



CITY OF
**LONG
BEACH**

**Occupational
Health Physician
(Medical Director)**

THE COMMUNITY

Ideally located on the Pacific Coast just south of Los Angeles and adjacent to Orange County, the City of Long Beach, population 478,561, is best known for its waterfront attractions, including the permanently docked Queen Mary ocean liner and the Aquarium of the Pacific. Long Beach also hosts the Grand Prix of Long Beach, currently an IndyCar race and the Long Beach Pride Festival and Parade. California State University, Long Beach, one of the largest universities in California by enrollment, is in the City. Long Beach is an urban metropolis with a diverse economy, and a tapestry of small neighborhoods whose international cultures are woven into a tightly knit yet heterogeneous community.

Long Beach enjoys a quintessential Southern California climate that makes its abundance of cultural and recreational options appealing throughout the year. It boasts six miles of beaches and numerous beautiful parks and open spaces, as well as The Long Beach Convention Center, along with a variety of other attractions that include two historic ranchos, three marinas, and five golf courses. The City's many offerings help to draw 5.5 million visitors every year.

The community's economy is further supported by a wide variety of industries including education, health and social services, manufacturing, retail trade, and professional services, among others. The City is a hotbed for startup activity, education, and ingenuity. Also located within the City is Long Beach City College, which along with California State University, Long Beach, has repeatedly been named a "Best Value College" in the nation by Kiplinger. Serving the K-12 student population, the Long Beach Unified School District consistently attracts international recognition for increasing student achievement and public education best practices and consistently ranks among the Top 10 urban school districts in the country in a variety of reports and rating systems.

Committed to using technology to help deliver the best possible services, Long Beach has been named among the Top 10 "Digital City" in America for seven consecutive years. The seventh largest city in California and one of the most diverse in the country, Long Beach offers its residents and visitors all the amenities of a large metropolis while maintaining a strong sense of community and cohesiveness throughout a wide variety of unique and desirable neighborhoods. Long Beach is known for being bike-friendly and has been ranked the 10th most walkable city in the nation in both 2016 and 2017.



THE HUMAN RESOURCES DEPARTMENT

The Human Resources Department provides the full range of human resources support services to 22 departments throughout the City. HR's services include labor relations, employee relations, benefits, training, salary, and classification administration, HRIS administration, oversight of personnel investigations, EEO compliance, occupational health services, risk management and safety compliance. We believe that the City's greatest assets are its employees and take great pride in managing the systems that support a highly productive, innovative, caring, and customer-oriented workforce. Our mission is to provide leadership and operational support to City departments to enhance their ability to recruit and retain a qualified, diverse workforce and to effectively manage business risk. We are committed to being strategic partners with all departments to ensure that the City has the talent and resources needed to provide great services to the community.

OCCUPATIONAL HEALTH CLINIC

The City of Long Beach's Occupational Health Services Clinic prides itself on providing compassionate and efficient care to our employees and expedient clearance results to applicants. We provide an array of medical services including post-offer employment physicals, x-rays, Department of Transportation (DOT) medical examinations, HAZMAT physicals, medical examinations for Police and Fire recruits, which are in line with POST and NFPA guidelines, annual and biennial surveillance programs, and so much more. Our clinic is staffed with a Physician Assistant, X-Ray Technician, three Medical Assistants, one front-office and one back-office support staff member, and an Office Administrator.

THE POSITION

The City of Long Beach is seeking a dynamic physician leader to be the **Occupational Health Physician (Medical Director)** to lead, guide, and supervise the clinical programs and staff for the Occupational Health Clinic. The **Occupational Health Physician** will provide on-site immediate medical care, treatment of occupational medicine injuries and illnesses, injury and illness prevention, fitness for duty evaluations, performing OSHA required exams in addition to other regulated exams and tests. Reporting to the City's Occupational Health/Human Resources Officer, the incumbent will oversee clinical practice, compliance with regulatory requirements and systems improvement activities, as well as patient care and consulting services along with administrating the day-to-day operations and working as part of the leadership team. In this role, the incumbent will assist in the development, implementation, and monitoring of policies, procedures, and practices that affect the health of City of Long Beach employees.

