



Family Residency Faculty Physician

Full-Time, Exempt Position

MISSION

Kheir's mission is to increase and provide access to culturally and linguistically-sensitive quality primary healthcare and human services support to the underserved and uninsured residents of Southern California.

ASSIGNMENT SUMMARY

The Family Medicine Residency Faculty Physician plays a key role in the administrative, educational, and training activities of the Family Medicine Residency Program. This position supports the overall development of residents, including responsibilities related to recruitment, selection, teaching, supervision, evaluation, and progression. The faculty physician works under the general guidance of the Residency Program Director and, when the Program Director is unavailable, reports to the Chief Clinical Officer.

ESSENTIAL FUNCTIONS & RESPONSIBILITIES

- Create and sustain a high-quality learning environment where residents engage in meaningful educational experiences that support their development as family physicians.
- Carry out the program's educational objectives and ensure all related policies and procedures are consistently followed.
- Provide appropriate supervision and timely evaluation of residents in all aspects of patient care.
- Support fair, transparent processes for academic discipline, resident concerns, and grievance resolution.
- Monitor resident well-being, including stress, fatigue, or other factors that may impair learning or performance.
- Participate actively in resident education through regular involvement in the Family Medicine Clinic, inpatient and outpatient teaching, lectures, and seminars.
- Contribute to the recruitment and selection of residents in alignment with institutional and departmental policies.
- Engage in ongoing faculty development and help foster a culture of academic excellence, professionalism, and scholarship.
- Fulfill assigned duties and coordinate clinical fee-for-service responsibilities to ensure consistent resident supervision.
- Collaborate on educational budgeting and the effective allocation of program resources.
- Cultivate strong, collaborative working relationships with residents, fellows, core faculty, community preceptors, residency staff, and Kheir Clinic leadership.
- Participate in addressing resident performance concerns, including remediation planning and due-process evaluations.
- Maintain a part-time primary care practice within Kheir Clinic to support clinical teaching and patient care.
- Participate in patient care initiatives and meet institutional performance expectations.
- Perform other duties as assigned.

MINIMUM QUALIFICATIONS

To perform this role successfully, the individual must be able to meet each essential function. The requirements below represent the knowledge, skills, and abilities necessary.

- Ability to serve effectively as a teacher, clinician, and administrator.
- Demonstrated skill in teaching, mentoring, and supporting resident physicians.
- Strong understanding of interpersonal communication, team dynamics, and collaborative practice.
- Ability to communicate clearly in both verbal and written formats, including preparation of concise reports.
- Capacity to analyze, understand, and participate in research or quality-improvement activities related to residency education.
- Flexibility to work onsite and remotely as needed, including availability for urgent matters or meetings across Kheir Clinic locations.
- Graduation from an accredited medical school (M.D. or D.O.) with an active, unrestricted California medical license.
- Possession of unrestricted federal and state controlled-substance registrations.
- Board Certification in Family Medicine or educational qualifications deemed acceptable by the Residency Review Committee (RRC).
- Additional Certificates of Added Qualifications in family medicine subspecialties are strongly preferred.
- Eligibility for and maintenance of medical staff appointment(s) at participating training sites.
- Maintain a part-time primary care practice through the faculty medical group, contributing to patient care and clinical teaching.
- Participate in patient care initiatives and meet institutional performance expectations.

SPECIAL REQUIREMENTS:

- Ability to meet and maintain criminal background clearance requirements under Title XXII, other regulatory standards, and Kheir Clinic policies.
- Willingness and ability to travel between clinic sites for program needs.
- Current CPR certification (or ability to obtain and maintain as a condition of employment).
- Demonstrated expertise in contemporary family medicine practice, including care of older adults.
- Knowledge of effective teaching strategies and leadership practices.
- Familiarity with accreditation standards and compliance requirements for residency programs.
- Understanding of healthcare regulatory requirements and organizational compliance.
- Knowledge of graduate medical education, including residency training standards and national match processes.

Kheir Clinic provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Kheir Clinic complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Kheir Clinic will consider for employment all qualified Applicants, in a manner consistent with the requirements of applicable state and local laws, including the City of Los Angeles' Fair Chance Initiative for Hiring Ordinance.

Please note that this job description is subject to change to meet the needs of Kheir Clinic.