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POSITION DESCRIPTION

FOR THE POSITION OF CHIEF MEDICAL OFFICER



January 2021

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POSITION DESCRIPTION

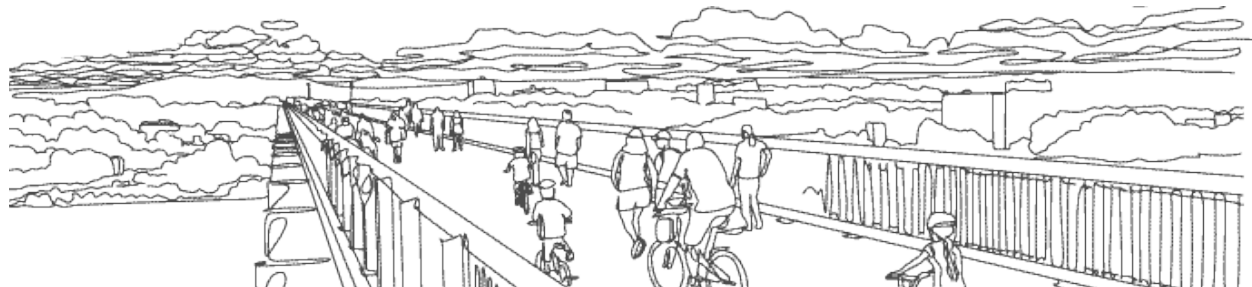
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|---------------------|-------------------------|
| POSITION | Chief Medical Officer |
| ORGANIZATION | Sun River Health |
| REPORTS TO | Chief Executive Officer |
| LOCATION | Tarrytown, NY |
| WEBSITE | sunriver.org |

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COMPANY OVERVIEW

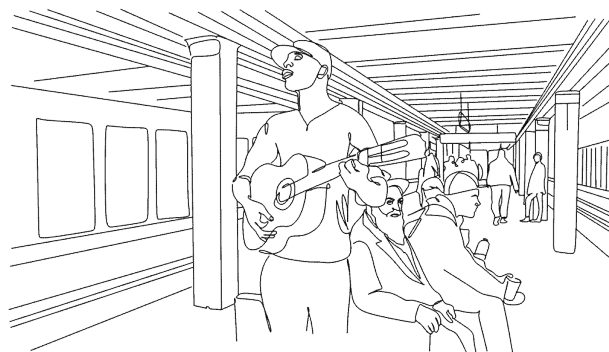
Sun River Health is one of the larger community health center systems in the United States comprised of 43 Federally Qualified Health Centers (FQHCs) providing medical, dental, and behavioral health care to over 245,000 patients annually. With a dedicated staff of 2,000 doctors, nurses, and health care professionals, Sun River Health prides itself on delivering high-quality, affordable care to those who need it most. Initially under the name Hudson River Health Care, Sun River Health started in 1975 when four African American mothers spearheaded efforts to open the first health center in Peekskill, N.Y. and deliver accessible, high-quality, affordable services to patients in need – no matter their race, religion, income, or insurance status. Today, after 45 years of service, Sun River Health is still delivering on that promise to communities across the Hudson Valley, New York City, and Long Island.



In October 2020, Hudson River Health Care and Brightpoint Health rebranded under the name Sun River Health. The new brand expresses the merger of these two organizations, which occurred in late 2018, as one combined healthcare organization better positioned to meet the needs of the underserved across the region. Since 1975 and 1990 respectively, Hudson River Health Care and Brightpoint Health have driven dramatic improvements in the health of the individuals and families they serve. Along with their subsidiary organizations Community Health Action of Staten Island and Caribbean Women’s Health Association, these two Federally Qualified Health Centers united to form one organization, providing comprehensive health care and social support services to the most vulnerable in their community.

Sun River Health’s history of leadership in quality health care includes NCQA PCMH Level 3 status since 2009, and partnership with Planetree International since 1998. Among multiple awards, Sun River Health was recognized by NCQA as a Quality Honoree at its 25th Anniversary Celebration and received the HIMSS Davies Award in 2012. The organization has enjoyed exceptional continuity of leadership, with the nationally prominent CEO serving in that position since 1977.

