



Wallowa County Health Care District

JOB TITLE: Chief Medical Officer (CMO)

FLSA STATUS: Exempt – Non-Union

DEPARTMENT: Administration / Medical Staff

DATE: August, 2026

REPORTS TO: Chief Executive Officer

APPROVED BY: Administration

DYAD PARTNER: Chief Nursing Officer

POSITION TYPE: PT Executive Leadership with PT Clinical Practice

JOB SUMMARY:

The Chief Medical Officer (CMO) is the organization's senior physician executive and a member of the Executive Leadership Team. The CMO provides physician leadership for clinical quality, patient safety, medical staff engagement, strategic planning, and regulatory compliance while maintaining an active part-time clinical practice. All employed providers are direct reports to the CMO.

Working collaboratively with the Chief Nursing Officer in a dyad leadership model, the CMO promotes high-quality, patient-centered care across the continuum of services. The CMO serves as the principal physician liaison between the Medical Staff, Executive Leadership Team, and Governing Board, supporting the organization's Quality Assessment and Performance Improvement (QAPI) program, accreditation readiness, and compliance with DNV, CMS Conditions of Participation, and other applicable regulatory requirements.

The CMO collaborates with physician medical directors and department leaders to advance organizational priorities, strengthen provider engagement, and improve clinical outcomes. The position provides strategic physician leadership while supporting—rather than replacing—the operational responsibilities of department-specific medical directors.

MISSION, VISION & VALUES:

The successful candidate(s) must share and demonstrate through job performance (and will be evaluated on) the ability, willingness and successful application of support for the Mission, Vision and Values of the District:

Mission: To provide premier Health Care

Vision: To be a recognized leader in mission focus, quality care, and fiscal strength

Values: Compassion, Respect, Integrity, Quality, Stewardship, and Family

ESSENTIAL DUTIES & RESPONSIBILITIES:

Includes the following and other duties may be assigned. Nothing in this job description should be inferred to condone an employee acting out of their scope of license. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Executive Leadership

- Serve as a member of the Executive Leadership Team, contributing to organizational strategy, operational planning, and executive decision-making.
- Partner with the Chief Nursing Officer to align physician, nursing, and operational priorities.
- Provide physician leadership for clinical excellence, patient safety, quality improvement, and organizational growth.
- Foster a culture of professionalism, accountability, collaboration, innovation, and continuous improvement.
- Advise the CEO and Executive Leadership Team on clinical matters affecting patient care, provider practice, and healthcare delivery.



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Medical Staff Leadership

- Serve as the primary liaison between Administration and the Medical Staff.
- Promote physician and APP engagement, communication, recruitment, onboarding, retention, and leadership development.
- Support implementation of Medical Staff Bylaws, Rules and Regulations, credentialing, privileging, and professional practice standards.
- Partner with physician medical directors to improve collaboration, quality, provider accountability, and interdisciplinary care.
- Assist with resolution of provider performance or professionalism concerns through established Medical Staff processes.

Quality, Patient Safety & Regulatory Compliance

- Provide physician leadership for the organization's QAPI program.
- Champion evidence-based practice, patient safety, quality improvement, and clinical performance initiatives.
- Participate in peer review, FPPE, OPPE, mortality review, case review, and other professional practice evaluation activities.
- Collaborate with Quality, Nursing, Infection Prevention, Risk Management, and department leaders to evaluate clinical outcomes and patient safety events.
- Support corrective action plans related to provider performance or patient safety concerns.
- Promote compliance with DNV accreditation standards, CMS Conditions of Participation, EMTALA, HIPAA, OSHA, and other applicable regulations.
- Provide physician leadership during accreditation surveys, regulatory reviews, and follow-up activities.

Clinical Operations

- Provide physician leadership for clinical operations, service line development, patient access, staffing models, and care delivery.
- Support development and review of clinical policies, protocols, order sets, documentation standards, and care coordination processes.
- Collaborate with clinical leaders to improve utilization management, documentation integrity, medical necessity, and patient throughput.
- Promote interdisciplinary collaboration across all hospital, clinic, emergency, surgical, obstetric, swing bed, rehabilitation, pharmacy, laboratory, imaging, EMS, and ancillary services.

