

MEDICAL DIRECTOR

This position is located at the Blackfeet Tribal Health System (BTHS), Blackfeet Tribe, Browning, Montana. The BTHS facilities are accredited through The Joint Commission, Centers for Medicare & Medicare Services (CMS), State of Montana. The health care facilities consist of the Southern Piegan Health Center (Browning and Seville clinics), School Based Clinics (Browning and Heart Butte), Blackfeet Care Center, Behavioral Health Program, Physical Therapy, and other specialty clinics.

The purpose of this position is to serve as the Clinical Director of the Blackfeet Tribal Health System and direct supervisor of all medical providers.

ADMINISTRATIVE:

Serves as member of the Executive Staff, BTHS. Serves as the medical liaison to the BTHS Executive Staff which includes budget formulation, staffing needs, program development, etc.

Advises and clinically supervises the physicians and mid-level providers (nurse practitioners, physician assistants). Superior communication skills including ability to diffuse hostile patients, educate patients and families on health related problems and coordinate care with specialist at referral centers. Skill in working with people with diverse backgrounds and cultures. Skill in communicating to large groups of people in a structures and unstructured environment. Ability to motive subordinates to obtain specified goals.

Will have up to 50% of time designated to carry out administrative functions and responsibilities.

Participates in decision making which affect the ability of the facility to provide adequate patient care. Exercises supervisory responsibility for the planning development, organization, integration and evaluation of clinical services for the BTHS.

Provides guidance to administration regarding the delivery of patient care and all aspects of medicine. He/she is responsible for the delegation of administrative responsibilities to other members of the medical staff.

Receives and interprets the medical staff policies and reports to the Chief Executive Officer (CEO).

Organizes and maintains medical services as required by the medical staff by-laws, and accrediting and regulating bodies.

Medical Services-participates in decisions relative to establishment of patient care programs, clinical services, and operational policies. Is primarily responsible for developing work schedules of providers to staff clinics and programs.

Directly supervises approximately ten (10) employees who engage in a variety of Medical services throughout the BTHS.

Initiates personnel actions including recruitment, selection promotion, retention and termination of medical staff positions. Evaluates and approves all position descriptions. Conducts periodic professional and performance evaluations. Performs administrative duties in accordance with the Blackfeet Tribal Human Resource Policies and Procedures.

Reviews and recommends appropriate training and/or education of primary health care providers. Conducts orientation of new employees to duties, policies and requirements of positions.

Conforms to BTHS policies, strict employee confidentiality, Health Insurance Portability and accountability (HIPPA), and 42 CFR Part 2 regulations. Provides quality team-based care focusing on the patient, family and community.

Performs routine general medical and specialized duties that fall within Family Practice Physicians technical and education expertise to American Indian/Alaska Natives and other beneficiaries of the community.

Remains current in improvements in the field of medicine and strives to incorporate those improvements into the program when appropriate into the

program when appropriate, maintaining licensure and other credentials as required.

Participates as an integral member of the health division in providing medical services by collaborating with other health professionals to provide community member's complete and comprehensive care. Continually strives to improve patient experience and quality of care by focusing on key of optimal patient access continuity, team-based care, clinical information systems, patient self-management, and community engagement.

Actively participates in BTHS committees and/or teams, as assigned by the CEO. Participates in various facility programs designed to enhance and improve the delivery of patient care services, such as Continuous Quality Improvement (CQI).

Evaluates the quality and cost of medical service contracts. Assists in the development of Scope of Work, Independent Cost Estimate, and assists Procurement Officials in performing technical evaluations of contract proposals.

Participates in the formulation of policies, programs and procedures related to clinical and affiliate services. Develops and implements new programs/service, evaluates need for the revision of existing programs/services and continually assesses the needs of the patient population and the integration of health care activities

Adheres to all information security and privacy measures set by the BTHS. Annually develops and evaluates professional and personal goals.