THE IDEAL CANDIDATE

The ideal candidate provides medical care and experience that exceeds expectations and works effectively in a collaborative team environment; is a natural leader with proven experience directing and collaborating with multi-disciplinary teams and medical providers by fostering an environment of inclusion. We are looking for the candidate with:

- General knowledge about occupational and environmental medicine.
- Understanding of clinical policies and various procedures.
- Ability to work in a fast-paced setting and effectively manage a full patient caseload.
- Ability to supervise, direct and evaluate the work of physicians and other medical staff; experience in clinical supervision and program management.
- Exceptional organizational and leadership skills and aptitude in resolving issues and conflicts.
- Solid understanding of budgeting, resourcing, and performance evaluation procedures.
- Effective diagnostic and decision-making skills in area of specialty/expertise.
- Ability to diagnose patient conditions and make associated treatment recommendations and/or specialty referral.
- Working knowledge of California workers' compensation system, OSHA and California Health and Safety Codes/laws.
- Ability to establish and maintain compliance with State and Federal regulatory requirements.
- Ability to effectively utilize computer systems to communicate, record and track case management/patient care data.
- Ability to work in a diverse and labor/management partnership environment.
- Champion new ideas and processes and demonstrate ability to problem solve.
- Ability to effectively communicate both orally and in writing and gather information, analyze data, and prepare reports for a broad variety of audiences; excellent interpersonal and people skills.

Key Responsibilities:

- Provides administrative leadership for the programs and services offered by the Occupational Health Clinic.
- Develops or assists in the development and updating of occupational health policies and procedures consistent with applicable legal mandates, established medical standards, best community medical practices and guidelines, as well as organizational missions and goals.
- In consultation with the OH/HRO, plans and directs the medical programs/activities of the Occupational Health Clinic, improvements, or revision of medical examination protocols, questionnaires, and examination review and procedures, and directly participates as a clinic physician in these duties.
- Conducts pre-employment physical examinations of potential employees in accordance with state and/or federal mandated, and City required exams (Department of Transportation, Hazardous Materials, Pulmonary Functions, Hearing Conservation, etc.)
- Orders and interprets diagnostic tests, assesses medical conditions, provides medical care and treatment and related duties as required by standard protocols.
- Performs the more difficult evaluations and reviews the work and recommendations of the clinical staff, contracted clinic medical staff and related work performed for the organization in accordance with best medical practice and applicable laws.
- Confers with medical staff, medical consultants, primary care providers, and others to determine the physical limitations and work restrictions of City employees and applicants.
- Provides technical and administrative supervision and support of clinical staff of the OH clinic. Provides physician consultation on workers' compensation cases and consults with other physicians regarding medical status of employees. Makes recommendations to other City departments regarding OSHA medical guidelines.
- Assists in other administrative activities such as data management and analysis, and issuance of Requests for Proposals.
- Performs the duties of a Physician as needed.

Qualifications and Experience:

To qualify for this outstanding opportunity, one of the following is required:

Completion of a recognized Occupational Medicine Residency

OR

Completion of a recognized Internal Medicine or Family Practice Residency and one year of acute care medicine within the chosen specialty,

AND

Possession of a valid physician and/or surgeon's license issued by the Medical Board of California

Valid DEA Narcotics License

CURRENT Curriculum Vitae

Highly Desirable:

- State Board Certification as a specialist in Occupational Medicine.
- Medical Review Officer (MRO) Certification.
- Two or more years of experience treating patients with occupational injuries or a master's degree in Public Health or other Preventive Medicine field.
- Enrollment in an Occupational Medicine mini-residency is also desirable.

COMPENSATION & BENEFITS

The salary range for this position is between \$185,000 to \$200,000 annually. Placement in the range will depend on qualifications. The City's compensation package also encompasses an attractive benefits package that includes:

- **Retirement** – City offers CalPERS with a benefit of 2.5% @ 55 for Classic members or 2% at 62 for new members as defined by PEPPRA, subject to the limitations set by PERS. Employee pays the employee portion. The City also participates in Social Security.
- **Vacation** – Twelve (12) days after one year of service; 15 days after four years, six months of service; 20 days after 19.5 years of service.
- **Executive Leave** – Forty (40) hours per year.
- **Sick Leave** – One day earned per month; unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums, or to pension credits.
- **Holidays** – Ten (10) designated holidays per year, plus four personal holidays to be used at the employee's discretion.
- **Transportation Allowance**
- **Health and Dental Insurance** – The City offers an HMO and PPO option for health and dental insurance coverage. The City pays major portion of the premium for employee and dependents depending on the health/ dental plan selected.
- **Life Insurance** – City-paid term life insurance policy equal to three times annual salary to a maximum of \$500,000.
- **Disability** – City-paid short-term and long-term disability insurance.
- **Flexible Spending Account** – Optional election for employees to reduce taxable income for payment of allowable childcare or medical expenses.
- **Management Physical** – Annual City-paid physical examination.
- **Deferred Compensation 457(b) Plan** – Optional for employee contribution to a supplementary retirement savings program available through ICMA Retirement Corporation.
- **Technology Allowance** – Monthly stipend.

TO APPLY



Please visit www.koffassociates.com/jobs. You can also reach the Koff & Associates Recruiting team at recruiting@koffassociates.com. Open until filled.



The City of Long Beach is an Equal Opportunity Employer that actively encourages workforce diversity.