Seeley Lake Rural Fire District

CIH Director

Job Description:

The CIH Director is the senior leadership role for the Community Integrated Health program in the greater Seeley Lake area. The Director is an employee of the Seeley Lake Rural Fire District. The CIH Director role coordinates the overall program with the District Fire Chief and SLRFD Board of Trustees. The SLRFD CIH program fucuses on a culture of excellence striving for high-quality, patient-centered care, patient safety, staff well-being and teamwork.

Core responsibilities:

- Strategic Leadership: Design, implement and scale integrated health and wellness programs across the greater Seeley Lake region to include Condon, Ovando and Potomac.
- Care Coordination: Oversee whole-person care models that connect clinical teams, social services, and community resources (addressing social determinants like housing, food, and transport).
- Partnership Building: Build and maintain relationships with local and regional healthcare providers, hospitals, EMS units, non-profits and government agencies.
- Compliance and Quality Management: Ensure all operations meet state, federal, and Medicaid/ managed care regulations, and track community outcomes.
- Team & Budget Management: Supervise multidisciplinary clinical and non-clinical staff, manage departmental budgets, and oversee grant writing or funding acquisition. Track, report and submit all required documentation of grants and funding sources.
- Oversight of all equipment, vehicles and supplies related to the CIH program.

Qualifications & Requirements

- Education:
    - Current or will obtain a Montana Emergency Care Provider (ECP) license as an EMT, Advanced EMT or Paramedic. (Required to be licensed prior to March 15, 2027)
    - Required to have a Community Integrated Health Endorsement as an ECP by March 15, 2027.
    - Preferred bachelor's or master's degree in public health, Community Health, Social Work, Healthcare Administration or a related field is preferred. Equivalency of a current Montana nursing license or Paramedic with 5+ years of experience, including program management will be considered.
    - 3-5 years or more of management experience preferred.

Key Skills:

- Strong knowledge of population health and managed care or Medicaid workflows.
- Program evaluation, data collection, and outcome-tracking capabilities.
- High-level communication, staff coaching, and stakeholder engagement skills.
- Ability to communicate with physicians, clinicians and hospital staff.
- Familiarity with compliance standards and health equity frameworks.
- Ability to work in a mobile-service delivery model:
    - Inclement weather (seasonally)
    - Working in private residences of all socio-economic demographics
    - Climbing stairs, lifting and moving equipment
    - Coordinating lifting and movement of patients

Salary and Fringe Benefits:

- Starting wage $65,000.00 salary (Full-time employment)
- Employee health insurance through Missoula County Employee Benefits (family can be added to health insurance at employee's expense)
- Participation in the Montana Public Employee's Retirement System (PERS)
- Educational/ training opportunities (CEUs)

Disclaimer: The CIH Program funding for Seeley Lake Rural Fire District is provided by the State of Montana under the Rural Health Transformation Program and is limited for up to 5 years. There is no guarantee of employment beyond the terms of the CIH RHTP grant funding. SLRFD CIH strives to maintain the program beyond the terms and will seek options for sustainability.