

Position Announcement
Chief Medical Engagement Officer
Location: Flexible

About the Organization

Across the nation, Compassion & Choices works to protect and expand end-of-life options — and to ensure that healthcare providers honor and enable patients’ decisions about their care. To make this vision a reality, Compassion & Choices focuses nationwide and within communities to empower people with information and tools to ensure they are receiving a full range of choices for dying in comfort, dignity, and control.

Organizational priorities include: integrating medical aid in dying into standard medical care; legitimizing advance care planning for dementia; and improving the delivery of culturally competent care to historically underserved populations.

Compassion & Choices is committed to building a staff that reflects the diverse communities that make up our country and fostering, cultivating and preserving a culture of diversity, equity and inclusion. We are an Equal Opportunity Employer and in recruiting, we seek candidates with the proven skills required, irrespective of race, gender, religion or belief, age, disability, or sexual orientation.

Job Summary

The Chief Medical Engagement Officer (CMEO) is responsible for leading efforts and a team to inspire the medical community to embrace the principles of patient-directed care and prompt systemic transformation within the medical community, including empowering patients to apply their voice and invoke their choice.

Working in collaboration with others, the CMEO will lead a team in the development and implementation of game-changing strategies that transform the medical community’s standard of care for patients nearing death to including the full range of end-of-life care options including palliative care, hospice, voluntarily stopping eating and drinking, the removal of treatment, and medical aid in dying.

Reporting to the President/CEO and serving as a member of the executive team, the CMEO will provide clinical expertise to ensure that the organization’s strategies, programs, and materials demonstrate cultural competency and are grounded in the latest clinical practice. The CMEO is also responsible for leading their team and working across the organization to prioritize projects, negotiate conflicts, maintain morale, and develop and manage budgets.

A strategic and creative thinker, the CMEO will collaborate within the medical community on best practices, pilot programs, and educational activities to advance patient-directed care and identify opportunities to support innovative, cutting-edge practices. The CMEO will strengthen Compassion & Choices' relationships within the field of medicine and foster its reputation as an expert in the full breadth of end-of-life care issues.

Duties and Responsibilities

Clinical Expertise & Culturally Competent Care

- Provide clinical expertise to ensure that the organization's strategies, programs, and materials demonstrate cultural competency and are grounded in the latest clinical practice.
- Work in partnership with the President/CEO and other leaders to create a vision and develop game-changing strategies to transform the medical community's standard of care for patients nearing death to an end-of-life care model that is compassion-based and patient-directed.
- Ensure that the voice of clinical medicine is integrated into the organizations' strategies, programming, and communications.
- Inform organizational leadership on changes and best practices within medicine as it relates to the full breadth of end-of-life care options, including advanced care planning, hospice, palliative care, voluntary stopping eating and drinking, the removal of treatment and medical aid in dying.
- Innovate and collaborate with the medical community on best practices, pilot programs, and education and awareness activities to advance patient-directed care and identify new opportunities to support cutting-edge practice reform.
- Bring expertise and experience in culturally competent practices and provide consultation services to ensure that all populations – especially from historically underserved communities – are aware of and have access to the full breadth of end-of-life-care.
- Translate the President/CEO's vision and strategic plan into strategic programs that advance patient-directed end-of-life care as the standard practice within and across the field of medicine.

Advocacy & Visibility

- Increase awareness about the full breadth of end-of-life care options within the medical community.
- Advocate for systemic change within and across the field of medicine to make end-of-life care decidedly more compassion-based and patient-directed and develop and help implement strategies that put pressure on the medical profession to respect and respond to patient preferences.
- Strengthen Compassion & Choices relationships within the field of medicine, especially among national and major state-based organizations, and foster its reputation as an

expert in the full breadth of end-of-life care issues, including inequities in care and patient advocacy.

- Represent Compassion & Choices at conferences, in the media, at donor meetings, at board meetings, and in the community and advance the Compassion & Choices brand.