Sun River Health welcomes everyone in need of health care, regardless of insurance status or ability to pay. Services provided across their 43 care sites include primary care and family medicine, pediatric care, women's health and OB-GYN, behavioral and mental health services, dental, podiatry, substance abuse treatment, adult day health care, optometry, HIV care and prevention, nutrition services, and urgent care.



Complete Care

With a holistic approach to supporting patients, Sun River Health also provides care management to ensure patients receive the total care they need. Sun River Health's professional care managers help make appointments, answer questions about care, and connect patients with other services outside Sun River Health centers. This coordinated care assures that all medical decisions are made with full awareness of previous treatments and medications to avoid repetition of ineffective treatments, to identify potentially harmful medication interactions, and to ensure patients receive the right care at the right time.

Partners in Care

Sun River Health shares partnerships throughout the region to ensure care is coordinated with other providers. . Partnerships help us ensure our patients have access to other clinical services and resources to address the social and economic determinants of health, examples include: homeless shelters, food pantries, specialty behavioral health providers, care management agencies, domestic violence advocates and shelters, school districts, churches, cultural groups and fraternal organizations, youth groups, thrift stores, legal aid societies, GED programs, peer advocacy agencies, day shelters, after school programs, managed care organizations, hospital community service divisions, local governments, and many many more throughout our service area.

Partners for The Future

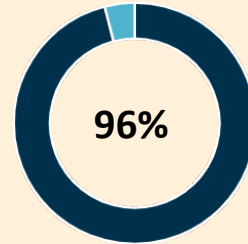
Sun River Health partners with hospitals to improve the overall health and health care experience of patients by strengthening transitions of care, lowering re-admission rates, providing diagnostic services, and more. Sun River Health builds strong and innovative partnerships with hospitals and medical centers to meet the unique needs of its communities. Included in this network is Catskill Regional Medical Center, Columbia Memorial Hospital, Eastern Long Island Hospital, Good Samaritan Hospital, NYP Hudson Valley Hospital, MidHudson Regional Hospital, Nassau University Medical Center, Northwell Health, Nyack Hospital, Stonybrook University Medical Center, Catholic Health Services, Long Island Community Hospital, Health and Hospitals Corporation, NYU, Maimonides, Bronx Lebanon, Montefiore, and others .

Quick Facts

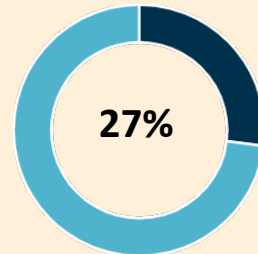
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|--------------------------|---|
| LOCATION | Peekskill, NY |
| SERVICE AREA TYPE | Urban,Rural |
| SERVICE SITES | 43 |
| TOTAL PATIENTS | 245 |
| PROGRAM TYPE | Community Health Center or Look-a-like, Migrant Health Center, Homeless, Public Housing |



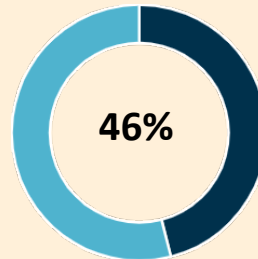
% OF PATIENTS AT OR BELOW 200% OF FPL



% OF UNINSURED PATIENTS



% OF MEDICAID PATIENTS (INC. CHIP)



SOURCE: UDS 2019



ROLE SUMMARY

As a member of the senior leadership team, the Chief Medical Officer (CMO) is directly accountable to the Chief Executive Officer. Reporting to the CMO are three Regional Medical Directors with teams comprised of multiple Site Medical Directors, the Medical Director of Infectious Disease, the Medical Director of Psychiatry, the Medical Director of MAT Services, the Medical Director of Pediatrics, Medical Director of Adult Medicine, and the Medical Director of Women's Health.

The CMO is responsible for providing clinical leadership, fostering superior quality patient care, developing clinical strategic goals and directions, and contributing to the recruitment and retention of the medical staff at Sun River Health.. The CMO will work cooperatively and effectively with the CEO and other key Senior Leaders utilizing a balanced and collaborative approach to include the perspective of all disciplines involved in the center's health services. In close concert with senior leaders, the CMO will provide leadership and oversight around key strategic initiatives within the organization; deliver effective and efficient patient care during required clinical time in compliance with established clinical protocols; and act as a role model for all clinicians within Sun River Health.

