



MEDICAL DIRECTOR / THE DENVER HOSPICE

Lead with Purpose. Serve with Compassion. Become the Next Medical Director at The Denver Hospice.

The Denver Hospice, a recognized leader in end-of-life care throughout Colorado, is seeking a visionary and compassionate **Medical Director** to guide our interdisciplinary teams and uphold the highest standards of hospice and palliative medicine. This is a unique opportunity to lead clinical excellence, support patients and families during their most meaningful moments, and shape the future of community-based end-of-life care in one of the most respected nonprofit organizations in the region.

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.

WHAT WE ARE GOING TO LOVE ABOUT YOU:

- 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.

TO APPLY: <https://thedenverhospice.org/join-our-team/>

FOR QUESTIONS, CONTACT: Suzette Mack, Talent Acquisition Manager,
smack@caresynergynetwork.org, call/text @ (303) 641-9598.

Care Synergy, a nonprofit network of community-based hospice and palliative care organizations serving Colorado's Front Range and the Region's largest Home Health, Hospice, and Palliative Care Network. Care Synergy provides mission support services to better equip our affiliates to operate as a distinct and independent organization while working together to share best practices and serve more Coloradans along the Front Range.

The Organization does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender, gender identity, pregnancy, national origin, age, disability, creed, ancestry, genetic information, marital status, sexual orientation/identity, transgender status, military or veteran status, or any other characteristic protected by federal, state, or local law. This prohibition includes unlawful harassment based on any of these protected classifications.