

Professional Competencies

1. A physician with unrestricted licensed to practice in New Hampshire, or able to be licensed in New Hampshire. (Mandatory)
2. Extensive knowledge and experience in working with physicians and other health care professionals (HCPs) with substance use disorder and other health-related conditions that can impact their ability to practice with reasonable skill and safety. (Highly Desirable)
3. Skills in identifying impairment problems, organizing, and conducting interventions, and making appropriate referrals. Ability to train others in these functions.
4. If recovering, at least five (5) years of demonstrated sobriety. (Mandatory)
5. Has a thorough understanding of the 12-step recovery system and how it would apply to this program.
6. Able to work effectively with individuals and groups.
7. Able to communicate effectively with individuals and groups, both in writing and speaking.
8. Skills in counseling and motivating physicians and other HCPs.
9. A willingness to travel around the state, meet with groups and individuals, and respond to emergency situations as required; must be available to work beyond normal business hours as needed.
10. Membership in the American Society of Addiction Medicine. (Highly Desirable)
11. Board Certification in Addiction Medicine or Addiction Psychiatry (Highly Desirable).
12. Medical Review Officer (MRO) Training and Certification. (Highly Desirable)

Clinical Duties

1. Investigates allegations of impairment. Gathers and documents information. Coordinates with NHPHP staff and others involved.
2. When appropriate, plans and conducts interventions with impaired HCPs, using when possible, a team approach.
3. Structures treatment plans for impaired HCPs.
4. Where possible, visits HCPs in treatment. Interfaces with personnel at treatment facilities on particular cases.
5. Participates in the aftercare planning for HCPs coming out of treatment.
6. Maintains regular personal contact with HCPs participating in the NHPHP.

7. When necessary makes appearances to assist HCPs in the program at meetings of the licensing boards, Administrative Prosecutions Unit (APU) lawyers, hospital credentials committees and other authorities and stakeholders. Prepares letter of support to assist HCPs in the program.
8. Refers difficult/non-compliant cases to the licensing board as indicated for action.

#### Administrative Duties

1. The Medical Director shall be employed by the NHPHP to direct the overall program reporting to the licensing board as indicated or to the Director of Health Divisions of the Office of License and Certification (OPLC) or the OPLC Executive Director as needed.
2. Participates in the selection and orientation of HCPs who serve on the NHPHP Board of Directors. Also does this for volunteer helpers with the program.
3. Supervises the program's administrative and clinical staff.
4. Serves on the NHPHP Board of Directors and helps develop meeting content and speaks broadly to NHPHP-related matters and strategic initiatives.
5. Interfaces as necessary with the health care licensing boards, APU lawyers from the NH Attorney Generals Office, and OPLC administrators on matters of mutual interest with a goal of patient protection.
6. Works with NHPHP Director of Operations to develop budget and monitors expenditures of the program. Interfaces with agencies providing financial support for the program.
7. Travels around the state within budgetary constraints and in accordance with the operating policies for NHPHP staff to discuss the program with stakeholder medical audiences at hospitals, county, state, and state specialty society meetings, medical alliance meetings and other gatherings.
8. Prepares articles and identifies appropriate content for NHPHP publication and for posting on NHPHP website and other stakeholder publications.
9. Coordinates program activities with local Therapeutic Monitoring Groups around the state. Assists in their development.
10. Develops and maintains relationships with members of the local and state professional associations. Assists in their active involvement in this program.
11. Assists and coordinates in the development of pertinent educational seminars, including video and other media relating to impairment issues.
12. Establishes and maintains contacts with professional colleagues in other states in similar positions. Where appropriate, participates in local, regional, and national meetings on HCP impairment.
13. Serves as a consultant to the medical professional associations governmental affairs departments on legislative matters. Where appropriate, testifies at legislative hearings.
14. Time Commitment - This is a 30 hour/week position.