



east bay community action program
THE BRIDGE TO SELF-RELIANCE

Medical Director:

East Bay Community Action Program (EBCAP) is seeking a full-time Medical Director for our agency.

The Medical Director provides comprehensive medical leadership and supervision of all medical staff, including physicians, nurse practitioners, and physician assistants, with indirect supervision of nursing and medical assistant staff. Working in collaboration with Senior Management, the Medical Director directs Health Center operations and policy setting. This role is crucial in ensuring the Health Centers function as a synergistic, harmonious, and productive entity, fully integrated with other EBCAP components to fulfill the organization's mission and objectives. This is an incredible opportunity for a growth-minded individual looking for their next professional challenge!

Core Responsibilities:

Clinical Leadership & Supervision:

- Clinically supervise direct and indirect delivery of medical care
- Serve as medical liaison to center physicians and outside agencies
- Administratively supervise primary care physicians regarding scheduling, coverage, and performance evaluation
- Provide direct patient care services with focus on health promotion and disease prevention
- Participate in 24-hour on-call coverage within integrated coverage group
- Manage urgent and emergent clinical events

- Oversee referrals to specialty physicians and ambulatory consultant services

Direct Patient Care:

Privileged to assess, diagnose, and treat adults and children for acute and chronic care, including:

- Well child exams
- Routine health maintenance visits for all age groups
- Acute care for adults and children
- Women's health care and contraception
- GYN/Family Planning examinations
- Gynecological problems
- Obtain comprehensive patient histories and conduct physical examinations
- Process referrals to ancillary services (lab, radiology, pharmacy)
- Provide patient education regarding care, diagnoses, treatment plans, medications, and prognosis
- Obtain physician consultation for complex cases outside scope of practice

Administrative Leadership:

Serve as Health Center authority on:

- Medical policies, procedures, standards, and protocols
- Clinical Quality Improvement Program and Activities
- Development and revision of clinical policies
- Assist in recruitment and orientation of primary care providers
- Participate in training and quality improvement initiatives
- Collaborate with other EBCAP departments to advance agency mission
- Maintain relationships with key stakeholders including:

- Rhode Island Department of Health
- Rhode Island Health Centers Association
- The Care Transformation Collaborative
- Quality and monitoring agencies
- Medical schools

Work collaboratively with an integrated care team including daily contact with:

- Primary care providers
- Nurses
- Medical assistants
- Medical receptionists
- EBCAP programs and administrative staff

Qualifications:

Licensure and Certification:

- Current MD/DO license in good standing with RI Department of Health
- Current Rhode Island and Federal Controlled Substance Certificate
- Board certification by the American Board of Family Practice
- Maintenance of continuing education credits as required by professional boards and licensing agencies
- Successful completion of EBCAP's privileging process

Experience:

- Minimum 5 years clinical experience in community health setting
- Minimum 3 years leadership experience
- Experience working with diverse populations

- Demonstrated expertise in community health and integrated care models

Knowledge:

- Strong understanding of FQHC requirements and operations
- Knowledge of healthcare regulations, quality measures, and risk management
- Commitment to community-based primary care
- Experience with electronic health records and healthcare technology
- Cultural competency and commitment to health equity

Competencies:**Leadership:**

- Strategic thinking and planning
- Team building and mentorship
- Change management
- Decision-making and problem-solving
- Performance management
- Excellence in clinical and administrative leadership

Professional:

- Clinical excellence
- Ethical conduct
- Cultural competency
- Time management
- Stress tolerance
- Attention to detail

Communication:

- Written and verbal communication
- Presentation skills
- Interpersonal effectiveness
- Team collaboration
- Community engagement

Additional “Nice to Have” Qualifications:

- Bilingual skills (Spanish/English, Portuguese/English)
- Experience with PCMH certification
- Knowledge of Rhode Island healthcare landscape
- Background in quality improvement methodologies
- Experience with grant management and program development

Compensation and Benefits

Salary Range: \$180,000 - \$220,000 + sign-on bonus

Schedule/Administrative Split

- Protected administrative time (typically 0.2-0.4 FTE)
- Reduced patient panel compared to staff physicians
- Flexible scheduling for leadership duties
- Clear boundaries between clinical/administrative time

Professional Development

- CME allowance (\$3,500-5,000 annually)
- Leadership development opportunities
- Conference attendance support

- Professional society memberships
- Support for quality improvement initiatives

Loan Repayment

- NHSC loan repayment eligibility
- State loan repayment program eligibility
- Assistance with application process
- Additional service-commitment bonuses

Quality of Life Benefits

- Hybrid work options for administrative duties
- No/limited weekend duties
- Flexible vacation scheduling
- Paid time for teaching/mentoring
- Protected time for research/quality initiatives
- Protected time for developing institutional relationships

Leadership Opportunities

- Committee leadership roles
- Quality improvement project leadership
- Input on strategic planning
- Voice in organizational decisions
- Opportunity to shape clinical programs

Additional Benefits

- Malpractice insurance with tail coverage
- Relocation assistance if needed

- Cell phone paid by the organization
- Professional membership dues
- License renewal fees covered
- DEA registration costs covered

EBCAP is an equal opportunity/affirmative action employer committed to providing a diverse work environment.