-214 or Statement of Service (once available)
 - Letters of recommendation from military supervisors
 - Immunization records and health status documentation
- Research your **target civilian practice locations** and begin identifying hospitals or clinics.
- Consider applying for the **Interstate Medical Licensure Compact (IMLC)** if you want licenses in multiple states (40+ states as of 2026).

TIMELINE

Begin 12–18 months before separation

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STEP 2: SECURE OR TRANSFER STATE MEDICAL LICENSE (If Needed)

- If **staying in your current licensed state** → No action usually required.
- If **moving to a new state**:
 - Apply for licensure by endorsement.
 - Many states offer expedited pathways for military physicians and veterans.
 - Use the Interstate Medical Licensure Compact (IMLC) if eligible for faster multi-state licensing.
- Submit application, fees, and supporting documents to the state medical board.
- Complete any required **jurisprudence exam** or additional background checks.

IMPORTANT NOTE



Texas, Florida, North Carolina, Georgia, Virginia, and Tennessee currently offer some of the most veteran-friendly and expedited physician licensing processes. The IMLC can dramatically reduce multi-state licensing time.

TIMELINE

30–90 days (faster with veteran status)

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STEP 3: PREPARE CREDENTIALING APPLICATION PACKET

- Identify target hospitals, clinics, or health systems.
- Request the facility's credentialing application (often through their **Medical Staff Office**).
- Complete the detailed application form — covers education, training, work history, malpractice, disciplinary actions, and more.
- Ensure all **time gaps** in your professional history are explained in writing.
- Have your military credentials **primary-source verified** where possible.

Key Documents Usually Required:

- | | |
|---|---|
| • Completed credentialing application | • Current CV |
| • Medical school diploma and transcripts | • Residency/fellowship certificates |
| • All current and past state medical licenses | • Board certification status |
| • DEA registration | • Malpractice insurance certificates and claims history |
| • DD-214 or proof of honorable service | • Professional references (usually 3) |
| • Immunization records and health attestation | |

TIMELINE

2–4 weeks to prepare a complete packet

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STEP 4: SUBMIT AND COMPLETE HOSPITAL CREDENTIALING & PRIVILEGING

- Submit the full application to the hospital's **Medical Staff Office** or Credentialing Department.
- The facility performs **Primary Source Verification (PSV)** of all education, training, licenses, and references.
- Your application is reviewed by the **Credentials Committee** and Department Chair.
- You may be asked for additional information or an interview.
- The facility grants clinical privileges based on your training and experience (**delineation of privileges form**).

IMPORTANT NOTE



Submit your application as early as possible — hospital credentialing queues can be long. Ensure your packet is 100% complete before submission; incomplete applications restart the clock and can add weeks to the process.

TIMELINE | 60–120 days from complete application submission (may be longer for initial applications)

5 STEP 5: COMPLETE PAYER CREDENTIALING (Insurance Enrollment)

- Once hospital privileges are granted, submit applications to major payers (**Medicare, Medicaid, Blue Cross, commercial insurers**).
- This is required for billing and reimbursement.
- Provide similar documentation as the hospital process plus **tax ID and banking information**.
- Consider running payer enrollment **in parallel** with hospital privileging to save time.

TIMELINE | 90–180 days (often runs in parallel with hospital privileging)

6 STEP 6: FINAL ACTIVATION AND ONBOARDING

- Receive **approval letters** for privileges and payer contracts.
- Complete facility-specific orientation, **EMR training**, and badge access.
- Begin seeing patients and billing under your new privileges.

TIMELINE | Immediate once approvals received

FULL END-TO-END TIMELINE FOR ARMY PHYSICIANS

Phase	Timeframe	Key Actions
Months 12–18 pre-ETS	Preparation	Confirm license · Gather all core documents · Research target locations
Months 3–6 pre-ETS	State License Work	Apply for endorsement or IMLC · Jurisprudence exam
Months 1–4 post-ETS	Hospital Privileging	Submit credentialing packet · PSV · Committee review
Months 2–6 post-ETS	Payer Enrollment	Medicare / Medicaid / commercial payer applications
Month 3–6+	Licensed & Practicing	Full privileges granted · Valor begins active employer matching

VALOR HEALTHCARE RECRUITING — YOUR FREE TRANSITION SUPPORT TEAM

From the moment you contact us, Valor's team works alongside you to manage every step of your credentialing and privileging process — at **no cost to candidates, ever**. We have helped dozens of Army physicians navigate this process successfully.

Document Preparation & Review We review every document before submission and translate your military credentials into clear civilian language so credentialing reviewers immediately understand your qualifications.	Credentialing Packet Assembly Our team assembles and tracks your complete credentialing packet, ensuring nothing is missing before submission to the Medical Staff Office.
Civilian CV & Personal Statement We convert your MOS codes, unit history, and Army medical achievements into a polished civilian CV and personal statement that civilian hiring managers value.	Multi-State Licensing Support Guadalupe Fajardo-Davalos, our Credentialing lead, manages your state licensing pipeline end-to-end — tracking deadlines, flagging issues, and ensuring you are credentialed before your start date.
Timeline Management & Follow-Up We track every application milestone and actively follow up with Medical Staff Offices and state agencies on your behalf. You receive proactive updates at every stage so nothing falls through the cracks.	Direct Employer Matching Once privileged, we connect you directly with clinics, hospital systems, and rural health networks in our active hiring network — with priority access to roles specifically seeking veteran physicians.

Meet Your Transition Team

Joshua P. Huchingson

CEO / Recruiting Team Lead

Founder of Valor and prior active-duty Army healthcare recruiter with direct line-of-sight to transitioning medical talent across every Army installation. Joshua brings firsthand knowledge of military medicine, the separation process, and what civilian employers look for in veteran candidates.

Nathaniel Dutton

COO / Outreach & Employer Relations

Nathaniel leads day-to-day operations and manages all outreach to civilian clinics, hospital systems, and rural health networks nationwide — matching every candidate to a role that fits their experience, geography, and career goals.

Guadalupe Fajardo-Davalos

Compliance, Credentialing & Licensing

Guadalupe leads Valor's multi-state credentialing and licensing pipeline, ensuring every candidate is fully privileged and interview-ready on day one. She specializes in translating military medical experience into civilian-ready documentation and managing state board and hospital credentialing requirements so you never navigate that process alone.



Ready to Start Your Transition?

Contact your Valor Transition Specialist as soon as you begin Step 1.

The earlier you reach out, the faster we move — together.

contact@valorhealthcarerecruiting.com

valorhealthcarerecruiting.com/candidates

Honoring Service. Building Futures.

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