

Care Synergy Medical Group has an immediate opening for a full-time Medical Director.

LOCATION: The Denver Hospice, Denver, CO

STATUS: Full-time, 40 hours

SCHEDULE: Monday-Friday, 8-5

PAY RANGE: \$235,000 - 275,000 plus annual bonus, up to 30%, and on-call pay

SUPPLEMENTAL PAY: Based on position, schedule and/or availability: Paid Mileage/Shift  
Diffs/Stipends

MILEAGE AND EXPENSE REIMBURSEMENT: Sixty-two and a half cents per mile – one of the highest  
in the industry!

CULTURE, BENEFITS AND PERKS:

We value engagement, community, and outreach initiatives and know it matters for our team members and our patients. We provide welcoming and supportive care to our patients and a work environment where all team members feel respected and valued.

We support a culture of work-life balance and provide team members with two, free, confidential and robust benefit programs designed to provide solutions to the logistical and financial problems that arise in life.

Low healthcare premiums: we have not increased our team member medical rates 4 out of the last 5 years

Employer pays over 90% of employee medical premium in some plans

Health Savings Account (HSA) with significant Employer Funding: Single \$1,000, Family \$2,000

Healthcare Benefits are effective on the 1st of the month following date of hire

Extensive Paid Time Off (PTO/Vacation Pay/Sick Leave): 18 days in the first year for FT team members

Seven Paid Holidays with an additional Floating Holiday

403(b) Retirement Plan with Employer Match: 50% match up to 8% of total compensation

Company-Paid Life and AD&D Insurance

Career & Logo wear

Education Reimbursement Program

Clinical Career Ladders

Certification Pay

Generous Discover-a-Star Team Member Referral Program

Team Member Service Awards

Early Wage Access

Legal and Identity Protection

Robust Leadership Development Training Programs

REWARDING WORK YOU WILL DO

The Medical Director supervises all employed, volunteer, and contracted physicians ("Staff Physicians") and provides medical direction, leadership, and guidance to ensure the provision of high-quality, cost-effective care. Additionally, provides physician services within the spectrum of hospice, including pediatric hospice, and palliative care. The Physician guides directs and is a care consultant to the Outpatient, Inpatient, Pediatric, and Palliative departments' staff, the patient's attending physician, and other providers to ensure standards, quality, and excellence of care are provided. Fosters and maintains external relationships between the hospice & palliative care programs and other professionals and organizations engaged in health care services.

Provides assistance in planning, developing, and implementing hospice, palliative care, wellness and/or home health programs. Enhances hospice and palliative care services to physician community, the public, healthcare facilities, and other applicable organizations in the community.

Provides physician services consistent with hospice and palliative care philosophy. Consults with attending physicians and palliative care/hospice staff as requested to address goals of care, pain and symptom management of patient.

Collaborates with the Director of Clinical Services in establishing clinical protocols and processes that meet all regulatory and compliance standards.

Performs timely review and oversight of patient care by the medical staff and assures documentation is accurate and complete for billing purposes.

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Attends Inter-Disciplinary Group (IDG) patient care meetings.

Responsible for the medical component of the hospice's patient care program. If the attending physician is unavailable, is responsible for meeting the medical needs of the hospice patient.

Collaborates with the Development department to secure support for hospice/palliative care services.

Leads monthly and periodic medical staff team meetings for the operational and administrative functions of hospice and palliative care services.

Ensures clinical protocols, utilization review, case management, quality assurance, and compliance programs are implemented according to hospice and palliative care policies.

Minimum Education: Medical degree with board certification in family medicine, internal medicine, emergency care or physical and rehabilitation medicine

Minimum Experience: Five years' experience as a practicing physician in hospice, internal medicine, family practice, pediatrics, oncology or related field.

Required License: Doctor of Medicine or Osteopathy in the state of Colorado. Valid Colorado state driver's license and proof of insurance.

Ability to lift a minimum of 35 lbs.

## Employer Logo

### About Care Synergy

Care Synergy is a network of not for profit community-based hospice, home health, and palliative care organizations serving Colorado's Front Range. Care Synergy exists to support, sustain and expand the mission of our individual Affiliate organizations.