



Alameda Health System offers outstanding benefits that include:

- 100% employer health plan for employees and their eligible dependents
- Unique benefit offerings that are partially or 100% employer paid
- Rich and varied retirement plans and the ability to participate in multiple plans.
- Generous paid time off plans

Position: Chief/Chair of Psychiatry

Role Overview:

Alameda Health System is hiring! The Chair of Psychiatry is identified as the clinical and operational leader of the Department to ensure the delivery of the timeliest, safe, high-value equitable care to our patients and ensuring the fulfillment of all relevant clinical services within the department; multi-site responsibility for services, including acute inpatient psychiatry at John George Psychiatric Hospital, Psychiatric Emergency Services, Consult-liaison services in the ER, acute care hospital setting (Alameda, San Leandro, Highland) and SNF (Fairmont), partial hospitalization program, outpatient clinics and other programs that may be developed; oversees quality improvement activities within the department and ensures all facilities meet established goals; oversees the providers and clinical personnel who report up to them and is accountable for all clinical and operational processes and outcomes within the department; invests in faculty development. In partnership with their nursing and operational partners, responsible for meeting all goals that are in service to the AHS patients and mission; in addition, this position acts as the Medical Director of John George Psychiatric Hospital; reports to the Chief Medical Officer or their designee.

DUTIES & ESSENTIAL JOB FUNCTIONS: NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties at an equivalent level. Not all duties listed are necessarily performed by each individual in the classification.

- Creates and fosters a culture of patient safety through effective and clear communication and escalation strategies as well as through the application of Just-Culture principles.
- Exercises responsibility for Departmental Medical Staff duties including, but not limited to, making recommendations for the granting of Medical Staff privileges, and the appointment and reappointment of Medical Staff, as set forth in the Regulations



including, but not limited to, Joint Commission standards; e.g. OPPE, FPPE, and yearly staff evaluations. Coordinates the scheduling of psychiatric staff to ensure full coverage of clinical services. Develops and implements effective strategies to promote optimal staff recruitment, development and retention.

- Leads in the capacity of the Medical Director for John George Psychiatric Hospital by leading physician services specific to acute psychiatric care.
- As medical director at JGPH, communicates regularly with the administrator, the director of nursing, provides leadership needed to achieve medical care goals.
- Guides and advises the facility's committees related to quality assurance / performance improvement, pharmacy, infection control, safety, and medical care. Participates in licensure and compliance surveys and interacts with outside regulatory agencies.
- Participates in monitoring and improving the facility's care through a quality assurance and performance improvement program that encourages self- evaluation, anticipates and plans for change, and meets regulatory requirements.
- Organizes and coordinates physician services and services provided by other professionals as they relate to patient care. Helps the facility arrange for the availability of qualified medical consultative staff and oversees their performance.
- Ensures adequate documentation of patient care and related information within physician services.
- Assures that the facility complies with all utilization review and case management requirements of Alameda County, AHS, and all payers.
- Receives and reviews identified patient care concerns and ensures both resolution and appropriate, effective corrective action are implemented
- Collaborates with leaders on identifying, evaluating, and addressing situations that increase the risk of employee injury and illness. Advises the facility on policies related to the health and safety of staff, visitors, and volunteers.
- Participates in establishing policies and procedures for assuring that the rights of individuals (patients, staff members, and community members) are respected. The medical director helps the facility ensure that the ethical and legal rights of patients (including those who lack decision-making capacity, regardless of whether they have been deemed legally incompetent) are respected. This includes the right of patients to request practitioners to limit, withhold, or withdraw treatment(s).
- Fosters the academic development of the Department members and support for relevant clinical research within the department.
- In addition to providing direct patient care, reviews complex cases as needed, providing guidance on out of the ordinary diagnostic decisions or treatment plans; coordinates



care with Internal Medicine, Rehabilitation Medicine, Emergency Medicine, Security and all other services as indicated to optimize safety and quality of care; responsible for quality of care provided in the department and oversight of department's Quality Review Committee.

- Liaises with Alameda County Healthcare Services Agency, Behavioral Healthcare Services, Office of Patients' Rights and other health system partners to coordinate care and resources in service of our patient population. Participate in educational outreach and care coordination with referring Physicians.
- Maintains an awareness of daily operations of relevant clinical areas through regular in-person leadership rounding.
- Maintains quality patient care services by planning and developing programs to ensure compliance with established county, state and federally mandated policies and procedures, including licensing and accreditation programs, including graduate medical education. Oversees professional conduct and practices of all psychiatric staff.
- Receives and reviews identified patient care concerns and ensures both resolution as well as appropriate, effective corrective actions are implemented.
- Participates with the health care facility in the development and implementation of mechanisms and measures to optimize the appropriate utilization of medical services, quality assurance and patient satisfaction at the health care facility.
- Partners with their Operational partners to develop, maintain, and meet the relevant budget for patient care delivery in the relevant service lines or units; develops action plans in partnership with his/her operational dyad in the event of budget variances.
- Partners with their Operational Dyad to oversee patient care delivery with respect to: patient safety, performance improvement (including pay for performance portfolios), clinical staffing, quality of care, informatics, budget, and departmental culture.
- Partners with their Operational Dyad, the Chief Medical Officer (or their designee) and other relevant stakeholders to develop and update a clinical scope of services for their department that outlines basic aspects of clinical service offerings and patient experience expectations; these offerings shall be informed by clinical needs, staffing expertise, resource availability/constraints, and a care delivery model that aligns with the overall strategic goals of Alameda Health System.
- Performs other duties as assigned.
- Provides clinical services of at least 0.3 FTE.
- Provides or designates daily oversight of clinical operations, especially as related to patient throughput and patient experience in ambulatory and inpatient environments.



- Serves as a member of the Medical Executive Committee, gives guidance on the overall medical policies of the Medical Staff and makes specific recommendations - regarding their department.
- Serves as an internal and external champion of Alameda Health System and promotes an unwavering commitment to high quality care, excellent patient experiences, and an engagement and support of all staff across their department and the system overall.
- Uses administrative time to participate, as requested, in organizational committees, task forces, etc. subject to availability and agreement with CMO (or their designee).
- Leads and champions departmental initiatives related to health, equity, diversity and inclusion.
- Develops initiatives within patient care to promote health equity, as well as develops initiatives to promote diversity, equity, inclusion and belonging within the facility and workforce.

MINIMUM QUALIFICATIONS:

Any combination of education and experience that would likely provide the required knowledge, skills and abilities as well as possession of any required licenses or certifications is qualifying.

Required Education: Doctor of Medicine or Osteopathy

Required Experience: Three years experience in management and leadership in the field of Psychiatry; five years experience as a practicing clinician or clinical leader and substantial experience in an administrative capacity in an accredited hospital or medical center

Required Licenses/Certifications: Board Certified by the American Board of Psychiatry and Neurology; current, valid and unrestricted license to practice Psychiatry in accordance with the laws of the State of California or if licensed in a different state, be ready and willing to obtain a license to practice in the State of California; Valid DEA registration; status as a provider in good standing in the Medicare and Medicaid programs; compliance with Board mandated education and training to maintain State licensure and board certification, and good standing with their health care facility's Medical Staff with appropriate privileges granted in accordance with the Medical Staff bylaws.

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