



Chief Medical Officer

Employment status: Regular Full-Time, Salaried, Exempt
Hours per week: Full-Time 40
Reports to: President/CEO
Location: Nashville, TN

Our Mission

Siloam Health's mission is to share the love of Christ by serving those in need through health care. Our patients come from more than 80 countries and speak over 50 languages. Siloam provides a unique, interdisciplinary model of whole-person health care that addresses the physical, social, emotional, and spiritual determinants of health of our patients. Our staff is anchored by a multicultural primary care team that serves alongside roughly 300 volunteer interpreters, doctors, nurses, and other licensed medical specialists each year to provide comprehensive health care to Nashville's most vulnerable.

What We Offer

Siloam Health is committed to caring for staff in the same excellent manner as we care for patients by providing the following benefits to our full-time staff:

- 100% Employer paid medical and dental insurance
- 100% Employer paid life and disability
- Simple IRA with employer match up to 3%
- HSA with up to \$1,300 match by employer or FSA
- Low-cost vision insurance
- 4 weeks of PTO in the first year
- 10 Paid Holidays
- Flexible schedule
- Diverse team and patient population
- Mission leave
- Extended Illness Benefit

What You'll Do

The Chief Medical Officer leads the Siloam Health team towards excellence in Christ-centered, whole-person health care ministry among Nashville's uninsured, underserved, and culturally marginalized. The Chief Medical Officer is responsible for assuring that quality care is provided in all programming areas of the clinic, including:

- Preventative Care
- Ambulatory Care
- Specialty Care
- Referral Program
- Diagnostics
- Pharmacy
- Spiritual Care
- Social Work
- Behavioral Health Care
- Nashville Neighbors

- Refugee Medical Screening
- Community Health Programs

In addition to clinical oversight, the Chief Medical Officer will spend a good portion of their time externally, interfacing with local healthcare systems and speaking for Siloam at relevant events.

Institutional Advancement (40%)

- Prioritize interfacing on a regular basis with the major healthcare systems in our community, including but not limited to Ascension, HCA Healthcare, and Vanderbilt Health
- Create and implement a strategy to provide the organization with adequate referrals for our patients, including building new relationships with healthcare entities and utilizing board members and volunteers in these efforts
- Advocate for the advancement of health equity at Siloam and in the community at large, including the promotion of Siloam's programs that advance equity, such as Community Health Workers
- Serve as the primary medical representative for the organization externally, including community and church speaking opportunities and partner organizations
- When needed assist the Chief Development Officer and President/CEO in major donor prospecting and development

Patient Care (25%)

- Work 2-3 clinic shifts per week as a direct primary caregiver in the medical clinics
- Support the Melrose Clinic Director and Director of Education in precepting students as needed

Clinical Staffing and Development (10%)

- Supervise the Melrose Clinic Director and Director of Education, the Director of Mission Integration, and the Director of Nursing
- Oversee the hiring of new staff practitioners
- Ensure the effective supervision of all clinical staff
- Implement staff development opportunities through department structure and trainings
- Oversee and assist with recruitment and retention of clinical volunteers by Director of Mission Integration
- Ensure appropriate staffing of the clinical programs (utilizing volunteer and staff members)

Quality Assurance and Improvement (10%)

- Serve as clinical staff liaison to the Refugee Medical Screening (RMS) program to ensure the quality and viability of the program
- Provide guidance and oversight for creation and implementation of standard of care protocols
- Lead Siloam in setting and achieving quality and utilization metrics to ensure clinical programs address patient needs and demonstrate financial value
- Oversee the delivery of clinic metrics as determined by the Clinical Services Committee and CEO

- Work with COO and Clinical Operations Manager to ensure critical record keeping and reporting for the legal operation for both the medical clinics (including CLIA and the reporting of STI prevalence, detection, and treatment) and the RMS program

Program Development and Implementation (10%)

- Identify and develop resources to expand and improve our ability to care for patients (laboratory services, pharmacy services, specialists, diagnostic testing, vision services, and nutrition services)
- Serve as primary clinical liaison for grant-funded programs, including responsibility for program outcomes, implementation, and evaluation
- Act as a strategic advisor to the President/CEO and Board regarding programmatic concerns
- Work with the Chief Community Health Officer to integrate clinical and community health programs and to provide medical oversight to those programs when needed

Internal Administration and Board Relations (5%)

- Serve as a member of the Senior Leadership team and model leadership at organizational activities
- Serve as staff lead for Clinical Services Committee including working with the committee chair to set the agenda and objectives for the committee
- Attend monthly executive committee meetings of the board and quarterly board meetings
- Act as primary advisor to board committees that require clinical input

Education and Experience

- A Doctor of Medicine or Doctor of Osteopathic Medicine degree with board certification in a primary care specialty
- Have at least 5 years of experience in a medical practice after completion of residency training
- Have supervisory experience or advanced training in clinical administration
- Have experience working with and treating patients from different cultures and backgrounds

Qualifications

- Passionate about Christian ministry to the underserved and in full agreement with Siloam's mission and core values
- Willingness to serve persons with limited access to healthcare and who are from different cultures and faith beliefs
- Ability to lead a staff dedicated to *sharing the love of Christ by serving those in need through health care*
- Ability to work well in a team setting
- Strong understanding of how to develop a holistic medical program
- Computer literacy and familiarity with MS Office products as well as electronic medical records preferred
- Adherence to OSHA and confidentiality requirements
- Able to perform moderate physical activity

Special Conditions of Employment

- May be required to submit to annual TB screenings
- Required to provide proof of Hepatitis B vaccination (although it may be declined through a declination form or may provide record of vaccination from previous employer)
- Annual CPR Training for current certification

How to Apply

Please visit our website at siloamhealth.org/careers to find the link to apply. While there, browse to learn more about our Christian faith-based primary care clinic, our mission, and our core values.