

Medical Director (Family Medicine Physician)

Company Description

HealthFirst Family Care Center, Inc. is a Federally Qualified Health Center located in coastal Massachusetts that recently celebrated 45 years of services. HealthFirst welcomes all patients (adults and children) in need of primary health care, dental care, management of chronic diseases, nutritional counseling, and WIC services. HealthFirst is committed to serving the community regardless of race, color, national origin, religion, sexual orientation, gender identity, disability, age, or income and to provide access to health care to those who would not otherwise seek it. HealthFirst is also committed to having an environment of learning, so we work with students from Brown Medical School, UMass Boston, UMass Dartmouth and Mass College of Pharmacy and Health Sciences.

Job Summary

The Medical Director leads the clinical operations of the health center and is involved with strategic planning and quality improvement. The Medical Director will split his time 50/50 between administrative and clinical responsibilities.

Responsibilities:

- Participates in applicable leadership meetings, co-chairs the Quality Improvement Committee, and an ex-officio member at the monthly Board Meetings.
- Provides clinical leadership to the provider group and establishes and reviews clinical policies and practice standards.
- Develops clinical quality initiatives in line with organizational priorities and based on observations and input from providers and staff.
- Supports health center compliance with these policies and standards, helping to ensure that services are consistent with the standards set by various regulatory and governmental review organizations.
- Provides clinical services consistent with a family medicine practitioner.
- Act as team lead within pilots and initiatives with other agencies.
- Develops in conjunction with CFO and CEO, the productivity plan.

Supervision:

- Provides guidance and mentorship to providers (MDs, NPs, and PAs) including overseeing the peer review process, preparing performance evaluations, leading monthly provider meetings, and meeting with midlevels regularly. Participates in provider recruitment, as needed.
- Responsible for promoting and fostering an atmosphere of teamwork and excellence among staff.

Minimum Qualifications:

- Graduation from an accredited school of medicine and successful completion of a Family Medicine residency program.
- Board Certified in Family Medicine
- Current licensure by the State of Massachusetts free from restrictions or limitations.
- Current DEA and Controlled Substance Certificate.
- Clinical experience in acute care setting, preferably a community health center serving culturally diverse and underserved patient populations.
- Previous experience as a Medical Director or in a similar role preferred.
- Experience in the development and management of quality, risk and utilization review processes.
- Demonstrated leadership, communication and analytic skills.

Benefits:

We believe physicians should be happy in their work life and personal life, so we aim at providing a good work/life balance on top of providing competitive wages and benefits.

- National Health Service Corp or Mass League of CHC Loan Repayment Program
- Medical 65% Employer Paid
- Dental 65% Employer Paid
- Vision 65% Employer Paid
- 100% Employer Paid Life Insurance at 2x salary
- 100% Employer Paid Long Term Disability
- 3% Retirement Contribution with no vesting schedule
- Flexible Spending Accounts
- Health Savings Accounts
- 100% Malpractice Coverage
- CME Reimbursement/CME Time Off
- License, Certificate and Application Reimbursement
- No Hospital Rounding
- On-call once every 8 weeks (limited calls)
- Flexible Schedule/ Excellent Work/Life Balance
- Department of Certified Medical Interpreters
- Five weeks (5) of earned paid time off
- Twelve and a half (12.5) paid holidays
- Incentive Payments
- J-1/H1B VISA assistance