Clinical Practice

- Maintain active Medical Staff membership, clinical privileges, and professional competency.
- Provide scheduled direct patient care consistent with specialty, credentials, organizational needs, and approved privileges.
- Clinical practice may include Rural Health Clinic, Emergency Department, Hospital Medicine/Swing Bed, Obstetrics (if privileged), or other approved services.
- Maintain compliance with Medical Staff policies, documentation standards, and applicable regulatory requirements.
- Balance executive leadership responsibilities with clinical practice to maintain visibility, credibility, and provider engagement.

Committees

Participate in Executive Leadership, Medical Staff, Quality, Credentialing, Peer Review, Patient Safety, Infection Prevention, Utilization Review, Governing Board, and other committees as assigned.

QUALIFICATIONS & EXPERIENCE:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.

- Doctor of Medicine (MD) or Doctor of Osteopathic Medicine (DO) from an accredited medical school.
- Current unrestricted Oregon medical license.
- Board certification in an appropriate specialty.



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- Active Medical Staff membership in good standing.
- Current DEA registration, if applicable.
- Current certifications required for assigned clinical practice.
- Minimum five years of clinical practice preferred.
- Previous physician leadership experience strongly preferred.
- Critical Access Hospital, rural health, or community hospital leadership experience preferred.
- Experience in quality improvement, peer review, accreditation, utilization management, regulatory compliance, and electronic health records preferred.

CORE COMPETENCIES:

- Compassion – Welcomes, mentors and receives new team members. Shows concern for the welfare of others.
- Respect – Manages conflict with respect and dignity for others. Attempts to address issues before escalating.
- Integrity – Owns professional development and seeks self-development. Uses good judgment in resolving job problems. Generates and evaluates alternative solutions and makes effective and timely decisions.
- Quality - Pays close attention to detail. Strives to achieve excellence in all things.
- Family – Creates and participates in a team environment. Applies effective interpersonal and problem- solving skills when responding to coworkers, patients and visitors.

POSITION SPECIFIC COMPETENCIES:

- Demonstrated physician leadership and executive decision-making.
- Thorough understanding of Medical Staff governance, credentialing, peer review, FPPE/OPPE, and QAPI.
- Knowledge of DNV accreditation standards and CMS Conditions of Participation.
- Excellent communication, relationship-building, and conflict resolution skills.
- Ability to interpret clinical quality data and lead performance improvement initiatives.
- Commitment to rural healthcare, physician engagement, and patient-centered care.
- Ability to balance executive leadership with active clinical practice.
- Position Specific Competencies
 - Executive Leadership
 - Clinical Leadership
 - Medical Staff Engagement
 - Quality & Patient Safety
 - Regulatory Compliance
 - Strategic Planning
 - Collaboration
 - Professionalism & Accountability
 - Performance Improvement
 - Rural Healthcare Leadership

WORK ENVIRONMENT:

This position functions in both executive and clinical settings and requires participation in leadership activities, committee meetings, direct patient care, physician engagement, quality improvement, accreditation readiness, and regulatory compliance.

Position Expectations



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The Chief Medical Officer serves as the organization's senior physician executive while maintaining an active clinical practice. The CMO provides visible physician leadership, strengthens collaboration between the Medical Staff and Administration, supports physician medical directors, advances quality and patient safety initiatives, promotes regulatory readiness, and helps ensure the delivery of safe, effective, patient-centered healthcare consistent with the organization's mission, vision, and values.

WCHCD CODE of CONDUCT & CONFIDENTIALITY STATEMENT:

As an employee of Wallowa County Health Care District (WCHCD) you must agree to abide by the following code of Conduct/Confidentiality Statement.

I understand and agree that in the performance of my duties I must hold medical information in confidence. I understand that any violation of the confidentiality of medical information may result in punitive action. I will at all times protect the safety of our patient/residents understanding that they are our “customers” and the reason for our employment. I will avoid any and all personal conflicts of interest as it relates to my position at this facility. I agree to abide by the dress code for WCHCD. I will not use any of the assets of WCHCD for personal use. I will abide to all rules and regulations of the State of Oregon and the United States in relation to the operation of a medical facility. I will treat my co-workers at all times in a professional & courteous manner. I will strive to always work as a team player with my co-workers. I agree to report any perceived medical/facility operation noncompliance issues immediately to the CEO.

I have read and understand the above job description.

Employee Signature

Date