



PEDIATRICIAN 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, 50 years later, we serve that same mission at three clinic sites: the Santa Cruz Women's Health Center in downtown Santa Cruz serves women and children; the Live Oak Health Center offers the community an integrated, state-of-the-art health and housing campus in Live Oak, and the Santa Cruz Mountain Health Center provides 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 works as a team to fulfill our mission so that all our patients have access to quality, whole-person health care.

POSITION SUMMARY:

A Pediatrician at Santa Cruz Community Health (SCCH) provides comprehensive pediatric health services including preventive care, reproductive health services, mental health, substance use treatment, in-office procedures, and urgent care services to a Santa Cruz County patient population rich in racial, ethnic, socioeconomic, gender, and international diversity. SCCH is committed to shaping a medical staff that reflects its patient population; a bilingual English/Spanish and bi-cultural candidate is preferred.

Pediatrician's work alongside other medical providers, nurses, medical assistants, mental health providers, chiropractors, Chinese medicine providers, and case managers in an Integrated Care Team model in a patient-centered medical home structure (PCHM). They meet regularly with the Site Medical Director and the larger medical department to further their clinical knowledge and skill, discuss patient cases, review performance dashboards, and improve quality and clinical processes.

All medical providers conduct some patient care remotely, usually from home, via telephone or video. 80% of the Pediatrician's time is direct patient care, while 20% of their time is allotted for clinical "administrative" time. All medical visits are 20 minutes in length, and Pediatricians are expected to see ten patients per 4-hour shift. SCCH uses Epic OCHIN Electronic Health Record system for visit documentation, e-prescribing, and data collection for reporting on clinical quality.

Classification: Part to Full-time, Salary, Exempt

Reports to: Site Medical Director



Normal Work Hours: Flexible (% of FTE)

Language Requirements: None (bilingual in English & Spanish strongly preferred)

Work Location: Live Oak Health Center & Remote

Pay Range: \$189,152-\$255,995 per year, DOE & FTE

BENEFITS:

We offer a remarkable benefits package designed to support your well-being and work-life balance! For employees working 20 or more hours per week, our comprehensive benefits suite includes employer-subsidized health, dental, vision, and life insurance plans, with optional pet insurance and supplemental coverage starting 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. You'll also benefit from access to a wellness reimbursement program and a telecommuting stipend when applicable. Provider salary increases occur after Years 1, 3, 5, 7, 10, and every five years thereafter, ensuring your growth and satisfaction are prioritized. Plus, we cover license and certification fees along with continuing medical education (CME) costs and days off. Celebrate with us at monthly staff events and bi-annual company-wide celebrations and take advantage of ongoing training opportunities.

CORE JOB RESPONSIBILITIES:

ESSENTIAL FUNCTIONS INCLUDE BUT ARE NOT LIMITED TO:

- Demonstrates knowledge and use of medical resources, clinical protocols, policies and procedures
- Understands and works within 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
- 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
- Maintains medical records and prepares reports
- Prepares comprehensive medical evaluation, medical progress notes and official letters and other documentation
- Provides treatment and/or recommends treatment regimen
- Assesses patients' reaction to drug therapy to find the most appropriate drug with the fewest side effects when applicable



- Effective in offering support and assistance to others, obtaining information from others, and supplying information to others to support quality patient care
- Works with behavioral health providers in assessing overall patient health and care needs
- Maintains patient confidentiality as required by HIPAA
- Develops effective relationships by helping others accomplish tasks and using collaboration and conflict resolution skills

QUALIFICATIONS:

MINIMUM QUALIFICATIONS

- Must be a board-certified (or eligible) Pediatrician licensed in good standing in California
- Ability to work some evenings and Saturdays
- Commitment to preventive care & empowering patients to make informed health care decisions
- Ability to manage and de-escalate crisis situations

PREFERRED QUALIFICATIONS

- Bilingual English-Spanish skills strongly preferred
- Bi-Cultural preferred
- Experience working with populations with varying ethnic and cultural backgrounds and economic status
- Prior experience with Electronic Health Records (EHR) systems; preferably eCW and Epic
- Some post residency work experience preferred

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