

## **Physician**

**GENERAL DESCRIPTION:** Under general supervision of the Medical Director and in collaboration with the clinical team, delivers clinical care commensurate with training and in accordance with the goals of Mascoma Community Health Center [MCHC]. Serves as coach/mentor/trainer to clinical support staff, giving guidance in best practices, troubleshooting of medical services and operations issues in priority of urgency according to MCHC policy and FQHC standards. Monitors clinical performance to ensure medical services and operations are in compliance with all applicable regulatory and licensing agencies.

### **RESPONSIBILITIES:**

#### ***Management Functions:***

- Supervises non-professional staff including making recommendations for promotion, commendation, or disciplinary action where necessary or appropriate.

#### ***Clinical Functions:***

- Provides direct clinical medical services in the area of board certified (or board eligible) medical specialty in accordance with the highest applicable standards of medical and professional practice and in full accordance with health center protocols and policies.
- Acts as consultant on all cases referred by other staff providers of MCHC, as needed.
- Provides in-service training for staff in selected topics.
- Completes medical charts after each visit according to the problem-oriented medical records system and EHR/EPM protocols.
- Provide supervision in case assignment to physician assistant, including sign off on charts.
- Supervises, as needed, medical assistants and lab personnel in area of specific support services for patient care delivery.

#### ***Performance Improvement Functions:***

- Reviews results of patient satisfaction surveys
- Reviews patient complaints.
- Leads and/or participates in clinical initiatives to improve the quality and safety of the MCHC care delivery model.

#### ***General:***

- Demonstrates an understanding of MCHC's mission in performing all aspects of the position.
- Demonstrates commitment to, and understanding of MCHC's Service Excellence Standards, by modeling service excellence in all internal and external relationships, addressing service excellence deficits in staff, and in performance of all duties and responsibilities of this position.
- Demonstrates a caring and helpful attitude when interacting with patients, vendors and fellow employees. Strives to build cooperative partnerships with internal and external customers.

- Sensitivity to needs of culturally and linguistically diverse patient and employee population.
- Understands and is committed to maintaining highest level of confidentiality and handles confidential information as defined in MCHC's policies.
- Performs all duties in support of successful EHR implementation.
- Provides additional assistance within and outside of clinical arena, as requested and/or as appropriate, to ensure the ongoing success of the organization.
- Willingness and ability to work evenings and weekends, as needed.
- Participates in other program activities as appropriate.
- Other duties or responsibilities as assigned.

**MINIMUM QUALIFICATIONS:**

- M.D. or D.O. degree from an accredited medical school
- Board certified in area of specialty.
- Unrestricted license to practice in the State of New Hampshire
- Medicare and Medicaid provider qualified.
- Ability to maintain appropriate clinical privileges required

**PREFERRED QUALIFICATIONS**

- Minimum of two years clinical experience.
- Previous experience providing clinical care within a community health center environment.

*Draft, 10/27/2015*