Trinity Health Physician Opportunity
Trinity Health PACE
Mercy LIFE
Posting #PACEMLTHNE – 1384

SPECIALTY  Associate Medical Director – Geriatric Medicine
HOSPITAL  Trinity Health PACE
          Mercy LIFE
LOCATION  West Springfield, Massachusetts
GROUP PRACTICE  Yes
PRACTICE MODEL  Employment
STATUS  Full Time
REQUIREMENTS  Board Certified or Board Eligible
CALL COVERAGE  TBD

OPPORTUNITY HIGHLIGHTS

Trinity Health PACE and Mercy LIFE have an excellent opportunity for a Board Certified physician to provide oversight as Associate Medical Director over Programs of All-Inclusive Care for the Elderly (PACE) organizations located in West Springfield, Massachusetts.

The Program of All-Inclusive Care for the Elderly (PACE) model is centered on the belief that it is better for the well-being of seniors with chronic care needs and their families to be served in the community whenever possible. PACE serves individuals who are age 55 or older, certified by their state to need nursing home care, able to live safely in the community at the time of enrollment and live in a PACE service area. While all PACE participants must be certified to need nursing home care to enroll in PACE, only about 7 percent of PACE participants nationally reside in a nursing home. If a PACE enrollee needs nursing home care, the PACE program pays for it and continues to coordinate the enrollee's care. We encourage fellowship and independence while serving seniors and their families with dignity and respect. Delivering all needed medical and supportive services, PACE is able to provide the entire continuum of care and services to seniors with chronic needs while maintaining their independence in their home for as long as possible.
In conjunction with the Regional Medical Director, this position promotes innovation in the PACE Organization (PO) and delivery of health care services in a managed care setting. Evaluates the quality of professional medical services rendered to plan members and utilization of health care resources. Ensures the provision of cost-effective, high quality medical services in an atmosphere of cooperation and favorable provider relations.

Under the supervision of the executive director and in coordination with the regional medical director, this position provides primary medical care to PACE participants, including assessment, development of a plan of care in collaboration with the interdisciplinary team, provision of direct participant medical care, and evaluation of effectiveness of the plan of care.

Essential functions of this opportunity include, but are not limited to the following:
1. Know, understand, incorporate, and demonstrate the Mission, Vision, Values and Guiding Behaviors of Trinity Health and Trinity Health PACE (TH PACE) in behaviors, practices, and decisions.
2. Consistently demonstrate (leads by example) TH PACE Values to all internal and external customers (participants, visitors, volunteers, and colleagues.) Create and maintain an atmosphere of warmth, propagating a calm environment throughout the office.
3. Execute assignments in a culture that is shared and collaborative across all divisions within TH PACE.
4. Reflects the skills knowledge and abilities serving in the role of a leader. Define and share a strategy and vision; align resources toward achievement of organization results; grow and sustain the organization; identify, lead, and embrace change.
5. Establish and/or maintain as a member of the leadership team a plan to achieve operating goals.
6. Promote and maintain collaborative relationships with managers, peers, direct reports and customers by effectively fostering a team environment, building consensus and resolving conflicts.
7. Maintain department budget, place orders for equipment and supplies as necessary. Identify financial vulnerabilities and make cost reduction recommendations as needed.
8. Evaluate, develop, mentor, coach, counsel and discipline department staff. Supports other personnel from other departments through coaching and mentoring to help achieve optimum standard of excellence. Addresses issues of concern through courageous conversation and notifies department manager of any interactions requiring attention.
9. Maintains a working knowledge of applicable Federal, State, and local laws and regulations, TH PACE Corporate Integrity Program, Code of Ethics, as well as other policies and procedures in order to ensure adherence in a manner that reflects honest, ethical and professional behavior.
10. In light of a disaster will know your disaster recovery, crisis management and business continuity plans and act within your role that is developed within the business continuity plan. Which may include working at another location, remotely from home, and maintaining constant contact with key personnel.
11. Supports Regional Medical Director in overseeing and monitoring the implementation of quality management programs in order to ensure the delivery of high-quality health care services to plan members; and assists in adopting practice
guidelines based on reasonable medical evidence with the input of the participating providers.

12. Supports Regional Medical Director in implementing and monitoring the status of a sound quality and utilization review program. Analyzes clinical data and collaborates with Regional Medical Director to identify opportunities to improve health care services, process efficiencies and quality outcomes. Provides consultative support to staff Associate Medical Director in the interpretation of clinical data and development of strategies targeted toward more cost-effective clinical decision-making.

13. Supports Regional Medical Director in preparation of budgets to ensure the process reflects the provider perspective.

14. Participates in management meetings as appropriate.

15. Directly supervises Primary Care Providers supporting PO.

16. Ensures compliance with all health care standards and requirements established by various licensing, regulatory and accreditation bodies.

