



Physician Job Description (Family Medicine, Medicine-Pediatrics, Pediatrics)

We are a growing medical practice that uses house calls, telemedicine, and group wellness activities to optimize the health, happiness, and peace of our community. We use a membership based model known as Direct Primary Care and are not contracted with nor limited by health insurance.

We are building a team of problem solvers committed to constant improvement, growth, and excellence. We are intentional about providing culturally responsive care; many of our patients seek us out due to past negative experiences and discrimination in healthcare. We are committed to a culturally responsive and empathetic team culture. We reject burnout culture and toxic work environments and are committed to flexible, sustainable schedules and joyful practice on a team where we are valued, seen, heard, and fairly compensated.

Within our organization, the goal of the Physician is to see patients, document thoroughly and timely during business hours, and help set the vision for the practice. We encourage physicians to develop and commit to pursuits both professionally and personally that are not directly patient-care related.

We are committed to optimal administrative support so physicians can be outstanding physicians with full lives. We have a team to help organize systems, operations, email management, accounting, bookkeeping, marketing and content creation.

EMPLOYMENT JOURNEY:

We envision the following employment journey:

- Trial/ limited employment with primary patient related duties only, which also include practice wide training and staff meetings
- Transitioning to optimal employment (part time or full time) with employee benefits as well as involvement and input in executive management meetings
- The addition of executive management duties (to obtain training in or utilize prior training and expertise in one or two of the following areas: business financial management, marketing, operations, team management and hiring)
- Once successful in the patient care duties and executive management role, transitioning to co-owner/partner

ABOUT YOU:

As someone who constantly aims for excellence, you get a high level of satisfaction from having lasting and meaningful relationships with the patients and staff you interact with. You're often told that you are a great physician and your patients and team love working with you. You are excellent with your written and spoken communication, but you are always looking for ways to improve and are eager to learn more.

You have found yourself becoming increasingly frustrated with traditional insurance-based practice. You may have heard about concierge or direct primary care practices and you are intrigued by the practice model. You want to work in a system where you can see your patients and be supported by a full administrative team.

You want lasting relationships with patients and do not want to be rushed through visits due to outside influences. You find the red-tape, bureaucracy, and "meaningful use" of insurance based practice to be stifling and want to be able to spend time with patients focusing on the things that truly matter to their health. You are tired of the top-down approach of one or two senior physicians making the decisions for the practice and you want to be one of the decision makers! You want to be on a team that respects people with full lives outside of medicine and maybe you even want some support in pursuing things outside of providing medical care.

Our practice is growing and we are establishing new rules for the ways we provide service and the ways we work. If you are someone who is passionate, deliberative, careful, works well in collaboration with a team, and is willing to learn and grow with the company, the opportunities are endless!

If you are looking for a long-term commitment with a company committed to the health of our community and staff, then we want to talk to you!

ABOUT THE POSITION:

1. Excellent patient care - All physicians provide same and next day telephone and telemedicine visits, scheduled wellness visits, and scheduled developmental assessments. The physician team will work together to develop a working schedule that is sustainable for all.
2. Excellent verbal communication skills and relationship building - This position requires a physician who patients love to talk to and who enjoys interacting with patients.
3. Excellent written communication skills - Documentation is thorough and complete. We will provide training on how to improve documentation efficiency and provide tools so that you only have to document what we need for seamless and safe patient care. Classes that we have invested in include the online Charting Champions program.
4. Excellent team collaboration - This position requires working on a collaborative team. We hire the best consultants to help us perform excellently. You will have a significant influence on our team's composition. We are always evaluating what is working and what is not working and we make changes quickly when we need to.
5. Good technology and computer skills - Experience and familiarity with Google Suites (Google Drive, Google Meet, Google Calendar, Google Maps), the company's primary storage and communication platform. Experience with electronic medical records.