Additionally, the CMO will maintain the highest quality professional staff through responsibility in partnership with the Chief Population Health Officer for the organization's Quality Improvement/Quality Assurance activities and will be accountable for maintaining accreditation with nationally recognized accrediting bodies. The CMO will also oversee an experienced staff of regional and site physician leaders, as well as quality improvement and risk management experts. The CMO will work closely with administrative and financial leaders and will participate in State and National clinical leadership activities. For reference, past clinical leaders at Sun River Health have chaired national committees participated and led national and state learning collaboratives and represented Sun River Health in clinical activities.

Primary Responsibilities

Provider Relationships and Monitoring

- ▲ Direct responsibility for clinicians at Sun River Health, including orientation, development, clinical supervision, evaluation, and quality oversight.
 - In collaboration with the Deputy Executive Officer/Chief Financial Officer (DEO/CFO) and Chief Operations Officer (COO), identifies key physician positions needed to provide clinical care, supports the recruitment process, and is accountable for meeting recruitment targets.
 - Foster and support internal and external relationships with appropriate specialists, sub-specialists, and related services.
 - Participate in the development of Sun River Health's annual budget and financial plan with responsibility for the development and implementation of provider retention plans, including, with consultation from the CEO and DEO & CFO, the development of provider compensation plans that reflect the strategic aims of Sun River Health.
 - Participates in organizational strategic planning as it relates to provider network development and new market expansion.

Clinical Leadership, Quality, and Modeling

- ▲ Provide direct patient care to patients in his/her panel.
 - Assessment, diagnosis, and treatment.
 - Maintains current medical licenses and certifications necessary to perform patient care.
- ▲ Serve as the chief clinical contact for internal partners to build, develop, and maintain essential partnerships.
 - Actively review evidence-based practice standards and health care advances and build, develop, and maintain essential partnerships.
- ▲ Involvement in initiatives and concerns involving patient safety, quality, infection control, risk management, patient education and patient service.
- ▲ Participates in resolving patient complaints and reviewing patient satisfaction surveys.
- ▲ Promotes a culture of collaboration amongst providers and clinical teams and assures high provider engagement and satisfaction through regular monitoring.
- ▲ Oversee robust peer review ensuring quality, safety, service, and behavioral issues on the part of the provider staff are addressed fairly and in a timely fashion.
- ▲ Collaborate with Sun River Health Compliance Director regarding provider issues that involve regulatory compliance.
- ▲ Oversee the process of provider on-boarding and orientation with Human Resources, the COO, and Clinical Directors.

- ▲ Develop, modify, prepare, and complete annual performance appraisals.
 - Fully manage and direct provider performance, including productivity programs and incentives
- ▲ Plays a leadership role in understanding, communicating, achieving, and maintaining quality standards (, Patient Centered Medical Home).
- ▲ Responsible for the overall quality of care provided at all Sun River Health sites.
 - Oversee QI/QA assessments by physicians or other licensed health care professionals (such as nurse practitioners, registered nurses, or other qualified individuals).
 - Ensure the implementation of QI/QA operating procedures and update, as needed.
 - Ensure that QI/QA assessments are conducted and monitor all QI/QA outcomes.
 - Develop and implement quality dashboards that are aligned with Sun River Health’s strategic aims and all performance metrics required by government entities and contracts.
 - Oversee, in collaboration with other senior leaders quality improvement initiatives to address specific issues.
 - Oversee and resolve patient grievances regarding quality of clinical care
 - Oversee the implementation of an organization wide, quality Virtual HealthCare program, along with the VHC Clinical Leader, the COO and CFO.
- ▲ In collaboration with the DEO & CFO, provide clinical input into payer contract negotiations when value-based payment (VBP) and Alternative Payment Methodologies (APMs) are in discussion.
 - Support VBP and APM contracts through ensuring that required performance targets are met.
- ▲ In collaboration with the COO, ensure that clinic staffing models support team-based care, Sun River Health’s strategic aims, VBP and APM models and promote quality processes and outcomes.
- ▲ Work with care management leadership in the organization to ensure appropriate patients are identified for services.
- ▲ With the COO, ensure the efficient and effective function of clinical operations in the health center.
 - Ensure alignment between clinical program goals and operational goals.
 - Activities include, but are not limited to, patient scheduling, staffing patterns, space management, and technical support.

