



Chief Medical Officer
Exempt, 1.0 FTE
Position to begin January 2026

Neighborhood Health is a dynamic, fully integrated Federally Qualified Health Center (FQHC) located in the heart of downtown Fort Wayne, Indiana. Neighborhood Health employs a workforce of 230+ employees at multiple locations that offer a variety of services: medical, dental, optometry, chiropractic, behavioral health, WIC and pharmacy serving the Northeast Indiana region.

Neighborhood Health is looking for a Chief Medical Officer to join our team. The CMO will report to and work closely with the CEO while also partnering with other leaders and key stakeholders. Primary responsibilities include providing administrative and clinical oversight, leading performance improvement, and ensuring the highest quality of care provided in an FQHC environment. In addition to overseeing the other Medical Providers (MD and APP), the CMO will provide direct patient care approximately 16 hours / week.

The mission of Neighborhood Health Clinics is Providing access to quality health services where everyone is cared for with compassion and respect.

Our vision is to build healthier communities by: making access to services easier for those in need, improving health conditions for those we care for, inspiring hope, healing, encouragement, and personal growth for those we touch.

As Chief Medical Officer, you will:

- Develop and implement systems and processes that ensure the highest quality of care, patient safety and evidence-based medicine standards.
- Serve as the clinical strategist for NH's executive team and representative of the medical profession to senior executives, the board of directors and community at large.
- Provide clinical leadership on the implementation and optimization of value-based care initiatives, leveraging data and technology (informatics) to improve healthcare outcomes and reduce costs.
- Perform patient assessment, physical exams, order/perform necessary lab and diagnostic tests, proficiency testing, prescribe & dispense medications in compliance with NH established medical protocols. Complete documentation of client/patient findings and recommendations at the end of each visit according to established protocols.
- Maintain awareness of current clinical treatment and information in the assigned area.
- Participate in staff/student practitioner training and inform support staff of clinical practice updates.
- Oversee the health center's credentialing and privileging activities.
- Ensure the efficient functioning of all clinic sites and coordination of medical and administrative personnel, schedules, policies and processes.

- Develop, maintain and monitor medical budgets.

The ideal candidate will demonstrate the following core competencies:

- The ability to work fluidly with governmental units and other funding sources that support health centers.
- Effective leadership qualities along with an understanding of the unique dynamics of the health center model.
- The ability to guide the clinical team toward patient self-management and true patient-centered, integrated care, wellness and health promotion.
- Advanced proficiency in office technologies including EHR and population health system optimization to advance clinical management functions.
- Alignment of clinical, tactical operations with the health center's mission, vision, values, and strategic plans.
- Competency in change readiness and leading clinical staff through changes into new care models.
- Actively works to integrate Public/Population Health issues with routine delivery of primary care in a fully integrated ambulatory setting.
- Sensitivity to the culture, behaviors, and illness perspectives of the populations served by the health center.
- Facilitates positive and constructive interactions with and among staff, patients, and families (both individually and in groups).
- Effectively carries out all relevant health center personnel and general management functions.
- Ability to use financial tools and systems to effectively manage ongoing clinical operations.
- Ensures clinical staff awareness of reimbursement mechanisms and issues.
- Actively participates and engages other clinical team members in effectively executing health center Quality Management, Risk Management, Patient Centered Medical Home, and FTCA activities.
- Uses benchmarking to actively identify clinical improvement opportunities.
- Supports center accreditation and Patient Centered Medical Home (PCMH) recognition.
- Leads clinical team in ensuring that all patient data is appropriately safeguarded, and that confidentiality is maintained, per HIPAA and other relevant regulations.
- Demonstrates commitment to the highest standards of ethical responsibility.

Requirements:

- Possession of an Indiana State Medical License (MD or DO) and DEA License. CPR Certified.
- Board certification or board eligibility in a primary care specialty.
- Extensive clinical experience
- Previous leadership / management experience

Education Requirements:

- Medical Degree from an accredited Medical school.

Prefer candidates with an understanding of healthcare reimbursement models, value-based care principles, and data analytics/informatics.

This position is full-time with benefits. We offer competitive pay, health, dental, vision, critical illness & accident insurance, 403(b) retirement plan, PTO, and paid holidays.

Interested? Please fill out an application on the Career Page and/or send a resume along with cover letter to NHC Human Resources Department by email to: hrdept@nhci.org.

Neighborhood Health is an Equal Opportunity Employer. Neighborhood Health does not exclude people or treat them differently for any aspect of the organization because of race, color, national origin, age, disability (physical or mental), or sex (including sexual orientation).

If you are a qualified individual with a disability or a disabled veteran, you may request a reasonable accommodation if you are unable or limited in your ability to access job openings or apply for a job on this site as a result of your disability. You can request reasonable accommodations by contacting Human Resources at hrdept@nhci.org by contacting Human Resources at hrdept@nhci.org