



Career Opportunity

Title: Chief Medical Officer (CMO)

About the Organization: White Memorial Community Health Center (WMCHC) is a non-profit community health center whose mission is to inspire, provide, and coordinate access to high quality comprehensive healthcare services to individuals and families, regardless of ability to pay.

At WMCHC, we believe that the success of our healthcare mission is directly linked to our people. We are proud of our team. Their high professional standards, integrity, honesty, enthusiasm and dedication bring our mission to life.

EOE Statement: WMCHC is an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status or any other characteristic protected by law.

Location Los Angeles

Description: Summary:
Senior management level position providing leadership necessary to plan and deliver primary health care services that meet high standards of quality, service and efficiency in a Patient Centered Medical Home environment.

Essential duties, responsibilities and privileges include:

- Directs the delivery of medical and other clinical services within WMCHC in accordance with internal policies, external regulatory and contractual requirements, accreditation standards, and Health Plan and IPA requirements.
- Establishes and updates/reviews (annually) all required medical policies & procedures (P&P's) and protocols to ensure compliance with Federal requirements, standards of care and as directed by licensing, funding and/or other pertinent agencies (HRSA, health plans, PCMH, CPSP, CHDP, Family PACT, etc.). Ensures that all standard medical P&P's, protocols and guidelines are followed as required.
- Leads the development of and directs the organization's Board Approved Quality Assurance/Improvement program, Patient Safety Program, and Compliance Program.
- Serves as staff advisor to the Board's Compliance and Quality Assurance Committee.
- Reviews Credentialing and Privileging of clinicians.

- Recommends and participates in final determination of clinician disciplinary actions, terminations, and grievances.
- Establishes benchmarks and sets clinical standards of professional performance for all medical staff to ensure that all patients are receiving the highest quality care
- Arranges and conducts regular meetings of clinical providers, and coordinates committee meetings.
- Works with WMCHC's executive management team to develop/meet short/long-term strategic plan objectives (as BOD approved) for service expansion or programs for a specific target population/site.
- Institutes and manages continuing professional education, in-service training, and orientation of clinical staff.
- Ensures compliance with applicable HCFA, Risk Management, OSHA, CLIA and other federal, state and institutional regulations.
- Incorporates strategies to recruit, retain and integrate people from diverse backgrounds and culturally competent staff

Direct Patient Care:

- Perform evaluation and treatment of patient in the outpatient setting at White Memorial Community Health Center
- Assess medical needs, compile care plan addressing acute needs, chronic conditions, and preventive health maintenance. Furnish, transmit appropriate medications and treatments as needed.
- Keep accurate concise and thorough documentation of all medical history, exam findings, assessment, treatment/interventions and education. Complete documentation and lock notes in a timely manner.
- Review and electronically sign off on all laboratory results, diagnostic results and outside consult notes in a timely manner, ensuring patient is contacted for follow up if clinically indicated.
- Ensure continuity of care by communicated with other primary care providers when appropriate
- initiate specialist referrals
- Manage the assigned panel of patients, working with a care team to ensure recommended services are provided to patients.
- Participate in clinical quality assurance program.
- Participate in on-call coverage, weekend call, hospital-based care as scheduled

Competencies:

Accountability: Takes ownership for delivering on commitments; owns mistakes and uses them as opportunities for learning and development; openly discusses his/her actions and their consequences both good and bad; has an ability to identify strengths and developmental opportunities and leverages insight to make adjustments to improve their effectiveness; courage to have the difficult conversation.

Customer focus: Intentional in understanding the needs and desires of better serving internal and external customers and building strategic partnerships.

Entrepreneurial spirit – Demonstrates a passion for the organization mission and develops an understanding of the alcohol industry from a regulatory and business (retailing) perspective.

Change leadership: Leads successful change initiatives by listening and engaging others, creating a roadmap to the future, and cascading communications that reinforce change objectives to all levels of the organization.

Relationship building: Uses effective interpersonal and communication skills to create relationships and build credibility.

Talent management: Develops and cultivates talent, engages and coaches' employees, and fosters an organizational culture that aligns employee and team performance with strategic goals and objectives.

Results-driven: Shows initiative, sets achievable goals, and is accountable for measuring performance against results.

Critical thinker: Questions conventional views, imagines and explores options, and learns by reflection.

Decision Making/Judgment: Approaches problems and decisions methodically and objectively; involves others as needed; uses sound judgment in making decisions and understanding the impact to themselves, customers, their team, and the organization; conducts the appropriate analysis to identify the symptoms and root cause of issues; makes timely decisions.

Supporting the Mission : Actively supports White Memorial Community Health Center mission and values; uses individual skills to add value to the mission of "*White Memorial Community Health Center inspires, provides, and coordinates access to high-quality, comprehensive healthcare services to individuals and families, regardless of ability to pay*" aligns actions around organizational goals; gives priority to organizational mission and value when making decisions.

Position Requirements

Qualifications

- Experience with utilization review, quality management and physician practice management
- 10+ years in progressively responsible healthcare leadership roles. FQHC experience preferred
- Valid and Current licensure in California
- Valid and Current DEA

- Must have demonstrated leadership in clinical, educational, and administrative arenas.
- Experience working with managed care contracts a plus.
- Experience working with organizations that serve underserved populations.
- Positive interpersonal skills and strong communication skills with the ability to engage all members of staff.
- Proficiency with electronic health record systems, general computer applications
- Excellent written and verbal communication skills.
- Understanding and maintaining highest level of confidentiality

Status

Full Time