



Cornell Scott
Hill Health
Center

Cornell Scott-Hill Health Corporation
Medical Director, South Central Rehab Center

New Haven, CT

Position Specification

April 2017

The Opportunity

As the Medical Director of the South Central Rehabilitation Center (SCRC) within Cornell Scott-Hill Health Center (CS-HHC), this is an opportunity for a committed family medicine, internal medicine physician or addiction psychiatrist to devote their reputation as a leader within a growing behavioral health practice in a large leading community health center. The Medical Director is an exciting and critical organizational leadership role that will provide visionary and pragmatic leadership to the provider staff at CS-HHC. With engagements tied closely to Yale University, this is the ideal place for a mission driven leader to grow their experience with multiple lines of clinical addiction.

The Organization

Cornell Scott-Hill Health Center (CS-HHC) is a federally qualified community health center established in 1968 as a collaboration between the community and Yale School of Medicine. The first community health center in Connecticut, the Cornell Scott-Hill Health Center has a long history of serving New Haven neighborhoods, which are among the most disadvantaged in the state. Today, they stand as a leader and significant provider in community healthcare, offering state-of-the-art, integrated care throughout New Haven County. The Mission of Cornell Scott-Hill Health Center is to measurably improve the health and well-being of the communities that they serve by providing excellent and compassionate care, accessible to all. For more information, please visit <http://www.cornellscott.org/>.

With a budget of \$60 million, CS-HHC has over 500 employees and serves over 36,000 patients throughout the greater New Haven and Lower Naugatuck Valley areas each year. Today, they have nineteen locations throughout New Haven County including New Haven, West Haven, Ansonia and Derby. They also have five school-based health centers in New Haven and recently opened partner care sites at the Connecticut Mental Health Center and Gateway Community College. With a strong leadership team in place, CS-HHC is financially stable and has been profitable in recent years. They are poised for significant growth over the next three to five years.

A former winner of the Johnson & Johnson Crystal Award, the Cornell Scott-Hill Health Center continues to achieve significant progress in the field of community health. They provide comprehensive primary care, behavioral healthcare and dental services, as well as several special programs. These programs include, but are not limited to:

- Birth-to-Three services for children with developmental delay
- HIV/AIDS education and outreach to at-risk populations
- 29 bed alcohol and drug detoxification program
- 44 bed transitional shelter for homeless men
- Outreach to homeless individuals and families
- Diabetes prevention and education
- Perinatal case management
- School-based health centers
- A child and family guidance clinic

Services and Programs Offered:

Primary Medical Care:

- Adult Medicine
- Dental
- Obstetrics/Gynecology
- Pediatrics

Specialty Medical Care

- Audiology
- Cardiology
- Clinical Pharmacy
- Dermatology
- Ear, Nose and Throat (ENT)
- Eye Clinic (Ophthalmology)
- Gastroenterology
- Infectious Diseases
- Mammography
- Neurology
- Orthopedics
- Perinatal Services
- Podiatry
- Rheumatology
- Speech Pathology
- Urology

Behavioral Health Services

- Adult Mental Health Services
- Child and Family Guidance Clinics
- Early Stimulation/Birth to Three
- Grant Street Partnership (Substance Abuse Treatment)
- South Central Rehabilitation Center (Integrated Treatment Programs)
- Village of POWER (Recovery and Empowerment for Women)

South Central Rehabilitation Center

South Central Rehabilitation Center (SCRC) is a leader in the treatment of co-occurring substance use and mental health disorders. SCRC offers a host of addiction treatment services including inpatient detoxification, methadone maintenance, Suboxone® (Buprenorphine treatment) and outpatient mental health counseling. Primary care and infectious disease treatment are also available onsite. SCRC has focused on the holistic treatment of patients for almost 10 years, and has operated within the Patient Centered Medical Home model since before the terminology was popularized by the Affordable Care Act. A multidisciplinary team approach is utilized to optimize client care. This division of the Cornell Scott-Hill Health Center utilizes empirically based and innovative treatment approaches to help our patients through the recovery process. Community betterment is at the heart of our mission, and helping people on an individualized basis is what has led to our success.