17. Communicates on a regular basis with Regional Medical Director, senior leaders, the medical staff, and other identified stakeholders achievements and concerns related to member safety, quality, participant engagement, colleague engagement and physician satisfaction.

18. Participate as a member of the interdisciplinary team (IDT) and in initial, semi-annual, unscheduled, and annual assessments; attend morning updates and report changes in participants’ baseline status to appropriate staff on a daily basis.

19. Provide initial and ongoing participant assessments, care plan development, and implementation of care plan.

20. Obtain a complete health history and record the findings in a systematic organized manner.

21. Perform physical examinations, order and evaluate appropriate laboratory and diagnostic tests, and record results in a systematic manner.

22. Perform functional status evaluation and/or mental status examinations using standardized procedures.

23. Identify and describe behavior patterns of the chronically ill.

24. Triage status changes in participants; and facilitate appropriate management of problem identified.

25. Provide preventative health care and health promotion for PACE participants.

26. Treat and manage acute chronic illnesses.

27. Regulate and adjust medications as needed.

28. Facilitate medical specialist consultation as needed.

29. Educate participants and families regarding health maintenance and their chronic medical conditions, in cooperation with nursing staff.

30. Maintain current, accurate documentation of health care services provided, coordinated, or contracted.

31. Complete charting and paperwork in a timely manner.

32. Involved in the development and implementation of QAPI activities.

33. Comply with all policies, procedures, and protocols of PACE.

34. Complete time sheets and recordkeeping documents in a timely manner and as required.
Requirements for this opportunity include the following:

1. Must be licensed to practice medicine in Massachusetts and have three to five years of experience as a medical director or similar management experience.
2. Minimum of one (1) year of documented experience working with a frail or elderly population.
3. Must possess ability to maintain a high level of satisfaction with referring physicians/institutions and participants.
4. Must possess strong interpersonal skills in order to interact in extremely delicate, sensitive and/or complex situations, and to make effective presentations before senior management within TH PACE.
5. Must possess a knowledge of governmental and accreditation agency requirements.
6. A thorough understanding of the health care environment and all applicable laws and regulations.
7. Must possess experience with physician credential requirements and procedures.
8. Demonstrated ability to model the use of evidence-based leadership/practice, and project management skills.
9. Must be action-oriented, have business acumen, manage conflict well, be customer focused, have high decision quality, flexibility to adapt to ongoing change and have organizational agility. Ability to work with minimal supervision and exercise independent judgment.
10. Possess interpersonal skills to drive collaboration, commitment and productivity when working with cross functional teams, customers and end users. Must be comfortable functioning in a virtual, collaborative shared leadership environment.
11. Demonstrates superior written and verbal communication and presentation skills appropriate for audience comprehension. Well-developed communication skills, both written and oral, that may be used either in an on-site or virtual environment is required. Able to communicate effectively with individuals and groups representing diverse perspectives.
12. Comprehensive to expert proficiency with Microsoft product suite (MS Word, Excel, Power Point, etc.); basic knowledge and experience with electronic mail and calendaring system. Knowledge of systems necessary, experience preferred. Ability to type with speed and accuracy. Ability to use other software as required to perform the essential functions of the job.
13. Possesses a high degree of personal accountability, responsibility and independent decision making abilities with the skills to plan, organize, develop, implement and interpret programs, goals, objectives, policies and procedures of the organization in line with mission, vision, and philosophy of TH PACE.
14. Excellent organizational skills. Ability to perform multiple duties and functions related to daily operations and maintain excellent customer service skills. Ability to perform frequent detailed tasks and provide immediate service with frequent interruptions. Ability to change and be flexible with work priorities. Strong problem solving skills.
15. Ability to research, analyze and assimilate information from various on-site or virtual sources based on technical and experience based knowledge. Must exhibit critical thinking skills and possess the ability to prioritize workload.
16. Position may require periodic travel within the Centers geographic region.
This is an excellent opportunity for an experienced physician to join an exceptional PACE program!

RECRUITMENT PACKAGE

Mercy LIFE offers a competitive compensation and benefits plan.

ABOUT THE FACILITY

Mercy LIFE is a new health care choice for seniors living in Western Massachusetts. Mercy LIFE is a Program of All-inclusive Care for the Elderly (PACE), tightly coordinated care and support designed to help seniors continue to live safely at home and avoid moving into a nursing home. Mercy LIFE is part of the Sisters of Providence Health System, which has a rich history of providing innovative health and social services to Western Massachusetts communities for more than 140 years, when the first Sisters of Providence began meeting the medical, social and educational needs of individuals and families in the greater Holyoke area.

