



Santa Rosa
COMMUNITY
HEALTH

Chief Medical Officer



Join us at SRCH!

United in heart, health, and justice, **Santa Rosa Community Health** (SRCH) provides high-quality, culturally responsive health care that meets the diverse needs of our community. Every day, we open our doors to care for patients in a way that honors them and meets their healthcare needs. ***We welcome everyone with compassion and respect for their culture, language, identity, and values—no matter what.***

Now in our 27th year, over 40,000 children, youth, families, adults, and elders rely on SRCH for the medical, dental, and mental health care and wrap-around services they need to get and stay well. Even when faced with the many challenges in recent years, including wildfires and the COVID-19 pandemic, we continue to build resiliency and meet the needs of our community now more than ever. We are Joint Commission accredited and the home of two nationally recognized residency programs. At the same time, we're always looking to the horizon to better serve our patients, our employees, and our community.

At Santa Rosa Community Health, we believe health care is a fundamental human right.

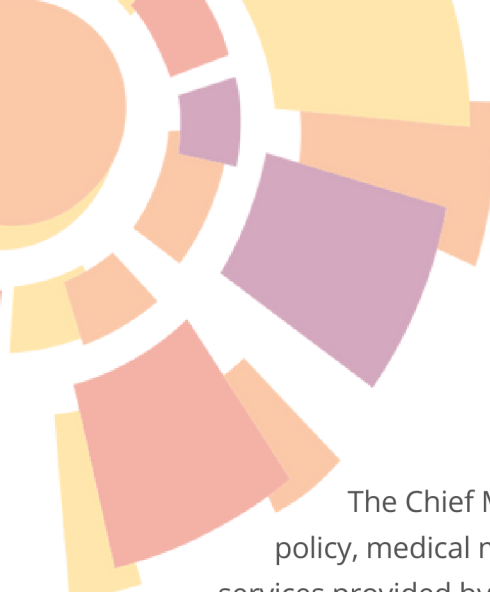
We are seeking a dynamic executive leader who will embody this ethos and guide our clinical strategy, medical policy management, and other clinical operations to continuously improve the health services we provide.



If you're someone who:

- Is a **systems thinker** with experience leading **clinical operations** (FQHC preferred)
- Moves seamlessly from **idea to execution**, handling all the **details** along the way
- Bridges the need for **operational excellence** today with **innovative care models** for the future
- **Inspires teams** to move with them and **develops people**

...then we have a great opportunity for you!



About the Position

Job Description & Duties

Position Title: Chief Medical Officer

Reports to: Chief Executive Officer

Job Summary

The Chief Medical Officer is the executive leader responsible for clinical strategy, medical policy, medical management, and other clinical operations to continuously improve the health services provided by SRCH. The CMO will report to and work closely with the CEO and other senior leaders to develop and implement strategies across the organization, including policies and plans to meet SRCH's short- and long-term objectives. The CMO is responsible for providing both administrative oversight and primary care.

Administrative Responsibilities *(Approximately 85–90% of the job)*

- Development and oversight of the systems and processes that ensure the highest quality of care, patient safety, and evidence-based medical standards.
- Serves as the clinical strategist for the executive team and representative of the medical profession to senior executives, the board of directors, and the community.
- Oversight, direction, and support of medical management decisions that maximize patient benefits while supporting organizational objectives.
- Stays informed of emerging local healthcare trends and crafts appropriate responses.
- Supervises direct reports through mentoring, coaching, and goal setting. Creates a culture of continuous learning and professional development for all licensed staff. Direct reports include site medical directors, the director of the Nurse Practitioner residency program, and the senior director of the mental health and behavioral health department.
- Works with the COO to address clinical operational issues that improve the patient and staff experience, enhance patient flow, and improve efficiency.
- Serves as a consultant to the CMIO and COO on quality improvement initiatives and the optimization of the electronic health record.
- Leads quality assurance activities such as the evaluation of statistical data as it relates to patient care and outcomes, regular chart review and leads a specialty referrals utilization process.
- Regularly reviews and revises medical care policies and protocols as standards of care are revised and/or directed by licensing or funding organizations. Ensure that appropriate clinical policies and procedures related to risk management are maintained, updated, and implemented, as well as that ongoing training, and verification of competency, are completed as needed.

Administrative Responsibilities *(continued)*

- Oversight of the after-hours call system, responds to critical labs, and serves as a point person for external physicians seeking consultation.
- Supports the Risk Manager in development and execution of the clinical parts of the corporate Risk Management plan.
- As assigned by the risk management process, leads response teams that manage, respond, and document variances and sentinel events, including appropriate corrective action plans.
- Participate in organization-wide committees such as the board quality and risk management committees.
- Maintains strong collaborative partnerships with the County Public Health Officer, hospital executives, and CMOs of regional FQHCs.

Specific Tasks/ Duties Include

Clinical Duties *(Approx. 10–15% of the job)*

- Provides for the diagnosis and treatment of health center patients within the scope of their license to practice medicine. The CMO will see patients in the clinic to maintain awareness of the provider experience and functioning of the team-based care model.
- Provides follow-up on patients seen, including chart notations, lab reviews, and referrals to specialists.
- The CMO or designee provides backup for advanced practice clinicians on-site or by phone during the day or after hours.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

About the Candidate

Minimum Qualifications

Education:

- Valid, unrestricted license to practice medicine in California, preferably in Family Practice
- Minimum seven years of experience in a leadership position.
- Ten years of clinical experience is required.
- Additional formal training in a healthcare management program is strongly preferred.



