



Clinical Care Director (APRN/CNM/PA)

Family Tree Clinic, a community clinic in Minneapolis focused on reproductive, sexual, and gender affirming healthcare, seeks a Clinical Care Director to help lead our APRN, CNM, and PA provider team and oversee clinical care and quality at Family Tree. This role is salaried and 32 hours per week spending 50% (16 hrs/week) on director duties and 50% (16 hrs/week) providing direct patient care. We seek a collaborative leader and experienced provider (APRN, CNM, or PA), who can support our clinic at a time of growth and strategic planning; centering patient care, sustainability, and our mission and values.

Who We Are

Family Tree Clinic is a leader in sexual and reproductive health care in the Twin Cities and greater Minnesota. Founded by community activists and volunteers in 1971, our vision is to eliminate health disparities by providing culturally competent, innovative, and personalized sexual health care and education to a diverse group of patients. We work to achieve this vision by providing patient-centered health care services, community education and outreach services; and through developing alliances across the state to promote sexual health and freedom in our communities. The staff at Family Tree is a team of committed, passionate, and smart individuals who work hard and are eager to learn and grow together as we provide services and education to our community.

Core Value Statements

Commitment to furthering social and reproductive justice: striving for and demonstrating a conscious awareness of cultural markers and lenses related (but not limited) to race, ethnicity, country of origin, religion, family narrative, gender identity, immigration status, gender presentation and expression, sexual orientation and expression, mental and physical ability, size, class, and age; sex positive; striving to center justice lenses in our daily work and long-term goals

Mission-focused: conveying passion for our mission with an understanding that our work evolves over time, and that there are many ways we accomplish our collective goals; supporting a workplace environment that is in service to our mission

Collaborative and accountable: being mindful of our differences and striving for self-awareness; accountable to colleagues, patients, clients and community members; acknowledging of one's own mistakes and striving to learn from them; supportive of ongoing learning

Family Tree Clinic is an equal opportunity employer and is committed to building and maintaining a diverse staff that is representative of the communities we serve and live in. People of color, LGBTQ-identified individuals, and people from the local community are strongly encouraged to apply.



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Direct and respectful: being honest, candid and straight-forward in a way that acknowledges the power of our words; assuming the best intentions when engaged in difficult conversations; conveying respect for each other and our clients; upholding workplace standards and Family Tree's mission in all of our interactions

Position Summary

The Clinical Care Director is responsible for the quality of medical care at Family Tree Clinic, supporting and developing the medical skills of the provider team, overseeing clinical quality, evaluation and improvement of care, and the day to day delivery of medical care. This is a key leadership role within the organization and will collaborate to build our next 5-year strategic plan, which will help to identify our primary services, scope, and identity in regional health care.

Primary Duties

Collaborative responsibilities:

- Ensure compliance, training, and processes are aligned with quality patient care for our clinic services in partnership with the Clinic Director, consulting physician, provider team, and clinic staff.
- Support an effective and constructive clinic team in partnership with the Clinic Director.
- Work with Clinic Director to ensure policies and protocols are updated, enforced and implemented in accordance with current standards and best practices.
- Work with Clinic Director and clinic management team to implement clinic flow and operational improvements and solutions.
- With the provider team, ensure medical protocols and guidelines are up to date, appropriate and medically accurate.

Independent responsibilities as a provider:

- Perform routine physical examination, assessment, diagnosis, treatment plans, and follow up.
- Provide reproductive, sexual, and gender-affirming hormone health care services.
- Document assessment, diagnosis, and services provided in the electronic health record system.
- Openness to potential clinic service expansion: abortion care and minor illness care.

Program/department coordination responsibilities:

- Serve as the medical leader for clinical practice, protocols, quality of care, and care philosophy.
- Lead quality improvement and evaluation of clinical services and work closely with clinic leadership to incorporate continuous quality improvements.

