



Murray County Medical Center Position Description

Classification:	Chief Medical Officer
Department:	Administration
Location:	Murray County Medical Center
Reports to:	CEO
FSLA Classification:	Exempt – Temporary

Position Purpose

The Chief Medical Officer (CMO) is the lead physician responsible for providing clinical leadership across Murray County Medical Center and supporting the organization's strategic direction, clinical transformation, and commitment to high-quality, patient-centered care.

The CMO is responsible for establishing and promoting standards of care, reducing unnecessary clinical variation, supporting development of common care pathways, and engaging physicians and advanced practice providers (APPs) in organizational priorities. The CMO provides leadership in quality improvement, patient safety, care coordination, chronic disease management, provider engagement, workforce sustainability, and readiness for value-based care.

The CMO serves as a key physician leader in Murray County Medical Center's participation in the Headwaters Clinically Integrated Network (CIN), supporting collaboration with regional healthcare organizations, shared quality initiatives, care coordination, population health strategies, data analytics, and value-based care infrastructure.

The CMO works in partnership with the Chief Executive Officer (CEO), medical staff, department directors, and clinical and operational leaders to execute the organization's strategic plan, advance clinical performance, and develop sustainable physician leadership capacity.

Essential Duties and Responsibilities

1. Medical Staff Leadership and Oversight

- Serve as the primary liaison between the medical staff, executive leadership, and Board of Directors on clinical matters.



- Provide leadership and oversight to physicians and APPs in accordance with organizational policies and medical staff bylaws.
- Promote accountability to Murray County Medical Center's mission, vision, values, code of conduct, and standards of care.
- Foster physician and APP engagement in organizational priorities and performance improvement initiatives.
- Partner with the CEO and medical staff leadership to address clinical priorities and opportunities.
- Promote a high-trust culture and strong team environment among providers and clinical leaders.

2. Clinical Standards, Quality and Patient Safety

- Establish and promote consistent standards of clinical care throughout the organization.
- Work with physicians, APPs, nursing, department directors, and clinical teams to reduce unnecessary clinical variation.
- Support development and implementation of common care pathways and evidence-based clinical practices.
- Oversee and support quality improvement initiatives designed to improve clinical performance, patient safety, service, and patient satisfaction.
- Review clinical performance information and support corrective and improvement strategies.
- Promote use of best practices, benchmarking, and performance standards.
- Support compliance with applicable ACO, HIPAA, regulatory, licensing, and accreditation requirements.
- Collaborate with leadership to maintain high standards of quality and service.

3. Clinical Transformation and Strategic Leadership

- Serve as the lead physician for organizational clinical transformation initiatives.
- Identify and support innovative care models and payment methods that improve outcomes and enhance value.
- Support initiatives designed to improve care for defined populations and strengthen rural healthcare delivery.
- Collaborate with executive leadership to identify opportunities for service expansion and clinical integration.
- Support specialty care collaboration, telehealth development, and improved transitions of care.
- Provide physician leadership in initiatives designed to strengthen long-term organizational sustainability.

4. Headwaters Clinically Integrated Network (CIN)

- Provide physician leadership for Murray County Medical Center's participation in the Headwaters CIN.

- Support provider engagement and participation in CIN activities.
- Collaborate with network partners on quality improvement, care coordination, population health, and clinical integration initiatives.
- Support alignment of local clinical practices with network quality and care coordination goals.
- Participate in shared learning, benchmarking, collaborative quality initiatives, and care management strategies.
- Support use of network resources, data analytics, and best practices.
- Assist the organization in preparing for evolving reimbursement models and value-based care participation.
- Identify opportunities for regional partnerships and improved access to coordinated care for rural populations.

5. Care Coordination, Population Health and Clinical Performance

- Support development and implementation of population health and preventative care initiatives.
- Promote effective chronic disease management and coordinated care.
- Support improved transitions of care across healthcare settings.
- Work with clinical teams to identify gaps in care and opportunities to improve patient outcomes.
- Promote integration of clinical information and medical informatics into decision-making and care delivery.
- Support efforts to improve hospital, emergency department, and overall clinical performance.
- Encourage use of data and performance information to guide clinical improvement.

6. Provider Engagement, Mentorship and Workforce Development

- Foster clinical leadership engagement among physicians and APPs.
- Lead and assist in development of provider mentorship and education programs.
- Support onboarding and integration of new physicians and APPs.
- Participate in provider recruitment and retention efforts.
- Develop strong relationships with current providers and promote long-term workforce stability.
- Identify and mentor current physicians and APPs who may assume future physician leadership responsibilities.
- Build sustainable physician leadership capacity that can continue beyond the grant cycle.
- Encourage professional development, collaboration, accountability, and shared responsibility among providers.