Senior Executive Responsibilities

- ▲ Participate as a member of executive leadership and councils
- ▲ Works with Sun River Health Board of Directors on matters related to clinical and quality performance; leads the clinical quality committee of the board and chair the clinical quality council within the organization
- ▲ Make recommendations to the CEO for provider discipline, compliance issues, suspension, and termination in accordance with Sun River Health Human Resources policies.

External Involvement

- ▲ Develops and maintains strategic and operational relationships at the national, state and local level that will benefit the organization and support its mission.
- ▲ When appropriate, functions as the spokesperson for the organization, , community organizations, and government policy bodies.

Reporting To

The CMO will be reporting directly into Sun River Health CEO, **Anne Kauffman Nolon, MPH**, who has provided vision and leadership to Sun River Health as Chief Executive Officer for over 40 years. She is responsible for guiding the growth and development of one of the largest community health center systems in New York State from a single primary care site in Peekskill to a delivery system of over 40 directly operated Federally Qualified Health Centers (FQHCs) throughout the Hudson Valley, New York City, and Long Island. Additionally, Sun River Health operates health centers through sub-recipient agreements (including health centers serving the developmentally disabled), mobile health centers, and a regional migrant voucher program serving an 11-county agricultural region in southeastern New York State. With the guidance of the Board of Directors, Mrs. Nolon has implemented broad goals that have culminated in a staff of over 2,000 serving more than 245,000 patients throughout the organization. Under her leadership, Sun River Health is Joint Commission Accredited and recognized by the National Committee on Quality Assurance (NCQA) as an Advanced Patient Centered Medical Home. In 2018, she led Hudson River Health Care through a successful merge with Brightpoint Health, a network of FQHCs in all five boroughs of New York City, resulting in the combined organization now known as Sun River Health.



About The Location

The Hudson Valley extends 150 miles above the tip of Manhattan and is a New York State region that stretches along the Hudson River from Westchester County to Albany, the state capital. Its 10-county region includes Albany, Columbia, Dutchess, Greene, Orange, Putnam, Rensselaer, Rockland, Ulster, and Westchester Counties.

The Hudson Valley is a National Heritage Area that has inspired painters, poets, essayists, and novelists for centuries. It is home to the Forever Wild Catskill Park and the oldest continuous settlement in the nation. There you can find exciting festivals and events, from the mad-capped wonders of the New York Renaissance Faire, to the annual Garlic Festival, and the Great Jack O'Lantern Blaze. It is a region as diverse, as wild, as sophisticated, and as welcoming as any around the globe. In fact, National Geographic Traveler named the Hudson Valley one of the top 20 must-see destinations in the world.



For 150 miles, this pristine New York State destination offers leafy drives, wineries, orchards, farm-to-table options and farmer's market scene for foodies, and a break from the stresses of city life. Home to The Culinary Institute of America, where soon-to-be chefs learn their skills, the Hudson Valley's verdant richness lends itself to inspired cooking and dining. It's also known for sustainable-food champion Stone Barns Center for Food and Agriculture, Storm King Art Center sculpture park and Dia: Beacon, a museum in a former factory, which showcases large-scale work by major 20th- and 21st-century artists.

Peekskill is a small and charming city on in the Hudson River Valley, just 50 miles north of NYC. Over the past couple years, more and more daytrippers from the five buroughs are making the short trek to Peekskill, thanks to its beautiful waterfront, easy access to trails, and cute, walkable town. An urban enclave of about 24,000 in suburban northwest Westchester County, Peekskill is being discovered by young professional couples and families from New York City and lower Westchester. Drawn by relative housing bargains, a reasonable commute and a mix of city and country living, they are adding to the diversity of this largely blue-collar city, where the population is 37 percent Hispanic.



