



MONTAGE

Medical Group

Position: Family Practice (Ambulatory Care)

Location: Montage Medical Group, Monterey, CA

Reports to: Anthony Chavis, M.D., Vice President/Enterprise Chief Medical Officer, Montage Health and Chief Operating Officer, Montage Medical Group
William Hines, Executive Director

Schedule: Full time

How to Apply: Please submit a CV to PhysicianRecruitment@montagemedicalgroup.org
Montage Medical Group is an equal opportunity employer

About Montage Medical Group

Montage Medical Group (MMG) was launched as a non-profit public service organization in 2007 primarily to address the shortage of primary care physicians on the Monterey Peninsula. Today MMG is a 38-physician practice which represents 13 board-recognized specialties in five locations.

MMG is a wholly owned subsidiary of Montage Health, which also owns Community Hospital of the Monterey Peninsula (CHOMP), Community Health Innovations (an accountable care services organization), and Aspire Health Plan.

The MMG primary care physician practices are NCQA level III certified Patient Centered Medical Homes. MMG uses the NextGen ambulatory electronic health record.

Vision: We engage patients to achieve optimal health at every stage of their life.

Mission: We produce two products – care and caring. In partnership with the patients we serve, we provide timely access to highly reliable, evidence-based, safe, medically necessary, and affordable care to all who come through our doors. We are trusted in our community for our empathy and compassion. We are a force in the medical community in driving innovative approaches to care delivery.

Position Description

- The position is a full-time Family Practice position, and the physician will be expected to work a minimum of 4.5 scheduled patient days and 0.5 administrative day per week. At this point, clinics are held on Monday through Friday only.
- This is an outpatient-only practice setting. The practice does not treat pediatric patients.
- The practice is supported by an MA for each physician and a practice RN Complex Care Manager, and LVN Transition of Care Coordinator. Medical social work and pharmacist consultation is also available.
- Call coverage is required for the outpatient practice only on a rotating basis (approximately 1:6)
- Inpatient support for your patients is provided by the CHOMP contracted hospitalist group.

- A mature practice is expected to see approximately 20 patients each full day of practice.

Characteristics of the Ideal Candidate

We believe the primary motivators for healthcare workers are a deeply held desire to make a difference, to find meaning in all life experiences, good and bad, and an innate human need to be engaged with honorable and talented people doing important work so that, in the end, they could say I made a difference in people's lives.

MMG fosters the ongoing engagement and development of physicians who share our guiding philosophy, are engaged in their workplace, believe in the team-base approach to patient care, are respectful of others, and are accountable for their choices and outcomes.

It is also requisite that the physician candidate is comfortable with the tenants of high reliability evidence-based care, performance measurement, and is comfortable and capable of navigating care in an electronic medical record environment.

In addition, we are seeking individuals with special interest in treating an older, Medicare-age population of patients, palliative care, and promoting optimal health through evidence-based wellness, primary prevention, disease management, complex care management and palliative care interventions. Bilingual Spanish speaking candidates are a plus.

Financial Package

- First year fair market-based income guarantee, with compensation thereafter based on wRVU-based production model. Patient demand for services is high so the practice will ramp up quickly.
- Insurance coverage is provided for medical, dental, disability, life, and malpractice.
- Safe Harbor 401K retirement plan with match
- Coverage of certain professional dues, licensing fees, credentials and re-credentialing.
- CME allowance of \$2,500 annually and five days.
- Three weeks (15 working days) paid vacation during income guarantee period. Once on production model must maintain a full time equivalent status.

Recruitment Assistance from Montage Health

- Forgivable loan package up to one year's annual salary.
- Options to be used toward moving expenses, temporary housing, student loan repayment, and assistance in a home purchase.
- Candidates must meet certain eligibility requirements of the program.