



Community Care Network

Rutland Mental Health Services & Rutland Community Programs

Community Care Network is hiring for a Medical Director.

Community Care Network is comprised of Rutland Mental Health Services and Rutland Community Programs. Our mission is to enhance the well-being of our communities, individuals and families through responsive, innovative and collaborative human services.

About the Role:

The Medical Director provides strategic leadership, clinical oversight, and direct psychiatric care to ensure the delivery of high-quality, evidence-based services across mental health, substance use, developmental services, and individuals with co-occurring conditions. This position is responsible for advancing clinical standards, protocols, and policies while supporting the day-to-day operations of the medical team.

The Medical Director supervises medical staff and contracted providers and leads the delivery of Medications for Opioid Use Disorder (MOUD) services. This role collaborates closely with senior leadership to support integrated, person-centered care within a Certified Community Behavioral Health Clinic (CCBHC) model.

This position includes a mix of direct client care and administrative/leadership responsibilities.

Principal Responsibilities:

- Develop and maintain clinical programming that supports a high level of client satisfaction.
- Provide leadership and supervision to medical practitioners, including employees and contracted providers.
- Provide direct psychiatric care, including psychiatric evaluations, medication prescribing and management, and MOUD services.
- Maintain expected productivity standards, including approximately 27 billable units per week.
- Serve as a psychiatric consultant across agency programs.
- Lead and oversee MOUD services, ensuring compliance with clinical and regulatory standards.
- Assist in the development and implementation of medical policies, protocols, and clinical programming.
- Participate in quality assurance, utilization review, risk management, and peer review activities.
- Ensure compliance with CCBHC requirements, including access, care coordination, and evidence-based practices.
- Facilitate interdisciplinary treatment planning and medication review as needed.

- Provide training and guidance to staff regarding psychiatric medications and best practices.
- Participate in clinical, team, and Senior Leadership meetings.
- Develop collaborative relationships with community providers, partners, and stakeholders.
- Ensure timely and accurate clinical documentation in compliance with regulatory, accreditation, and payer requirements.
- Participate in the on-call rotation as required.

Qualifications and Competencies:

- Medical Degree (M.D. or D.O.) and completion of an accredited psychiatry residency program.
- Board Certified or Board Eligible in Psychiatry.
- Minimum of three (3) years of experience in psychiatry, including at least one (1) year in a community mental health setting.
- Licensed or eligible for licensure to practice medicine in the State of Vermont without restriction.
- Eligible to prescribe controlled substances in accordance with state and federal regulations.
- Experience working with individuals with co-occurring mental health and substance use disorders required.
- Proficiency with electronic medical records (EMR) systems and telehealth platforms.
- Ability to collaborate effectively across multidisciplinary teams.
- Strong communication, leadership, and organizational skills.
- Must obtain and maintain affiliate medical staff membership at Rutland Regional Medical Center.
- Must have a valid driver's license, reliable transportation with personal automobile liability insurance coverage at or above the levels mandated by the State of Vermont.
- Successful completion of a criminal history background check after hire.

What's in it for YOU:

- Competitive Salary - \$325,000 per year
- Comprehensive Benefit Package
 - 401(k)
 - 401(k) matching
 - Dental insurance
 - Employee assistance program
 - Flexible schedule
 - Flexible spending account
 - Health insurance
 - Health savings account
 - Life insurance
 - Paid time off

- O Professional development assistance
- O Retirement plan
- O Tuition reimbursement
- O Vision insurance
- Career Training and Development
- Opportunity to provide both clinical care and leadership in a mission-driven organization

CCN is an Equal Opportunity Employer.