



CHIEF MEDICAL OFFICER JOB ANNOUNCEMENT

Santa Cruz Community Health (SCCH) is a multi-site, Federally Qualified Health Center (FQHC) serving Santa Cruz County residents. SCCH began as a women's health collective in 1974 with the mission to improve the health of our patients and the community and advocate the feminist goals of social, political, and economic equality. Now, more than 50 years later, we serve that same mission at our three clinic sites: the Santa Cruz Women's Health Center in downtown Santa Cruz serving women and children; the Live Oak Health Center serving everyone; and the Santa Cruz Mountain Health Center providing accessible and expanded access to care for our patients in the San Lorenzo Valley.

Driven by our commitment to health care as a human right, SCCH is a leading non-profit provider offering comprehensive health services to our patients, regardless of their ability to pay. We have been recognized in the community as a leader in delivering high-quality, innovative care, and we are active in local, state, and national advocacy work that empowers our patients and community to be healthy, happy, and successful.

SCCH has a diverse patient population and an engaging and friendly work environment. Our caring and committed staff work as a team to fulfill our mission so that all our patients have access to quality, whole-person health care.

POSITION SUMMARY:

Reporting to the Chief Executive Officer (CEO), the Chief Medical Officer (CMO) provides executive-level leadership and has primary responsibility in guiding SCCH's medical providers and services. Ensures safe, effective, high-quality patient care through continuous quality improvements. Recruits and retains high-performing medical providers, supervises clinical directors, and oversees quality improvement/quality assurance initiatives. The CMO is responsible for setting and evaluating clinical policies and procedures and implementing strategic clinical goals that mirror best practices. The CMO provides excellent patient care in a Care Team setting and is a clinical mentor to medical staff and family practice residents. The CMO is a key member of the Executive Leadership Team which is responsible for strategic planning, setting agency goals and direction, and maintaining alignment with SCCH's mission and vision.

Classification: Full-Time, Salary, Exempt

Compensation Range: \$309,445 - \$376,132 per year

Language Requirements: English; Bilingual in English & Spanish preferred

Normal work hours: 40 hours per week

Reports to: Chief Executive Officer

Work Location: Hybrid of remote and on-site work



CORE JOB RESPONSIBILITIES:

ESSENTIAL FUNCTIONS INCLUDE BUT ARE NOT LIMITED TO:

GENERAL/ADMINISTRATIVE

- Ensures the overall quality and effectiveness of SCCH's clinical programs including family practice, pediatrics, women's health, psychiatry, Integrated Chinese medicine (acupuncture), chiropractic, nursing services, and optometry, and supports other clinical areas including Integrated Behavioral Health, and other services and specialties.
- In partnership with Site Medical Directors, ensures all medical providers deliver patient care that is high-quality, compassionate, efficient, team-based and patient-centered; meets all regulatory, compliance, and safety policies and standards; and satisfies operational and budget productivity expectations.
- Leads the development and implementation of risk management strategies, including SCCHs Clinical Quality Improvement program, building a culture of safety and compliance. Identifies health outcome measure goals and established practices and procedures. Oversee performance improvement projects and initiatives, ensuring clinical outcome goals are in line with local, state and national benchmark standards (HEDIS, UDS, etc.).
- Collaborates with Operations and Behavioral Health leadership to develop and implement integrated care models that promote seamless coordination across medical, dental, and behavioral health services.
- Ensures clinical policies and protocols are current and up to date representing the latest clinical guidelines and national standards, meeting federal, state and local guidelines. Make recommendations regarding Employee Health and Infection Control policies, protocols and procedures.
- Leads and supports team-based care initiatives by fostering communication, alignment, and shared decision-making between providers, behavioral health specialists, and operational staff.
- Develops and evaluates clinical programs to meet operational and strategic organizational objectives. Conducts annual and episodic clinical Peer Review.
- Partners with the executive leadership team to align clinical priorities with organizational strategy, ensuring progress toward strategic initiatives, quality outcomes, and long-term growth.
- Manages clinical risk through incident reporting, investigation, and resolution of patient and staff concerns. Provides necessary and timely communication to the CEO when issues of patient care, delivery of care or compliance arise. Develops and implements corrective action plans.
- Collaborates with the Chief HR Officer in workforce planning, clinician recruitment, interviewing and onboarding.
- Oversees and develops the Medical Leadership Team to recruit, support, engage, and mentor medical providers and staff.



- Oversees continuous assessment of and attends to medical providers' clinical performance, professional development, and job satisfaction.
- Develops and maintains collaborative relationships with state, regional, and community agencies and health care providers to maximize resources for patients and achieve SCCH's mission.
- In collaboration with fund development, participates in providing key input for grant preparation and reporting, and service line development.
- Participates in development, implementation, and monitoring of annual agency and department budgets.
- Attends and participates in monthly meetings with Board of Directors, and committees as needed.

CLINICAL

- Provides patient centered health care and appropriate patient follow up and care planning, and models SCCH's clinical philosophy of compassion, medical expertise, quality, and respect for both patients and co-workers.
- Performs history taking, examination, diagnosis, and treatment for health center patients in a primary care setting within the scope of his/her license to practice medicine.
- Serves as clinical preceptor to the family practice residency program.
- Provides clinical back-up to SCCH physicians, advanced practice clinicians, and to the after-hours provider.
- Assists in the orientation and supervision of both new and developing clinicians.
- Meets or exceeds health center productivity standards.
- Effectively utilizes electronic health records system.
- Completes continuing education as required.

QUALIFICATIONS:

- Requires a minimum of 7 years of experience in a health care setting, preferably at an FQHC.
- Experience working in a highly service-oriented environment where metrics and measurement tools are leveraged to assess results.
- Experience working with multiple departments and agencies, community organizations, advocacy groups and other related non-profits.
- Ability to solve problems, prioritize, and multi-task.
- Ability to communicate effectively both verbally and in writing.
- Exceptional leadership and mediation abilities.
- Requires medical degree (MD/DO) with valid California license.

MINIMUM REQUIREMENTS



- M.D. or D.O. with valid California license and DEA registration
- Board Certified or Board eligible in specialty field
- Extensive leadership experience, formal management training is desirable
- Sensitive to low-income and multi-ethnic populations
- Bilingual (English/Spanish) preferred

BENEFITS

We offer a robust benefits package designed to support your well-being and work-life balance! Enjoy competitive compensation and a comprehensive benefits suite for those working 20+ hours per week, including employer-subsidized health, dental, vision, and life insurance plans, plus optional pet insurance and supplemental coverage; coverage kicks in the first of the month after 30 days of employment. From day one, you'll accrue paid time off, have paid holidays, and a 2% automatic 401K enrollment with a 2% company match. 80% of a clinician's time is clinical and 20% is administrative. You'll also benefit from access to a wellness reimbursement program, a telecommuting stipend when applicable, plus, we cover license and certification fees and CME (fees and days off). Celebrate with us at monthly staff events and bi-annual company-wide celebrations and take advantage of ongoing training opportunities.

SANTA CRUZ COMMUNITY HEALTH IS AN EQUAL OPPORTUNITY EMPLOYER (W/M/V/D)