

# Medical Director of Primary Care: Marin and Sonoma Counties



At MarinHealth, we empower our providers to practice medicine the way it was meant to be – putting patients first. We bring a culture of collaboration with resources, support, technology, and state-of-the-art facilities which enable our physicians to remain focused on caring for people. We are an integrated healthcare enterprise made up of MarinHealth Medical Center and MarinHealth Medical Network. This collaboration has created an integrated, comprehensive healthcare resource all under the banner of MarinHealth. Physicians and providers work in partnership through a single electronic medical record that facilitates the coordination of care and fosters excellent communication between providers about their patients. Our strategic alliance with UCSF provides advanced care and special programs in the MarinHealth Medical Center, and all of the MarinHealth Medical Network clinics and providers are also part of UCSF Health.

MarinHealth's mission is to create a culture of providers who enjoy collegiality, collaboration, and respect for equity, diversity, and inclusion. More than just a place, we are a community of like-minded people who love what we do! We offer a supportive environment, an exceptional staff, and beautiful locations in the heart of Marin, Napa, and Sonoma counties.

## The Position

The Director of Primary Care directs all of the MarinHealth Medical Network Primary Care clinics, currently located throughout Marin and Sonoma Counties, and their associated programs. The Director is responsible for the work of our care teams in all the clinics, quality programs, population health, equity, workforce development, budget, and all aspects of clinical operations in Primary Care.

Full-time position: 50% administrative, 50% clinical

# Medical Director of Primary Care (cont'd)

## Essential Duties

- Provide oversight of the development, design, implementation, coordination, and evaluation of clinic programs and services, including operational data and quality metrics
- Implement initiatives and operational programs to continually improve performance
- Represent Primary Care in the MarinHealth Medical Network executive leadership to ensure collaboration and coordination across departments
- Continuously assess and improve operational processes, leveraging technology and best practices to streamline workflow and increase efficiency.
- Monitor financial performance of each site and identify and create new areas for growth and revenue
- Develop an expertise and understanding of the annual budget, financial performance measures, and monitoring systems, and billing and reimbursement issues/systems.
- Monitor current and future healthcare and economic trends. Assess their potential impact on practices/programs and local geographic region
- Maintain awareness and interactions with payers such as significant IPA's, Medical Groups, ACO's associated with hospital/health system
- Work with contracting partners to assess, track and perform on quality and value-based care measures relevant to Primary Care.
- Execute efficient recruitment, onboarding, and training processes for new providers, ensuring practices are staffed with highly qualified professionals
- Provide learning and development opportunities and mentoring to providers and staff to enhance their clinical acumen, leadership skills, and overall professional growth
- Evaluate the performance of physicians and Advanced Practitioners in compliance with policies and guidelines

## Compensation

The salary range for this position is \$325,000 - \$400,000 with opportunities for bonus. Final determination of salary may vary based on background and experience. Additional compensation may be determined for candidates that exceed specific qualifications and requirements. Comprehensive benefits package, including medical, dental, and vision insurance, Long Term Disability (LTD), and basic life insurance, with a voluntary insurance option, EAP and a retirement plan with employer match. Recruitment incentives include signing bonus, relocation, housing assistance, and forgivable loan.

## Qualifications for this Position

- Doctor of Medicine degree or Osteopathic Medicine degree
- Five years or more experience in a leadership role
- Board certified in Family Medicine or Internal Medicine
- Licensed or eligible for licensure in California
- Advanced degree (MBA, MHA, MPH) and/or Certifications (e.g., Lean, Six Sigma) strongly preferred
- Strong interpersonal and leadership skills; ability to partner with clinicians, leadership, and staff
- Superior clinical skills
- Ability to motivate a team
- Effective project management skills
- Ability to successfully collaborate with diverse individuals and multiple locations
- Strong competency in accounting and finance
- Must possess excellent communication skills to develop strong relationships with patients, including sensitivity to cultural and linguistic differences

## Clinical Component

- Join well-established outpatient-only practices in highly desirable communities, including Petaluma, Larkspur, Mill Valley, Novato, and Sausalito
- Establish a patient panel seeing 18-20 patients per day
- Average 18-20 hours of patient care per week
- Epic electronic health records utilized
- Hospitalist program in place at MarinHealth Medical Center and Sonoma Valley Hospital

If you are interested in additional information regarding this excellent opportunity, please contact:

Sheila Bixler, Consultant, Healthcare Recruitment Link

Email: [Sbixler@healthrecruitlink.com](mailto:Sbixler@healthrecruitlink.com)

O: 314-412-8372