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- Lead clinical programs, including strategic clinical service expansion.
- Assist with the development of training materials and training of residents and students, and other medical staff as relevant.

Supervisory Responsibilities:

- Support in the hiring and onboarding of new providers.
- Support the evaluation, continuing education, coaching, feedback, and guidance for our provider team to provide them with the tools needed to provide exceptional patient care.
- Partner with the Clinic Director and other clinic staff to support a holistic team environment that supports patient and visit growth, models of care, clinic flow, integration of feedback.

Additional Duties:

- Engage in organizational leadership efforts as a part of the leadership team.
- Engage as an ambassador for Family Tree Clinic in external relations, where it is a fit for your passions/strengths.
- Perform additional tasks and responsibilities as assigned.

Qualifications

Required:

- Demonstrated experience as an exceptional listener, lifelong learner, collaborator, community-minded individual with leadership strengths that center these areas.
- A passion for and ability to improve and oversee processes and engaging the team in those efforts; organized, effective communicator, growth mindset, exceptional follow through.
- Completion of advanced practice nursing or physician assistant education program and appropriate certification(s) as a Certified Nurse Midwife, Nurse Practitioner, or Physician Assistant. Requires current license to practice in Minnesota, current CPR certification, current and appropriate certification in field of practice, and current and unrestricted DEA license.
- 3+ years of experience providing medical care, with demonstrated specific skills, knowledge and abilities to provide patient examination and assessment and hold required licensure and certifications commensurate with skills requirements.
- 3+ years of leadership experience, including quality initiatives, clinical program growth, change leadership, medical protocol development, provider supervision, and a knowledge of state licensing and certifying bodies and regulations.
- Experience with reproductive health and sexual health required.
- Experience working with LGBTQ identified communities preferred.

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- Must be able to perform activities in the areas of clinical patient care, laboratory, phlebotomy, clerical, administrative, and miscellaneous duties as needed.
- Passionate about mentoring, teaching, and leading a diverse and exceptional team of providers.
- Organized with strong follow through. Ability to find solutions and support the team in continued improvements.
- Ability to have a consistent presence in the clinic, attend all shifts, adhere to a schedule that allows the provider team to have consistent support.
- A demonstrated understanding of and experience navigating identity-based oppression, health disparities, and structural racism in health care.
- Demonstrated commitment working to combat systems of oppression that show up in medical care and leading teams to do the same.
- Ability and willingness to challenge and change systemic and personal actions and behaviors that contribute to systems of oppression is required.
- Experience with Electronic Health Record systems and effective documentation.

Salary & Benefits: Starting hourly wage is \$60.00-\$68.00 per hour, which equates to \$99,840-\$113,152 annually at 32 hours/week (.8 FTE). This is a benefits-eligible position, with paid holiday, vacation and sick time; medical, dental, vision, life, and long-term disability insurances; and a 2% employer matched 401k.

Hours and Work Style: This position is offered at 32 hours per week, and it is expected that the Clinical Care Director will spend 90% of their time on site with the option of 10% remote admin time. Availability for evening and weekend shifts required.

Supervisor: Executive Director

Typical Working Conditions

Exposure to communicable disease, toxic substances, medical preparations and other conditions common to clinic environments. Requires exposure to blood and bodily fluids. The position requires independent mobility, full range of body motion, manual and finger dexterity, legible writing skills and hand-eye coordination. Involves standing and walking and occasional lifting.

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To help ensure the health and safety of our Patients, Clients, Students, and Staff, **Family Tree requires all employees to be vaccinated and boosted against the COVID-19 virus.** All new employees are required to be either fully vaccinated, receive their first dose, or receive any recommended booster shots within 2 weeks of hire. If you have questions about the vaccine policy, please contact our HR department at dangelucci@familytreeclinic.org. Exceptions may be made for medical reasons and/or genuinely held religious beliefs.

How to Apply: send cover letter and CV with the subject heading **Clinical Care Director** to avanavery@familytreeclinic.org

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