7. Innovation, Service Development and Community Healthcare

- Collaborate with executive leadership, providers, and regional partners to identify opportunities for service expansion.
- Support development of innovative care models appropriate for rural populations.



- Identify opportunities for specialty care collaboration and expanded access to services.
- Support telehealth and other strategies that improve access to care.
- Promote preventative care, chronic disease management, and population health initiatives.
- Help leverage organizational and regional resources to improve healthcare access, quality, and sustainability.

8. Regulatory, Compliance and Organizational Accountability

- Work with the CEO and organizational leaders to ensure clinical operations meet applicable local, state, federal, and accrediting-body requirements.
- Promote compliance with organizational policies, medical staff bylaws, and applicable regulatory standards.
- Support maintenance of appropriate clinical documentation and medical staff accountability.
- Participate in committees and organizational processes related to quality, patient safety, compliance, and clinical performance.
- Maintain awareness of changes in healthcare regulations, standards, and clinical practices affecting the organization.

9. Other Duties

- Participate in organizational, medical staff, and community activities as assigned.
- Maintain professional knowledge and skills necessary to perform the responsibilities of the position.
- Perform other duties as assigned by the Chief Executive Officer.

Job Activities

Major Activity	Percentage
Medical Staff Leadership and Oversight	15%
Clinical Standards, Quality and Patient Safety	15%
Clinical Transformation and Strategic Leadership	15%
Headwaters CIN Participation and Network Collaboration	15%
Care Coordination, Population Health and Clinical Performance	10%
Provider Engagement, Mentorship and Workforce Development	10%
Innovation, Service Development and Community Healthcare	10%
Regulatory, Compliance and Organizational Accountability	5%
Other Duties	5%
Total	100%

Qualifications

Requirements

- Doctor of Medicine (MD) or Doctor of Osteopathic Medicine (DO) degree.
- Current and unrestricted medical license in Minnesota.
- Board certification or board eligibility in a recognized medical specialty.
- Current clinical privileges or ability to obtain appropriate medical staff privileges at Murray County Medical Center.
- Demonstrated clinical leadership experience and ability to work collaboratively with physicians, APPs, clinical staff, administration, and healthcare partners.
- Strong written, verbal, interpersonal, and organizational communication skills.
- Demonstrated ability to establish trust, build strong teams, and foster physician engagement.
- Knowledge of quality improvement, patient safety, clinical standards, care coordination, and evidence-based care.
- Ability to identify and address opportunities for reducing clinical variation and improving consistency of care.
- Understanding of chronic disease management, preventative care, population health, and transitions of care.
- Understanding of value-based care and evolving healthcare delivery models.
- Ability to analyze clinical performance information and use data to support improvement.
- Ability to lead organizational change and clinical transformation initiatives.
- Ability to effectively collaborate with regional healthcare organizations and network partners.
- Experience with physician leadership, medical staff leadership, quality improvement, or clinical integration preferred.
- Experience in rural healthcare preferred.
- Experience with population health, value-based care, telehealth, or innovative care models preferred.
- Experience mentoring physicians or APPs and developing clinical leadership preferred.

Working Conditions and Physical Demands

- Work is performed in a healthcare, administrative, and clinical environment.
- Requires frequent interaction with physicians, APPs, clinical staff, executive leadership, patients, healthcare partners, and community organizations.
- May require prolonged periods of sitting, standing, walking, and computer use.
- May require travel for regional healthcare partnerships, CIN activities, meetings, conferences, and community activities.
- May require participation in clinical environments depending on assigned responsibilities and medical staff privileges.
- May encounter stressful, confidential, and time-sensitive situations requiring sound professional judgment.



- Must comply with applicable infection prevention, safety, confidentiality, and organizational requirements.

Equipment Operation

- Standard office equipment including computers, telephones, copiers, scanners, and other office equipment.
- Electronic medical record and healthcare information systems.
- Microsoft Windows and standard office software.
- Electronic communication and virtual meeting platforms.
- Medical informatics, quality reporting, and data analytics systems.
- Clinical equipment as required by the individual's medical specialty and medical staff privileges.

Supervisory Responsibilities

The Chief Medical Officer reports directly to the Chief Executive Officer and provides direct leadership and oversight of physicians and APPs, consistent with medical staff bylaws, organizational policies, and applicable regulations.

The CMO is responsible for fostering provider accountability, engagement, professional development, and collaboration. The CMO also provides mentorship and leadership development for current physicians and APPs to support development of future physician leadership and long-term sustainability of the CMO role.

Employee Name (Print): _____

Employee Signature: _____

Date: _____

Manager/HR Representative Signature: _____

Date: _____