

**Job Title: Chief Medical Officer (CMO)**

**Location:** Dumas, TX

**About Us:** Moore County Hospital District is a Critical Access Hospital and the leading healthcare provider dedicated to serving the community of Dumas, TX, and surrounding rural areas. We are committed to delivering high-quality healthcare services with compassion, integrity, and excellence. Our team is comprised of dedicated professionals who strive to make a positive impact on the health and well-being of our patients.

**Job Summary:** The CMO will play a key role in providing strategic leadership and direction for medical affairs while ensuring the delivery of high-quality patient care. The ideal candidate will have a strong background in medicine, leadership, and healthcare management, with a passion for serving rural communities.

**Responsibilities:**

**1. Medical Leadership:**

- Serve as a key liaison between Medical Staff, Administration, and the Board of Directors.
- Collaborate with above to develop and implementation of medical policies, procedures, and protocols to ensure the delivery of high-quality patient care.
- Provide medical expertise regarding need for personnel, equipment, supplies, services, and other resources.
- Consult with CEO in matters related to contracted medical provider groups.
- Participate in strategic planning and/or facilitate expansion of services.

**2. Quality Improvement:**

- Collaborate with Administration, department leaders, and medical providers to improve clinical quality, patient safety, and patient outcomes.
- Monitor and analyze clinical performance data to identify areas for improvement.
- Develop and implement evidence-based quality improvement programs.

**3. Medical Staff:**

- Oversee the credentialing and privileging process for Medical Staff and Advanced Practice Providers, ensuring compliance with regulatory requirements and hospital policies.
- Provide assistance to elected Medical Staff leaders in carrying out their duties and responsibilities.
- Mentor and guide Medical Staff in their professional development, fostering skills in leadership, administration, and clinical excellence.

**4. Provider recruitment, retention, and engagement:**

- Assist with the development and implementation strategies for Provider recruitment and retention, with a focus on meeting the healthcare needs of the community.
- Collaborate with the Medical Staff and Human Resources department to onboard Providers.
- Develop a mentoring program for new Providers.
- Foster a positive and supportive work environment to enhance Provider satisfaction and engagement.

**5. Regulatory Compliance:**

- Ensure compliance with all federal, state, and local regulations related to medical practice, patient care, and healthcare operations.

- Stay informed about changes in healthcare regulations and standards and implement necessary changes to ensure compliance.

**Qualifications:**

- Medical Doctor (MD) or Doctor of Osteopathic Medicine (DO) degree from an accredited medical school.
- Board certification in a specialty relevant to hospital medicine.
- Current, unrestricted medical license in the state of Texas.
- Minimum of 5 years of clinical experience.
- Leadership experience.
- Excellent communication, interpersonal, and organizational skills.
- Proven, positive collaborative relationships with all stakeholders.
- Strong understanding of healthcare regulations, accreditation standards, and quality improvement principles.
- Experience in medical staff credentialing and privileging preferred.
- Located within the greater Moore County or Amarillo Area.