



OPTOMETRIST 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 45 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 East Cliff Family Health Center in Live Oak, serving everyone; and the Santa Cruz Mountain Health Center providing easier access to care for our patients in the San Lorenzo Valley.

In December 2022, the East Cliff Family Health Center changed locations in Live Oak and moved into a brand-new space offering an integrated, state-of-the-art health and housing campus. SCCH will continue to provide medical, behavioral health, and specialty care with a focus on pediatrics. The campus addresses a triple goal of increasing access to healthcare, growing affordable housing, and creating economic opportunity. Partners in the project are Santa Cruz Community Health, Dientes Community Dental Care, and MidPen Housing.

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 works as a team to fulfill our mission so that all our patients have access to quality, whole-person health care.

POSITION SUMMARY:

An Optometrist at Santa Cruz Community Health (SCCH) will perform routine procedures using independent professional judgment in the practice of optometry within the scope of the laws of the state of California, the rules and regulations of the California Board of Optometry, and the policies of SCCH.

Reports to: Site Medical Director

Classification: Full-time, salary, exempt

Hours: Varies, some evenings and/or Saturday shifts

Location: East Cliff-Live Oak Clinic

CORE JOB RESPONSIBILITIES:

Clinical Duties – 100%

Healthcare Delivery

- Examines eyes, using observation, instruments, and pharmaceutical agents, to determine visual acuity and perception, focus and coordination and to diagnose ocular diseases and other ocular abnormalities. These include conducting & documenting history, measuring refractive error, conducting visual & confrontational fields, pupil testing, ocular mobility testing, slit lamp examination, direct and indirect ophthalmoscopy, gonioscopy, tear function testing, perform fundoscopic examination, particularly for diabetic patients.
- Prescribes eyeglasses, evaluates contact lenses, and prescribe therapeutic procedures to correct or conserve vision.
- Interprets data from clinical exam, analyze test results and develop a treatment plan.
- Performs other related duties such as completing school forms, Department of Motor Vehicle, and other like documents.
- Trains the Clinic Staff to perform screening and other functions as appropriate.
- Work with other medical providers to see patients with acute or urgent ocular concerns, to the extent possible.

Patient Experience

- Educates and counsels patients on contact lens care, visual hygiene, lighting arrangements and safety factors.
- Consults with and refers patients to ophthalmologist or other health care practitioner if additional medical treatment is determined necessary.

COMPETENCIES:

Job Expertise

- Demonstrates knowledge and use of medical resources and procedures and policies, and applicable federal and state rules and regulations.
- Demonstrates ability to assess, implement and monitor options and services to meet individual patients' health needs.
- Effectively achieves quality, timely and measurable outcomes.
- Acts as a patient liaison with clinic staff and community contacts.
- Demonstrates ability to effectively use clinic's Electronic Health Records system (EHR).
- Participates in appropriate staff meetings and agency activities.
- Perform all clinical and administrative duties expected of a medical provider at SCCH.

Customer Service

- Provides patient-centered customer service at all times.
- Demonstrates the ability to anticipate patients' needs and deliver services and respond to patients in a timely, accurate, courteous, respectful, and friendly manner.
- Demonstrates ownership, initiative, attention to detail, and follow through.
- Approaches problem-solving by focusing on patients first.

Communication Skills

- Oral and written communication is clear, concise, accurate, positive, and respectful.
- Response to oral and written questions, instructions, and information is timely and appropriate.
- Checks work related email and mailbox on a daily basis.

Teamwork/Interpersonal Skills

- Dealings with others are characterized by fairness, courtesy, diplomacy, honesty, firmness, empathy, and confidence.

- Effective in offering support and assistance to others, in obtaining information from others, and in supplying information to others.
- Is approachable and open to suggestions.
- Demonstrates a positive attitude, flexibility, and the ability to develop effective relationships by helping others accomplish tasks and using collaboration and conflict resolution skills.

Judgment/Problem Solving

- Uses critical thinking and common sense to analyze situations, make timely and valid decisions, and take appropriate actions.
- Demonstrates good judgment in making decisions.

Reliability

- Completes all assigned duties in an accurate, timely and efficient manner.
- Arrives to work on time and maintains consistent attendance.
- Follows instructions and appropriate procedures.
- Maintains patient confidentiality as required by HIPAA.

QUALIFICATIONS:

MINIMUM QUALIFICATIONS

Education

- Graduation from an accredited school of optometry, Doctor of Optometry degree.
- Valid Optometry license in good-standing in the state of California required.
- Active BLS training certificate.

Skills and Experience

- One-year internship and/or experience in a community clinic or private practice serving low-income communities.
- Cultural competency working with diverse/low-income communities, especially Spanish-speaking immigrant communities.
- Therapeutic Pharmaceutical Agents (T.P.A.) required.
- Glaucoma certification is strongly desired.
- Must have a National Provider Identifier (NPI) or obtain an NPI prior to employment or start date
- Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.
- Knowledge of modern optometric methods, procedures, and practices.
- Contact lens experience essential.
- Knowledge and experience in ortho-optics and visual training preferred.
- Knowledge of evidence-based approaches to optical care.
- Ability to perform eye examinations on children and adults.
- Ability to exercise sound judgment in quickly evaluating emergency situations, in rendering prompt decisions.
- Ability to write concisely and legibly; communicate effectively; and relate congenially to patients and staff.
- Ability to maintain the highest level of confidentiality when dealing with patient records and personal information.

Language(s)

- Bilingual English/Spanish required.

WORK CONDITIONS:

Working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions. Variations in conditions may occur under certain circumstances.

SALARY AND BENEFITS:

SCCH offers a competitive compensation & benefits package to staff working at least 20 hours per week. This is a full-time, salary, exempt position with an annual pay range of \$125,000 - \$144,200, with 80% clinical time and 20% administrative time. Salary increases occur after Year 1, 3, 5, 7, 10 and every 5 years thereafter. Paid time off and paid holidays accrue from date of hire. Paid License(s) and CME (fees and days off). Employer subsidized group health, dental, vision and life insurance plans the first of the month after 30 days of employment. Automatic 2% enrollment in an Employer sponsored 401K plan with a 2% retirement match.

APPLICATION PROCESS:

To apply, download our employment application on our [Careers page](#). Submit application and current resume with letter of interest Human Resources. No phone inquiries, please.

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