



**Position Title:** ECC Medical Director  
**Reports To:** President, Equality Care Centers  
**Division:** Equality Care Centers (YNHC | SAG)  
**Department:** Clinical  
**Classification:** Exempt  
**Revision Date:** January 8, 2019

### **Position Summary:**

Equality Health is an Arizona-based population healthcare company focused on improving care delivery for underserved populations through culturally-sensitive programs that improve access, quality, and patient trust. Equality Care Centers (ECC) are key partners in the Equality Health Network, furthering our mission to focus on underserved areas and adding essential access points to our continuum of care. YNHC will serve high-risk members—those with co-occurring medical and pain conditions, complementing the care delivered by our providers in the Equality Health Network.

The Medical Director is primarily responsible for establishing, maintaining and enforcing acceptable, professional and ethical standards for ECC's medical staff according to policy, procedure, philosophy, and mission. This individual is focused on medical priorities for pain management, primary care and behavioral health, including coordination of patient care, integration of behavioral and physical health, provider education, and the overall quality of care and service delivery.

Equality Health designates this position as safety-sensitive and a position that includes tasks and duties that Equality believes could affect the safety or health of the employee performing the job or others.

### **Responsibilities:**

- Supervise and provide instruction for physician assistants, nurse practitioners and other clinical personnel in the day-to-day operation of the clinics
- Implement clinical practice guidelines, patient care efficiency, and population health management initiatives
- Support the successful implementation and contractual achievement of utilization targets and quality metrics
- Assist the Clinic Operations Director in coordinating and directing patient care in according to adopted policies and procedures, state and federal regulations and accepted accreditation standards
- Lead provider meetings and co-lead clinical team meetings; support administrative decisions and activities affecting patient care
- Participate in performance management and innovation initiatives as they pertain to increasing quality, efficiency and effectiveness of patient care
- Investigates breaches of quality patient care or ethical conduct by medical staff members and makes appropriate recommendations to the governing body
- May participate in the development and adoption of evidence-based protocols and review of practitioner and group data

- Assist with the development and implementation of strategic and growth plans for new clinic sites
- Participate in the interview, selection and orientation process for new providers
- Responsible for regular reporting of clinical team performance to Leadership and Administration teams
- Make recommendations to Equality Health’s leadership and administrative teams regarding the function and development of personnel, equipment, the creation of clinic policies and provisions for quality standards for patient care
- Establish and maintain collaborative relationships with behavioral health, primary care and pain management providers and other specialist colleagues within the Equality Health Network
- Provide a minimum of 32 hours of clinical care per week; 8 hours per week should be dedicated to administrative and clinical oversight duties
- Participate in growing patient base through networking, community education or other reasonable marketing activities
- Actively serve as a role model and exemplify Equality Health’s mission and values
- Establish and maintain positive and effective work relationships with a diverse network of physicians, administrative leadership and staff

**Required Knowledge, Education & Experience:**

- Graduate of an American or Canadian medical school accredited by the Accreditation Council for Graduate Medical Education (ACGME); or, equivalent training in a foreign medical school with successful completion of the ECFMG and FLEX examinations
- Full training in a residency program in the in the U.S. or Canada that is approved by the ACGME
- Current and valid licensure by the Arizona Medical Board with no board sanctions or actions in the previous ten (10) years
- Minimum five (5) years of experience in clinical practice as a Primary Care Physician; experience should include training in Family Medicine or Internal Medicine
- Ability to receive and maintain DPS Level 1 Fingerprint Clearance Card and BLS/CPR certification within 30 days of hire
- Proven knowledge and familiarity with EMR systems (e.g., eClinicalWorks, Athena)
- Proficient with Microsoft Office applications and web-based technologies

**Highly Preferred Skills, Abilities & Qualifications:**

- Experience in working with diverse and underserved populations with a strong understanding of multicultural issues
- Familiarity with health issues in the Hispanic population or social determinants of health
- Bilingual; able to read, write, and speak Spanish and English proficiently
- Excellent written, verbal and interpersonal communication skills; able to explain complex medical issues in a way that patients can understand
- Able to effectively collaborate, educate and mentor physicians and other members of the healthcare networks
- Prior experience in establishing medical management policy, utilization management, value-based care and/or care management



- Able and willing to educate and mentor others
- Strong public speaking skills and able to represent the organization in the community at large