



## Family Practice Physician/Medical Director

<b>Posting Number:</b>	HR052148	<b>Posting Date:</b>	December 9, 2025	<b>Date Available:</b>	Current – July 2026	
<b>Position Summary:</b>	<p>Three Rivers Family Medicine, a provider-based Rural Health Clinic (RHC) of Three Rivers Hospital, is seeking an experienced <b>Family Practice Physician</b> to serve as our <b>Medical Director</b>. This position plays a vital dual role: delivering high-quality primary care in a rural community and providing clinical leadership and oversight for our care team within a culture committed to excellence. As our Medical Director, you will support two Physician Assistants, lead clinical standards and quality initiatives, and help shape the future of family medicine delivery in our clinic. This is a <b>patient-care-heavy position</b>, designed for a physician who values community relationships, enjoys mentorship, and thrives in a collaborative and mission-driven rural environment.</p>					
<b>Essential Job Duties:</b>	<p><b>Time Allocation:</b> The following distribution supports both our patient access goals and regulatory requirements while allowing meaningful leadership involvement. 85–90% Direct Patient Care; 10–15% Medical Director.  <b>Key Responsibilities -Clinical Care (Primary Focus):</b> Provide comprehensive family medicine care to patients of all ages. Serve as a clinical leader, modeling best practices, teamwork, and a patient-centered approach. Support clinic goals related to access, patient experience, population health, and continuity of care.  <b>Medical Director Responsibilities:</b> Oversee and support the clinical practice of two Physician Assistants, including chart review and clinical supervision. Ensure compliance with Rural Health Clinic regulations under 42 CFR §491.8, including provider oversight and quality standards. Collaborate with the Clinic Manager and administrative leadership on: Credentialing and privileging, Policy development, Clinical workflows and patient safety. Participate in interdisciplinary leadership meetings and represent the clinic in hospital-wide initiatives as needed. Champion our <b>Pathways to Excellence (B2E)</b> quality and safety program by promoting continuous improvement, communication boards, daily huddles, and patient-centered care. Engage in clinical escalation for complex cases and provide mentorship for PA staff. Other duties as required.</p>					
<b>Qualifications:</b>	<p>MD or DO with board certification in Family Medicine. Active Washington State medical license (or eligibility). Experience supervising advanced practice providers (PAs or NPs). Strong clinical judgment and commitment to high-quality patient care. Excellent communication, collaboration, and organizational skills.  <b>Preferred:</b> Prior leadership and/or medical director experience. Experience working in a Rural Health Clinic (RHC) or Critical Access Hospital (CAH). Interest in quality improvement, Lean principles, or Virginia Mason Production System-style work. Enthusiasm for rural healthcare, community engagement, and team-based care.</p>					
<b>Position Wage Range (hourly range):</b>	New Grad: \$114.22	MIN:	\$119.42	MAX:	\$183.90	Additional Medical Director Compensation: Medical Director stipend based on increased efficiency and volume - \$20k - \$35k
<b>Compensation Details:</b>	Base salary with RVU or productivity incentives; Comprehensive benefits; Paid time off and CME allowance; Relocation assistance; Eligibility for state and federal loan repayment programs (compensation details can be customized as needed).					
<b>Schedule:</b>	Days:	Monday - Friday		Hours:	8:00 am – 5:00 pm	
<b>Department/FTE:</b>	Three Rivers Family Medicine - Clinic			FTE:	1.00 FTE	Benefit eligible? Yes
<b>Benefit Summary:</b>	<p><i>Benefits include Group Medical (employees' premiums are paid by the hospital for default plan; voluntary plans for Dental &amp; Vision are offered. Dependent coverage is also available at employee's expense. Employer-paid basic plans for Life, Long-Term Disability, &amp; Short-Term Disability with buyup options available. Voluntary Life with guaranteed issue. A Flexible Spending Account (FSA) plan is offered. A complimentary 24/7 Employee Assistance Program (EAP) for all staff is available. <b>Insurance benefits are effective at the first of the month following hire date for eligible employees.</b></i></p>					
<b>Physical Requirements:</b>	Please see full Job Description in Human Resources.					

INTERESTED CANDIDATES – PLEASE APPLY		HR USE ONLY	
<b>MAIL OR APPLY IN-PERSON:</b>	Three Rivers Hospital Human Resources Department PO Box 577 507 Hospital Way Brewster, WA 98812 (509) 689-2517		
<b>APPLY ONLINE:</b>	<a href="http://www.threerivershospital.net">www.threerivershospital.net</a>		
<b>HR CONTACT EMAIL:</b>	<a href="mailto:opportunity@trhospital.net">opportunity@trhospital.net</a>		
<i>Three Rivers Hospital is an equal opportunity employer.</i>			