Peekskill covers 4.37 square miles in a rough semicircle — its steep hills create an amphitheater for views of the Hudson and the surrounding green hills. Most houses are older — sprawling Victorians, bulky multi-families, and small ranches on cozy urban lots. The downtown historic district features late-19th- and early 20th-century brick commercial buildings and public art adds color and whimsy both downtown and along the Riverfront Green Park.



CANDIDATE PROFILE

| Industry Specific Experience | Must Have | Nice to Have |
|--|-----------|--------------|
| Knowledge of professional medical practice. | ▼ | |
| Knowledge of organizational policies, regulations, and procedures necessary to administer patient care. | ▼ | |
| Through his/her own clinical practice, demonstrates excellence in team-based care and is a role-model within the organization. | ▼ | |
| Encourages the use of data and metrics when making clinical and leadership decisions. | ▼ | |
| Skill in establishing and maintaining effective working relationships with patients, medical staff, and all clinic staff. | ▼ | |
| A minimum of five years practicing medicine in his/her discipline. | ▼ | |
| Experience with community healthcare operations and familiarity with Federally Qualified Health Care organizations. | | ▼ |
| Experience working with populations who are socio-economically challenged, low-income, and/or multi-ethnic. | ▼ | |
| Experience with budgeting, health center finance in relation to ACOs and value-based contracting, and health care policy. | | ▼ |

| Leadership Skills | Must Have | Nice to Have |
|--|-----------|--------------|
| Skilled in supporting, motivating, and sustaining a team-oriented culture – fosters teamwork and collaboration by involving the necessary staff when appropriate. | ▼ | |
| Understanding of change management and the ability to lead others throughout the organization through the process of change. | ▼ | |
| Builds leaders through the ability of holding others accountable for their work – models through his/her own willingness to be held accountable to leadership and peers. | ▼ | |
| Creates an environment of transparency – models the ability to give and accept feedback in a constructive, non-threatening manner. | ▼ | |
| Demonstrated ability in using sound judgment, tact, and diplomacy. | ▼ | |
| Ability to evaluate and effectively address highly complex issues and problems. | ▼ | |
| Ability to delegate work, set expectations, and monitor execution of those expectations. | ▼ | |
| Ability to communicate clearly both orally and in written form. | ▼ | |
| Demonstrated track record of successful collaboration. | ▼ | |
| Commitment To Addressing Health Disparities Establishes partnerships to address social determinants of health and a network of providers to that understand the racial inequities and how they impact health disparities. Clinical initiatives should be developed through an equity lens. | ▼ | |



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|---|---|
| Track record of developing diverse teams that mirror the communities served and are culturally competent. | ▼ |
| Track record of public speaking and advocacy locally, regionally and nationally. | ▼ |

| Personal Characteristics | Must Have | Nice to Have |
|---|-----------|--------------|
| Results-Driven Sets high goals for personal and group accomplishment; works to meet or exceed those goals; measures progress and derives satisfaction from goal achievement and continuous improvement | ▼ | |
| Action Oriented Seeks innovative ways to improve results by transforming organizational culture, systems, or products/services; adapts strategically to emerging market demands, technology, and internal initiatives. | ▼ | |
| Comfortable with ambiguity and change. | ▼ | |
| Demonstrated strategic business orientation, with an understanding of the future direction of healthcare delivery and reimbursement; the ability to motivate and engage others in a common vision in response to such changes. | ▼ | |
| A systems-oriented thinker with the ability to analyze complex relationships and situations, think outside the box, take action, and promote entrepreneurial and innovative approaches to optimize care delivery across the market. | ▼ | |
| A history of seeking out and developing collaborative relationships with internal and external constituencies in order to accomplish a common goal. | ▼ | |

| Education/Accreditation | Must Have | Nice to Have |
|--|-----------|--------------|
| Graduate of accredited medical school required. | ▼ | |
| Advance degrees such as MPH, MBA, MPA. | | ▼ |
| Board certified or board eligible in appropriate discipline. | ▼ | |
| Current or ability to obtain licensure in the State of New York. | ▼ | |
| Eligible for Hospital Privileges. | ▼ | |
| Experience in director level management or appropriate educational training in management. | ▼ | |

SEARCH TEAM



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