Identifies individual professional learning needs and participates

Coordinates and supervises quality assurance activities of staff. Formulates training plans for assigned employees including orientation of new employees.

in formal programs, workshops, seminars, conferences, as well as self-directed learning activities, completes facility wide mandatory education yearly. Participates in in-services training to broaden employee skills. Recommends formal training when the need is apparent and officially recommends employees for formal training courses.

CLINICAL DUTIES

The Medical Director is an active member of the Medical Staff and provides comprehensive clinical medical care 50% of time to the patients of the BTHS programs.

Clinical Director position provides direct supervision over BTHS medical providers. This includes SPHC, BCC, SBC, and BH programs to maintain efficient clinical operations and delivery of quality patient care.

Physician will provide patient and family focused medical care in accordance with Blackfeet Tribal Health System's mission, vision, core values, key strategies, policies and procedures. The care will be consistent with the highest recognized standards of clinical medicine. Family medicine physician will provide healthcare to infants, children, adolescents obstetrical, adults and geriatric patients in the outpatient clinics.

The Medical Director must have the competency skills for assessing physical and emotional health of patients and recommending treatment regimens. Examines and diagnoses health related conditions of individuals presenting themselves for care to the BTHS; refers individuals for consultation when appropriate; prescribes and carries out therapy in conformation with approved clinical privileges and BTHS policy. Provides direct patient care to non-eligible patients in emergency situations or in compliance with policy.

Provides quality patient-centered care to patients of all ages throughout the BTHS facilities.

Assesses patients by utilizing advanced clinical judgment and physical assessment skills. Identifies acute/non-acute/chronic health problems. Ensures that safe, efficient, and high quality healthcare is delivered within the BTHS.

Reviews and comments on standing orders, Standards of Practice, Medical staff policies and procedures, and submits them to the medical staff and governing body.

Conducts, or assures, Peer Reviews are conducted of medical staff within the BTHS.

Reviews and comments on standing orders, Standards of Practice, Medical staff policies and procedures, and submits them to the medical staff and governing body.

CREDENTIALING and PRIVILEGING:

Advises CEO and other Executive Staff members of position requirements.

Assists in reviewing credentials of all prospective members of the medical staff, and advises CEO of selection for positions of the medical staff.

Delineates the clinical privilege list for each credentialing discipline.

QUALIFICATIONS:

Professional Medical Doctor or Doctor of Osteopathy Degree License is required. Must possess and maintain a current and unrestricted license to practice as a physician in any State Territory, District of Columbia or the Commonwealth of Puerto Rico. Board Eligible or Board Certified by the American Board of Family Practice Experience:

Successful completion of a post-graduate training program in an approved residency program.

Credentialing: Must become a credentialed member of the BTHS Medical Staff.

Other Skills and Abilities: A record of satisfactory performance in all prior and current employment as evidenced by positive employment references from previous and current employers. All employment references must address and indicate success in each one of the following areas: Positive working relations with others.

Possession of high ethical standards and no history of substantiated complaints. Reliable and dependable, reports to work as scheduled without excessive absences. Has the ability to work effectively in a culturally diverse environment. Is seen as a staff member who is trustworthy and willing to share information. Is a mentor to colleagues and other organizational staff members. Responds effectively to sensitive inquiries or complaints.

Board certification in Primary Care Specialty (Family Practice, Pediatrics, Obstetrics/Gynecology or Internal Medicine) or equivalent approved American Specialty Board or a combination of post-graduate training and experience to total a minimum of five (5) years.

Engages in CME as necessary for maintaining competency and board certification. Expert knowledge of primary care medicine and public health.

Possess an unrestricted license to practice medicine in the United States.

Permanent and full unrestricted license to practice in State of Montana as an MD or DO. Current unrestricted DEA Certificate.

Prefer current American Board Certification for service specialty as indicated. Basic Life Support (BLS) certification is required.

ACLS and PALS required within 6 months of hire. Must successfully pass the Indian Child Protection and Family Violence Prevention (IPCA) background check.