

Medical Director

Physician Health Services, Inc. (PHS), is a nonprofit corporation that was founded by the Massachusetts Medical Society to address issues of physician health. PHS is a confidential resource for physicians and medical students who may benefit from help addressing stress, burnout, work-life balance issues, and a variety of physical and behavioral health concerns that sometimes arise in today's hectic health care environment. These include substance use difficulties, cognitive issues, psychiatric problems, the stress of medicolegal situations, and interpersonal challenges at work or at home. PHS provides resources to those who seek our services, and is designed to provide assessments and also monitor those in need for the recovery of substance use disorders, behavioral health concerns, occupational problems, or mental or physical illness.

The **Medical Director**, under the direction of the Physician Health Services (PHS) Board of Directors (BOD) and Executive Director, provides clinical leadership and direction for the clinical, consulting, assessment and monitoring aspects of this nonprofit corporation dedicated to improving the health, well-being, and effectiveness of physicians and medical students while promoting patient safety. The Medical Director provides confidential consultation and support to physicians and medical students facing a wide range of health issues such as substance use disorders; mental, behavioral and emotional concerns; professional behavior; and, physical and/or neurocognitive illness. The Medical Director oversees the PHS assessment process. With the Executive Director, oversees the monitoring program and collaborates with the Executive Director to ensure that the ongoing quality of the program and its services conform to or exceed recognized standards. Collaborates with staff to establish program practices and procedures as appropriate to ensure effective outreach, intervention, monitoring and support of physicians and their medical leaders. Provides expert clinical input when needed to guide client management within program scope and goals. Identifies emerging issues related to physician health and well-being and collaborates with PHS staff to develop appropriate responses. Provides input to the Board of Registration in Medicine in matters concerning the health of physicians.

Responsibilities:

1. Under direction of the PHS Executive Director, and in accordance with PHS bylaws, supports the mission, goals, and objectives for the Physician Health Services program. Conducts initial intake sessions with clients and oversees the client assessment process. Collaborates with Associate Directors, Clinical Coordinators, General Counsel, and Executive Director to make recommendations regarding program referral and treatment options and ongoing program management for clients. Assists as necessary in identifying, referring and monitoring the recovery of physicians.
2. Creates and revises comprehensive program protocols to ensure the proper intake, assessment, monitoring and compliance of clients. With client consent, communicates program status with relevant external parties, such as the referring medical leader or the Board of Registration in Medicine.
3. Provides leadership in the areas of outreach, education, and collaboration with medical leaders.
4. Promotes risk management practices that support the safety of physicians with health-related issues that may affect their ability to practice with reasonable skill and safety.

5. Functions as the final arbiter in case disposition.
6. Directs and supervises designated professional staff, formulating staff goals and completing periodic reviews, providing timely feedback, completing performance evaluations, and ensures that appropriate supervision and training in program modalities are provided.
7. Researches and develops new and/or alternate evaluation, treatment resources and service delivery models for clients, and PHS response to emerging issues related to physician health and well-being, within the scope of PHS mission and operations.
8. With the Executive Director, serves as advocate and spokesperson for the program with local and national organizations including hospitals, hospital associations, physician practices, healthcare associations, insurance companies, the Federation of State Medical Boards, the American Medical Association, the MMS, and other groups as appropriate. Educates such groups to the unique needs of physicians with health-related issues.
9. Collaborates in maintaining ongoing relationships with a variety of local and national recovery communities and organizations including the Federation of State Physician Health Programs, American Society of Addiction Medicine, and the International Doctors in Alcoholics Anonymous.
10. Contributes to and/or writes articles for PHS and related healthcare publications such as Vital Signs, the Society's member newsletter.
11. Performs other duties as required by PHS bylaws or assigned by Executive Director.

Qualifications:

Experience and Education:

- An M.D./D.O. degree required;
- Active and unrestricted license to practice medicine in Massachusetts or eligibility for unrestricted license required.
- Board Certification in psychiatry is strongly recommended. Candidates with Internal Med, Family Med or other specialties with relevant experience are encouraged to apply.
- Eligible for certification or certified in Addiction Psychiatry, Addiction Medicine, or Forensic Psychiatry, or, extensive experience working in a physician health program, is strongly preferred. Relevant experience will also be considered.
- 10+ years of related experience in the diagnosis and treatment of substance use disorder strongly preferred.
- Demonstrated leadership and supervisory experience in the effective management of programs providing intervention and treatment for substance abuse, behavioral health and/or mental health of professionals is required.
- Experience working with physicians in hospital, clinic and outpatient settings, and in treating diagnostically complex patients for various psychiatric, substance use, physical, professional and behavioral issues is also necessary.

Knowledge, Skills, and Abilities:

- Skill in the application of appropriate assessment and clinical protocols including monitoring plans for physicians and medical students with a variety of potentially impairing and complex conditions.

- Demonstrated collaboration abilities with administrators and medical leaders in the provision of physician health encouraged.
- Experience participating in a multidisciplinary team in assessments and formulations to determine level of care.
- Aptitude for and/or experience with collaborating with a leadership team and a flat organizational structure important.
- Excellent oral and written communication skills necessary.
- Ability to interact effectively and professionally with persons of diverse cultural, socioeconomic, educational, racial, ethnic, gender identity and professional backgrounds.
- Adaptability and sense of humor helpful.

Benefits:

Our generous benefits offerings include: 3 weeks of paid vacation, 6 personal days, 12 sick days, 12 paid holidays, medical and dental plans, 401(k) plans with company match, an onsite back-up childcare center, tuition assistance and more!

The MMS has earned praise as one of the **Top Places to Work in Massachusetts** by *The Boston Globe* for the past 8 years in a row! The Globe surveys employees regarding their opinions about company leadership, benefits, ethics, values and culture, and recognizes those companies who receive high marks from their employees.

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Massachusetts Medical Society is an Equal Opportunity Employer: Min/Fem/Vet/Disabled