The LIFE Center is an integral part of the program. Here the team offers a full medical clinic and adult day center in one facility where patients can receive health care and social engagement in a safe, comfortable and stimulating environment. Multiple day rooms provide separate activities to meet a variety of socialization preferences and abilities. Nutritious and tasty meals are provided at the center (and at home as needed.) An Interdisciplinary team of doctors, nurses, physical therapists, home health aides, and other healthcare professionals provide treatment and meet daily to review and report any changes in patients' health. This results in quick responses to changing needs and more flexibility in doing what is necessary to keep patients safe at home.

Trinity Health PACE is the largest provider of PACE (Program of All-Inclusive Care for the Elderly) services in the country with 13 PACE Organizations operating in nine states. PACE is designed to provide the entire continuum of care and services to frail seniors, helping them to maintain their independence in their home and community for as long as possible.

Trinity Health PACE organizations are nationally recognized providing comprehensive medical, health, recreational, and social services designed specifically for each participant in an effort to promote independence at home.

To receive PACE services individuals must meet the following conditions:

- Be at least 55 years old
- Live is the PACE service area
- Be able to live safely in the community with assistance
- Meet the state's nursing facility level of care

PACE Organization's use an interdisciplinary team approach to provide all health, medical and social services necessary to restore and preserve the participant's level of well-being.
IDT's are composed of a primary care physician, nurse, social worker, physical therapist, occupational therapist, recreational therapist or activity coordinator, dietitian, PACE center supervisor, home care liaison, health workers/aids, or their representatives, and drivers or their representatives.

IDT evaluates the needs of each individual and develops an individualized plan of care (POC) consistent with the participant's goals and needs. During a center visit, participants may be seen in the clinic for a medical evaluation, the gym for PT or OT exercises, and participate in the recreational activities of the day. They receive a light breakfast and a full lunch while in the center. The fleet of transportation vehicles are available to transport to the center, to home or to any external provider visits. Depending on the situation, a participant may have home care aides, home nursing visits or a house call from their Primary Care Provider. All services are focused on maintaining the participant in the community and as independent as possible.

Trinity Health PACE Organizations are located in the following states:

- Alabama – Mercy LIFE of Alabama
- Delaware – Saint Francis LIFE
- Indiana – Saint Joseph PACE
- Massachusetts – Mercy LIFE of Massachusetts
- Michigan – LifeCircles PACE
- New Jersey – LIFE at Lourdes & LIFE St. Francis
- New York – Catholic Health LIFE & Eddy Senior Care
- North Carolina – LIFE St. Joseph of the Pines
- Pennsylvania – LIFE St. Mary, Mercy LIFE-SEPA and Mercy LIFE – West Philadelphia

Trinity Health PACE is a member of Trinity Health, the second largest Catholic Health System in the nation. Trinity Health is based in Livonia, Michigan.

COMMUNITY DESCRIPTION

**West Springfield, Massachusetts** is an economically vibrant and growing community. The town sits on the West bank of the Connecticut River, has a population of approximately 28,000 and is considered part of the Springfield Metropolitan area.

Springfield, Massachusetts is centrally located and is only a 30 minute drive from Hartford, CT and Northampton, MA, 90 minutes from Boston and 2.5 hours from New York City. The 20 minute drive to Bradley International Airport affords Springfield residents the opportunity to travel the world.

Springfield has ample green space (including the 735 acre Forest Park), offers high-quality educational opportunities, and is home to a wonderful museum group and a first-rate resident Symphony Orchestra, as well as many other amenities, and arts & entertainment venues. This vibrant and diverse city of 150,000 offers wonderful restaurants featuring authentic international cuisine. More than 40 languages are spoken by Springfield residents, giving the city a truly international flavor.
ABOUT TRINITY HEALTH

Trinity Health is one of the largest multi-institutional Catholic health care delivery systems in the nation. We serve people and communities in 22 states from coast to coast with more than 90 hospitals and 100 continuing care facilities – including home care, hospice, PACE and senior living facilities and programs that provide nearly two and a half million visits annually. Trinity Health employs more than 133,000 colleagues, including 7,800 employed physicians and clinicians.

Our mission: We, Trinity Health, serve together in the spirit of the Gospel as a compassionate and transforming healing presence within our communities. We support this mission by living our core values of Reverence, Commitment to Those Who are Poor, Justice, Stewardship, and Integrity. Committed to recruiting talented physicians, we are looking for physicians who share our values and want to help us fulfill the health care needs of the communities we serve.

At Trinity Health, we value the physician relationship and focus on partnering with our physicians. Whether you are a practicing physician looking to relocate or a medical resident, we offer opportunities with the flexibility to fit your individual needs. If you would like to be part of Trinity Health, we encourage you to explore this opportunity at www.trinity-health.org.

If you are interested in this opportunity and would like to submit your CV, please email docopps@trinity-health.org or call Trinity Health Physician Recruitment at (734) 343-2300.