The Position

The Medical Director will fill a challenging position as a highly influential clinical leader in a transformative period in health care, and acts as a critical member of the clinical team. Reporting to the Chief of Behavioral Health, the Medical Director is accountable for the quality, efficiency, professionalism, and effectiveness of patient care by providing medical leadership to the providers of the SCRC. Toward that goal, the Medical Director will coordinate the development and implementation of SCRC medical/clinical policies and procedures, including integration with other programs. The Medical Director will collaborate with other departments on the continuity of care providing a seamless operational model where the

patient is at the center of an innovative and effective delivery system S(he) will ongoing process improvement initiative to enhance the patient experience and outcomes.

In addition, the Medical Director will:

- Review daily Methadone admissions
- Initiate and implement assessment and treatment planning for patients with substance abuse disorders eligible for inpatient or outpatient detoxification, methadone maintenance/other medication assisted therapies
- Provide input and leadership in reviewing and assessing provider productivity and suggesting and implementing improvement strategies
- Represent SCRC and mission/priorities/objectives in public presentations
- Guide, teach, support and serve as a clinical resource to medical staff and other staff on medical issues
- Perform medical evaluations, crisis intervention and/or medication management as needed to meet the needs of patients
- Participate in teaching at clinic/hospital for students, nurses, PAs, and residents
- Evaluate data relating to the bio-psychosocial consequences of physical illness, disability and/or substance abuse as required
- Prescribe and titrate the appropriate dosage of methadone or Suboxone consistent with patients' medical and addiction history to establish a maintenance dose
- Educate patients on addiction and chronic disease management and/or refers to appropriate resources or agencies
- Document in a timely and legible manner consistent with State, Federal and accreditation guidelines
- Submit encounters following established procedure to ensure accurate coding and timely filing

The Candidate

The Medical Director of SCRC will be passionate about substance abuse medicine and caring for vulnerable populations. S/he will hold a recognized degree from an accredited professional school (MD, DO). Physicians must be licensed as an MD in the State of CT, have completed a residency training program from an accredited institution in an appropriate specialty, and be Board certified or eligible. The ideal candidate will have experience in addiction medicine or addiction psychiatry.

The right candidate will be a leader who is mission driven and demonstrates the analytic, strategic, and operational skills required to translate mission into sound operations. The Medical Director should be committed to excellence, possess strong verbal and written communication skills, and have high regard for provider and support staff. The ideal candidate must demonstrate age specific/population specific competencies in area(s) of practice and have a working knowledge of addiction and the medical complications of addiction/ psychiatric co-morbidities, and/or a willingness to be trained in these fields.

To perform the job successfully, an individual should demonstrate the following competencies and skill sets:

- Show strong commitment to the mission of serving vulnerable populations with top quality services and care
- Be a highly credible team leader and team player

- Be results oriented
- Show flexibility
- Have the ability to coach, support and facilitate staff in their problem-solving techniques
- Have proven managerial skills, with the ability to stretch and grow subordinates and to integrate different functions seamlessly to enhance overall synergy
- Clearly advocate for high standards and expectations
- Possess strong analytical skills
- Have the ability to foster a learning environment that encourages and empowers staff to grow and develop personally and professionally
- Have strong listening and communication and presentation skills
- Project professionalism, credibility and composure.
- Have a strong interpersonal awareness

Critical Success Factors

- Partner with the Chief of Behavioral Health, the Director of SCRC and other members of the senior leadership team to ensure that SCRC is providing high-quality care
- Grow productivity in the clinic with the projected growth of CSHHC
- Demonstrate an ability to build sustainable relationships across the organization and at all levels
- Lead a team in a dynamic and challenging setting
- Lead change, build consensus, and create shared visions among diverse stakeholders

Compensation

Compensation package will be constructed commensurate with the selected candidate's background and accomplishments. Most significant is the opportunity to assume a key role in an innovative, nationally renowned organization.

For More Information

Referral of networking sources or potential candidates is welcome. Interested parties please send cover letter and resume to CSHHCMD2209@ZurickDavis.com. For additional questions please contact **Ellen Mahoney** or **Myranne Janoff** at 781-938-1975. All contact with **ZurickDavis** will remain confidential.

Equal Employment Opportunity Statement

The Cornell Scott Hill Health Center is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or in order to perform the essential function of a position, please send an e-mail to HR@cornellscott.org or call (203) 503-3465.