



Seeking Company-Wide Medical Director to Join Innovative Rural Health Clinic Group

About Us

Orchid Health is a rural health clinic organization that seeks to revolutionize healthcare from the ground up by designing and spreading a model of community health that is centered on positive relationships with our patients. This takes the shape of longer visit times (60 minute initial visits), team-based care starting with a morning huddle, and being intentional about getting to know our patients, their unique goals, challenges and strengths, and partnering to create a shared care plan.

Our first location opened in August of 2014 in Oakridge, Oregon and has received the highest recognition by the state of Oregon as a 5 STAR Patient-Centered Primary Care Home. Our second location opened in Estacada, Oregon in 2016 and was recently awarded as the School-Based Clinic of the Year in Oregon. We are a team of 35 and are looking to grow our model of relationship-based healthcare to other underserved communities, and are seeking a company-wide Medical Director to join us on our journey.

We believe this is a great opportunity for someone who identifies with the following sentiments:

- I enjoy a flexible environment where the team works together (often going above and beyond to best accomplish a shared vision), celebrates successes together, and values all team members unique perspectives and contributions.
- I love the idea of small-town providers who have the time to connect with patients as well as the idea of helping grow a “startup” organization in pursuit of its vision.
- I love the idea of treating patients with comprehensive care and not just sending people off to specialists.
- I am interested in redesigning primary care, guided by the following Core Values:

- Showing Respect
- Not Accepting the Status Quo
- Being Passionate about our Mission
- Choosing Positivity
- Embracing a Learning Environment
- Honoring Integrity and Accountability
- Valuing Relationship

Position Highlights

Under general supervision of the Executive Director and in collaboration with Orchid leadership and provider teams, the Medical Director will help execute the company’s strategy and help develop, implement, and evaluate the medical practice delivery model to support Orchid’s vision, mission, and our four strategic pillars:

1. Improve patient health outcomes
2. Offer a great patient experience
3. Create a fun and fulfilling place to work
4. Ensure sustainable financial outcomes while we grow our model to other underserved communities

Key Job Responsibilities:

- Offering ~.5 FTE Medical Director administrative time / ~.5 FTE patient hours
- Monitor quality and appropriateness of medical care being delivered across all clinics through monthly chart audits and provider 1:1s and supervision in accordance with applicable laws and practice agreements.

- Develop clinical practice guidelines and trainings.
- Work collaboratively with leadership and provider teams to develop policies and procedures for clinical outcomes, practice models, and medical risk and liability reduction.
- Oversee the Clinical Education Pathways for All Providers - related areas for the rest of the team intertwined with Ops/Clinic Managers - also involves annual Joint CME.
- Supervise providers - empower them to be successful and perform high-quality care for our patients.
- Oversee student rotations.
- Participate in the periodic review of clinic policies, procedures, and protocols to ensure efficient workflow and best practices are maintained.

Requirements

- 5+ years experience in a family practice setting. Rural healthcare experience a plus.
- 3+ years of clinical leadership experience preferred.
- Doctor of Medicine or Doctor of Osteopathic Medicine degree from an accredited United States Medical School.
- Must be licensed to practice medicine in the State of Oregon prior to beginning employment.
- F/t position with option for a 4 or 5 day workweek. .7- .8 FTE considered for the right candidate.

Compensation and Benefits

- Starting base salary range \$234k - \$264k
- Sign-on bonus with 2 year contract.
- Complete benefits package including health/dental/vision insurance, PTO, paid medical malpractice, retirement and CME.
- Additional benefits include health and wellness reimbursement fund and birthday PTO day.
- Eligible site for student loan repayment.

To apply please email your resume to the HR Director at Vikki@orchidhealth.org. For more information visit our website: www.orchidhealth.org. Thank you.

Orchid Health is an equal opportunity employer. Orchid Health recruits, employs, trains, compensates and promotes regardless of race, religion, color, national origin, sex, disability, age, veteran status, and other protected status as required by applicable law.

At Orchid Health, we strive to be the place where a diverse mix of talented people want to come, to stay and do their best work. We believe in diversity of race, gender, sexual orientation, religion, ethnicity, national origin and all the other fascinating characteristics that make us different.