Organizational Leadership and Direction

- Actively engage as a senior leader serving as the voice of clinical medicine and work closely with department directors to prioritize projects, negotiate conflicts, maintain morale, and develop and manage budgets.
- Demonstrate commitment to and actively support Compassion & Choices' Diversity, Equity & Inclusion Program.
- Provide strategic direction for and collaborative, expert oversight of the staff who manage programs that:
 - Engage health care providers in legislative advocacy efforts (Doctors for Dignity)
 - Provide online and phone consultations to clinicians around how to practice the full breadth of end-of-life care (Doc-to-Doc consultation line).
 - Engage with the medical community to increase awareness about the full breadth of end-of-life care options and to inspire changes in policies and systems to support compassion-based and patient-directed care.
 - Partner with medical schools and healthcare organizations to develop medical school curricula across fields and specialties and accredited CME programs for established practitioners.
 - Partner with health care entities to develop, present, and publish updates clinical practice guidelines.
 - Develop a program to work within and across the medical field to legitimize advance care planning as a way to prevent or reduce prolonged, unnecessary suffering at the end of life for people with dementia.
 - Provide consultation services to ensure that all populations – especially from historically underserved communities – are aware of and have access to the full breadth of end-of-life care.
 - Engage with and include members of the Healthcare Advisory Council across programming.
- Lead top-level strategies and programs to ensure that matrixed projects are properly staffed, fully integrated, and strategically and efficiently led across the organization.
- Manage assigned department directors using an inclusive and collaborative approach.
- Develop and manage related budgets and monitor financial, capital, and human resources.
- Understand and administer the policies and procedures of the organization; ensure that assigned department directors and staff are in compliance with all administrative policies and rules.

Qualifications and Competencies

- At least 15 years' experience in a clinical or medical setting, preferably in hospice or palliative care or with a primary care focus. Must have experience providing support to patients around the full breadth of end-of-life options, including medical aid in dying, hospice care, palliative care, and voluntarily stopping eating and drinking.
- Appropriate credentials are doctorate MD or DO.
- At least 10 years of management experience in positions of increasing responsibility with a track record of managing director-level staff, preferably in related areas.
- Significant experience in delivering culturally competent medical care and inspiring staff to lead with values rooted in the principles of diversity, equity, and inclusion.
- Demonstrated ability to build, develop, and foster relationships internally and externally, including success in building strong partnerships with national leaders and organizations.
- Strategic and creative thinker with excellent presentation skills that effectively communicate the importance or success of the work to the board, donors, supporters and the ability to interact with high-level individuals and groups as well as all levels across the organization.
- Experience successfully advocating for change within an organization.
- Ability to manage multiple projects and deadlines and maintain disciplined adherence to program goals.
- Team player who welcomes collaborative decision making and thrives in a fast-paced, constantly changing environment.
- Relationships with national health care associations and experience working directly with a national nonprofit board of directors are preferred.

Location and Structure

This position is remote with the possibility to work in the Washington, DC, or Portland, OR, office.

Applicants who would be available to work 32 hours a week while also maintaining their clinical practice are encouraged to apply.

Must be able and willing to travel at least 25% (overnight and possible weekends), but potentially more.

The CMEO reports directly to the President/CEO and leads a team of nine.

Salary

The salary range for this role is \$170,000 to \$190,000 based on experience.

Benefits

Compassion & Choices offers excellent benefits including employer-shared medical and dental insurance premiums, employer-paid short- and long-term disability, life and accidental death & dismemberment insurance, flexible spending account for medical and childcare, commuter pre-tax benefit, eligibility to participate in 401K with generous 5% employer match and 100% vested at time of eligibility, 12 paid holidays, 17 PTO days first year, and personal days.

To Apply

To apply, submit a cover letter and resume at <https://grossmansolutions.applytojob.com>. The cover letter should be concise, compelling, and outline the specific ways in which you would be a good match for this position.

Compassion & Choices is committed to building a staff that reflects the diverse communities that make up our country. We are an Equal Opportunity Employer and recruit, hire, train, promote, and administer any and all personnel actions without regard to age, color, creed, disability, economic status, ethnic identity, gender identity, national origin race, religion, sex, sexual orientation, veterans' status, or any other basis prohibited by applicable law.