PHYSICIAN CORE COMPETENCIES AND FUNCTIONS:

- Clinical care
- Documentation
- Works well independently and has strong operational skills
- Rigorous attention to detail and accuracy
- Learns quickly and has strong critical thinking and problem-solving skills
- Decision-making
- Delegation
- Teamwork
- Highly flexible and adaptive
- Excels at customer service and has strong interpersonal skills
- Strong communication and writing skills

- A demonstrated commitment to social and racial justice issues and understanding of challenges facing immigrant communities, communities of color, and low-and moderate-income families, and an interest in deepening your commitment to economic, racial and gender justice.

OWNER CORE FUNCTIONS:

The goal is for each physician owner to manage 1 or 2 of the key pillars of our business. The physician owners can select a rotating schedule if they decide. Do you have experience in one of these areas? Are you interested in learning more using on-the-job training, online, and in person courses? Flexibility is one of our core commitments.

- Financial - Reviewing high level financial statements and data. The Physician will collaborate with the financial team (accountant, bookkeeper, Business and Operations Manager) to utilize financial data to improve profitability. Assist with the preparation of operational budgets. Work with the administrative and clinical staff to increase the efficiency of our vaccine inventory and ordering system. Review and provide feedback on proposed strategies for the financial well-being of the company. Utilize systems such as the Profit First methodology.
- Marketing, Design, and Content - Work collaboratively with our design and marketing consultants. Review all social media posts prior to posting for tone, grammar, and content. Review all patient and community newsletters. Help with topics and awareness days. Seek out additional marketing opportunities.
- Operations & Systems - work collaboratively with the administrative team to develop systems to help the practice run smoothly.
- Patient experience - work with the clinical team to ensure that patients experience excellent, holistic primary care. Work with the clinical team to ensure school and vaccine compliance. Work with the clinical staff to optimize the patient onboarding journey from lead to patient to lifetime patient.
- Team & Hiring - work to ensure that our team is well-functioning. Work to ensure that team members are benefiting from continuing medical and professional education. Seek expert consultation for dynamic team meeting topics and workshops.

SUCCESSFUL APPLICANTS WILL HAVE THE FOLLOWING EDUCATION AND EXPERIENCE:

- Medical license in DC
- Willing to obtain medical licensure in Maryland and Virginia
- DEA license in DC, Maryland, or Virginia (each physician should hold at least 1 DEA license)
- BC/BE is preferred but is not required as we know standardized tests can be difficult for many especially underrepresented minorities
- Medical license never suspended, revoked, or limited for any reason
- 2 years of experience post-residency
- Completion of residency in Family Medicine, Medicine-Pediatrics combined program, or Pediatrics
- Experience or commitment to fostering a workplace culture that is rooted in equity, diversity, inclusion, and accessibility
- Knowledge of or interest in the following key areas: business financial management, marketing, operations, team management and hiring
- Professional working proficiency with Google Suites for document management and communication (Google Drive, Google Docs, Google Meet, Google Calendar, Google Maps).
- Professional working proficiency in demonstrating cultural competency skills and equitable engagement practices
- Solutions oriented with ability to demonstrate critical thinking and problem solving skills
- Additional systems that would be a plus include: ActiveCampaign, Cerbo electronic medical record, Spruce telecommunication platform
- Motor vehicle record (MVR) with no violations, at-fault accidents, or traffic-related convictions for the last 2 years
- Safe and reliable motor vehicle for house calls

We are growing and would like our entire team to have hybrid work capacity. The Physician will need to be available for an in-person monthly meeting and scheduled virtual meetings but otherwise can develop his/ her own house call and administrative schedule.

This is an affirming and compassionate business and we are looking for someone with the personality to match. Our newly built headquarters is located in Southeast, DC and we are easily accessible by public transportation and have ample safe street parking on a beautiful residential street.

TO APPLY:

To apply, submit your application and supporting materials [here](#). We are committed to finding the right physician(s) for our practice and will take our time with this process. We will review applications on a monthly basis. The first round of applications will be reviewed and notices will be sent by July 26, 2023.