About the Candidate continued...

Minimum Qualifications

Knowledge and Skills:

- Good standing with the Medical Board of the State of California.
- Strong organizational skills, including ability to prioritize projects, work relatively independently, manage multiple tasks, and meet deadlines.
- Commitment to recruitment, professional development, and promotion of a diverse workforce that reflects our patient population.
- Committed to supporting a culture of diversity, equity and inclusion and promoting an anti-discriminatory environment where everyone feels safe and welcome.
- Strong written and verbal communication skills.
- Ability to work independently and as part of a team.
- Creative skill, ability, resourcefulness, and judgment in analyzing and solving medical and managerial problems.
- Strong interpersonal skills with the ability to be sensitive to persons of various social, cultural, economic, and educational backgrounds.
- Fluency in English and Spanish (speak, read, and write) preferred.
- Demonstrates knowledge of compliance issues within the community clinic environment.
- Demonstrates a willingness to report any incident that is unusual or incompatible with accepted clinic procedures.
- Complies with HIPAA policies.
- Proficiency with Microsoft Office applications including Outlook, Word, Excel, and PowerPoint.

Physical Requirements

While performing the duties of this job, this position is frequently required to:

- Use standard office equipment and access, input, and retrieve information from a computer. Use a computer keyboard with manual and finger dexterity and wrist-finger speed sufficient to perform repetitive actions efficiently for extended periods.
- Communicate effectively in person or via telephone in a manner that can be understood by those with whom the person is speaking, including a diverse population.
- Give and follow verbal and written instructions with attention to detail and accuracy.
- Perform complex mental functions and basic arithmetic functions; interpret complex laws, regulations, and policies; collect, interpret, and/or analyze complex data and information.
- Vision: see details of objects at close range.
- Coordinate multiple tasks simultaneously.
- Reach forward, up, down, and to the side.
- Sit or stand for minimum periods of one hour at a time and come and go from the work area repeatedly throughout the day.
- Lift up to 20 pounds.
- Travel to other office and community locations.



Compensation

Santa Rosa Community Health is an Equal Opportunity Employer. It is a National Quality Leader health center, named one of the area's Best Places to Work by the North Bay Business Journal. For employees scheduled to work at least 20 hours per week, benefits start the first day of the month after 30 days of continuous active employment.

Salary

- The range starts at \$297,000, commensurate with experience

Travel & Relocation Reimbursement

- Covers the cost of airfare/travel and lodging to visit and interview at SRCH
- Up to \$10,000 family moving allowance (based on receipts)

Paid Time Off (PTO) and Holidays

- Generous PTO plan starting at an accrual rate of 30 days annually
- 10+ paid holidays annually

Health & Dental Insurance

- Choice of two health plans: Kaiser Permanente HMO Plan, Western Health Advantage HMO Plan, or Sutter Health HMO
- Choice of two dental plans: Delta Dental Plan or California Dental HMO Plan
- SRCH pays 100% of the premium for all regular non-union employees scheduled to work at least 32 hours per week

Vision Insurance

- VSP plan available
- Employee pays 100% of the premium at competitive rates

Life Insurance

- SRCH provides a Group Life and Accidental Death and Dismemberment Plan of \$25,000 through Mutual of Omaha for all employees scheduled to work at least 32 hours per week.

Salary Continuation

- Employee-paid Short- & Long-term Disability Insurance plans available at competitive rates
- Aflac plans available at competitive rates

Flexible Spending Account (FSA)

- Employees can withhold pre-tax funds from their paycheck for health expenses

Tax-Deferred 403(b) and 457(b)

Retirement Plans

- SRCH provides a 403(b)-retirement plan for eligible employees
- SRCH employer contribution of 3% of employee salary increases to 4.5% in the fourth year and 6% in the eighth year.
- SRCH provides a 457(b) retirement plan to a select group of highly compensated employees to supplement the SRCH 403(b) plan.
- The 457(b) plan allows employees to contribute additional pre-tax dollars toward their retirement savings.

SRCH Values

EQUITY

Everyone should receive the highest quality care that honors them and meets their unique needs.

JUSTICE

Everyone deserves the right to a full and healthy life.

CLINICAL EXCELLENCE

Continuous learning and innovation are essential for excellent care.

COMPASSION

A loving and safe environment is essential for healing.



RESPECT

All who enter our doors are heard, valued, and respected.

RESPONSIVENESS

Responsiveness to the people and community we serve guides our work.

PARTNERSHIP

The journey to health and wellness is a shared collaboration with our patients, team, and community.

How to Apply

If you're excited by this opportunity:

Interested candidates should submit a resume and cover letter and apply online at srhealth.org/cmo. You can also scan this QR code with your mobile device. If you have questions, please contact Malina Cole at malinac@srhealth.org.



srhealth.org/cmo

Candidates selected for an interview will be contacted directly. Thank you.

SRCH is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding, and related medical conditions), and sexual orientation.