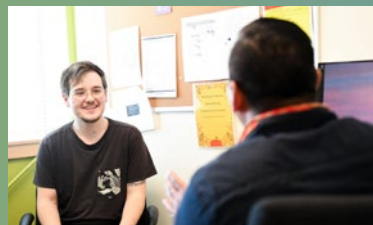




MEDICAL DIRECTOR

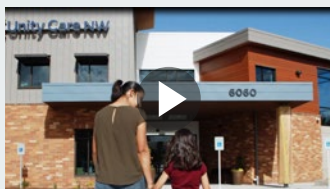
Unity Care NW (UCNW) is seeking a mission-centered, collaborative and strategic Medical Director to lead the Medical Program and ensure provision of high-quality medical care across the organization. This role will also spend a portion of their time providing direct patient care.



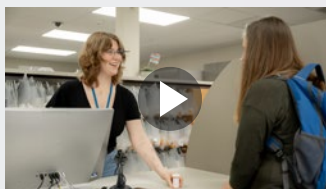


WHO WE ARE

Established in 1982, Unity Care NW is a private, non-profit, Federally Qualified Health Center (FQHC) dedicated to serving Whatcom County, Washington. With clinics located in Bellingham & Ferndale, we offer comprehensive primary medical, behavioral health, dental, and pharmacy services. Employing over 300 caring and compassionate employees, our vision is that everyone has the opportunity to live their healthiest life. To learn more about our organization and the services we provide, please visit us at unitycarenw.org



UNITY CARE NW
Health Care for Everyone



**BELLINGHAM
CAMPUS TOUR**



THE WAY STATION
Health and Hygiene Center



WHAT WE VALUE

Respect

Integrity

Accountability

Collaboration

Innovation

With a rich history of being shaped by the community we serve, UCNW values cross-organizational collaboration and innovation. UCNW staff strive to demonstrate our values in the workplace with one another, and in all aspects of patient care. Our team of highly talented, mission-oriented individuals is deeply committed to serving with compassion and excellence.



JOB SUMMARY

The primary responsibilities & duties include:

1. Providing overall leadership and direction to the Medical Program in partnership with the Associate Medical Director(s) and Medical Operations Manager.
2. Leading, supervising, and managing UCNW's Medical Providers.
3. Providing input to and assuring achievement of the annual quality measures for the department in collaboration with the QI Manager and the Medical Leadership team.
4. Providing strategic leadership and direction to the organization as an active, contributing participant in senior-level planning and management as part of the Senior Leadership Team.
5. Providing professional medical services to patients in conformity with clinical guidelines and protocols, the code of ethics of the American Medical Association, and state and federal laws.



IDEAL CANDIDATE

UCNW is seeking a leader who can build on our strong foundation of clinical excellence and community trust. In addition to the qualifications below, the ideal candidate would embody:

- **Mission-Driven Leadership:** A deep, personal commitment to the community health model and the community we serve.
- **Empathetic Excellence:** Someone who leads with heart, values our staff's expertise, and fosters a culture of belonging.
- **Commitment to Clinical Quality and Operational Excellence:** Someone who uses data to improve patient outcomes and provider performance and partners closely with operations and quality to improve workflows, patient access, provider productivity, and the overall patient experience.



QUALIFICATIONS

MINIMUM QUALIFICATIONS

- Active Physician license in Washington State or eligible to receive one per the requirements at [Physician and Surgeon | Washington Medical Commission](#)
- In good standing with the Washington State Department of Health's Department of Health Systems Quality Assurance or with comparable quality assurance departments if licensed in other states
- Board certified in Family Medicine
- Active DEA registration with no restrictions for Schedules 2, 2N, 3, 3N, 4 and 5
- 5 or more years' experience as a Physician
- Prior experience with team-based care models, management of medical operations, and developing and implementing quality improvement programs, preferably in an ambulatory clinic setting.
- Ability to travel for training, collaboration with other organizations & agencies, and oversight of satellite locations, and to other areas of community as necessary

PREFERRED QUALIFICATIONS

- Prior experience supervising & mentoring other medical providers
- Experience in a community health center setting working with underserved populations
- Candidates who meet the requirements who have applicable experience or similar qualifications are encouraged to apply!



WHAT WE OFFER

COMPENSATION

- Salary, exempt
- The standard wage range for this role is \$260,457-\$325,561 per year
- Opportunity for progression, based on performance, to earn up to \$390,665 per year
- Sign-On/Relocation Bonus (subject to payback clause)

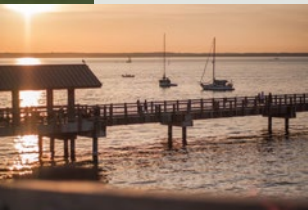
BENEFITS

Unity Care NW offers a comprehensive benefits package that includes:

- Medical, dental, & vision insurance
- 401(k) retirement plan with employer match after 1 year of eligibility
- 6 paid holidays
- Generous paid time off of 160 hours accrued in Year 1 and gradually increasing to 248 hours per year over 10 years
- Other paid leaves for Bereavement, Jury Duty, Bone Marrow/Organ Donation

- Life/AD&D insurance
- Variety of optional insurances including Supplementary Life/AD&D, Short Term and Long-Term Disability, Critical Illness, Accident, and Travel as well as Identity Theft Protection
- Flexible Spending Account
- Health Savings Account
- Employee Assistance Program
- Alternative transportation incentives
- Healthy Living reimbursement
- Unique programs including Medical Hardship Payroll Loans, Employee Referral Bonus, and Will preparation services
- Malpractice insurance through the Federal Torts Claims Act with tail coverage
- Continuing Education (days & funds)
- Reimbursement of state license, DEA registration & board certification renewal fees
- Sabbatical Leave accrual

WHERE WE LIVE



Our community is consistently rated as one of the most desirable in the USA! Nestled on Bellingham Bay at the foot of the Cascade Mountains just a short distance from Seattle, Vancouver BC, and the San Juan Islands, Bellingham is home to over 97,000 people, and surrounded by several charming small towns. Whatcom County, the UCNW service area, has a population of 236,000 people.

The area features strong K-12 public schools and Western Washington University, which adds a distinct collegiate character to the city. Local institutions like Whatcom Community College, Bellingham Technical College, and Northwest Indian College provide valuable allied health training programs.

To learn more about Bellingham and Whatcom County, visit: bellingsham.org.

Visit [this website](#) for more information about the housing market in Bellingham.





TO APPLY

Does this position interest you? Please click on the [link](#) to go to the website and apply. In addition to completing the application, please submit your resume and cover letter (2 pages or less) addressing the following:

1. Why are you interested in Unity Care NW and our mission?
2. Summarize your clinical and leadership experience that makes you a good fit for this role.
3. Describe a clinical or operational initiative you led that improved quality, patient outcomes, provider engagement, or organizational performance. What was your role and what were the results?
4. If you live out of the area, please describe your interest in relocating.