

Chief Medical Officer

Emergency Management Services Authority

Salary \$15,301 - \$17,000 per month



The Emergency Management Services Authority (EMSA) is looking for their next Chief Medical Officer (CMO)!

This is an exciting time to join EMSA. In this role, the CMO has significant responsibility for formulating and advising the administration of clinical policies and programs. The CMO advises the Director on clinical best practices within the field of emergency medical services. The role provides clinical leadership and oversight concerning treatment, education, and other matters involving medical decision making and delivery of patient care, including, but not limited to, scope of practice, trauma system organization, stroke, ST-elevation myocardial infarction requirements, and first aid and CPR training.

Requirements:

- Current California Physician License (MD, DO)
- Board Certification in Emergency Medicine
- Minimum 5 years of work experience in Emergency Medical Services
- DEA License

The Ideal Candidate:

- Has comprehensive knowledge of principles, practices, and trends in emergency medicine and prehospital medicine.
- Possesses the clinical expertise to evaluate and endorse revisions to Standard Operating Procedures for EMS providers.
- Demonstrates expertise in EMS system design and operations to finalize EMS plans, including emergency medical dispatch protocols, specialty clinical programs, and quality improvement initiatives.
- Has knowledge of regulatory compliance and state and federal regulations governing EMS practice, training, and quality improvement.
- Is experienced in consulting and advising on clinical best practices within the field of EMS.
- Analyzes data and presents ideas and information effectively both orally and in writing.

The California Emergency Medical Services Authority (EMSA) oversees emergency and disaster medical services in the state of California.

The EMSA is charged with providing leadership in the innovation and administration of the emergency medical services system throughout the state. The EMSA is also responsible for promoting disaster medical preparedness and coordinating and supporting California's medical response to major disasters.



This position is located in Sacramento and offers a hybrid work environment.

Review the job posting and apply!

Please contact apply@cdph.ca.gov with questions about the position or hiring process.

The state of California offers a generous benefits package including a pension plan and some of the best medical, dental, and vision plans available.



DUTY STATEMENT

Employee Name:	
Classification: Chief Medical Officer, Exempt	Effective Date:
Working Title: Chief Medical Officer	Position Number: 312-100-0621-001
Collective Bargaining Unit: N/A	Work Location: 11120 International Drive, Suite 200, Rancho Cordova, CA 95670
Center/Office/Division/Unit: Executive	Tenure/Time Base: Non-tenured / Full Time

All employees shall possess the general qualifications, as described in California Code of Regulations Title 2, Section 172, which include but are not limited to integrity, honesty, dependability, thoroughness, accuracy, good judgment, initiative, resourcefulness, and the ability to work cooperatively with others.

EMSA is responsible for the equitable coordination, administration, and integration of the statewide emergency medical services system to reduce suffering and save lives throughout California.

This position requires the incumbent to maintain consistent and regular attendance; communicate effectively (orally and in writing) in dealing with the public and/or other employees; develop and maintain knowledge and skill related to specific tasks, methodologies, materials, tools, and equipment; complete assignments in a timely and efficient manner; and adhere to departmental policies and procedures.

Competencies

The competencies required for this position are found in the classification specification for the classification noted above. Classification specifications are located on the [California Department of Human Resources' Job Descriptions webpage](#).

REQUIREMENTS:

- Current California Physician License (MD, DO)
- Board Certification in Emergency Medicine
- Minimum 5 years of work experience in Emergency Medical Services
- DEA License

Job Summary

The Chief Medical Officer (CMO) works under the direction of the Director of the Emergency Medical Services Authority. The CMO has significant responsibility for formulating and

advising the administration of clinical policies and programs. The incumbent advises the Director on clinical best practices within the field of emergency medical services. These functions require skills and knowledge at the highest level with the responsibility of the most critical and sensitive nature as it relates to the department's mission of ensuring quality patient care by administering an effective, statewide system of coordinated emergency medical care, injury prevention, and disaster medical response. The CMO shall provide clinical leadership and oversight concerning treatment, education, and other matters involving medical decision making and delivery of patient care, including, but not limited to, scope of practice, trauma system organization, stroke, and ST-elevation myocardial infarction (STEMI) requirements, and first aid and CPR training.

During emergency operations, may be required to work in EMSA's Departmental Operations Center, other governmental Emergency Operations Centers, or in EMSA's field Mission Support Teams to aid in emergency response and recovery activities. EMSA staff are required to complete emergency management and Incident Command System training based on their respective roles in a response and participates in periodic departmental and statewide readiness drills and exercises. Under these emergency operations, staff need to work effectively and cooperatively under stressful conditions with short lead times; work weekends, holidays, extended and rotating shifts (day/night); and may be required to travel statewide for extended periods of time and on short notice.

Special Requirements

- Conflict of Interest (COI)
- DMV Pull Notice Required
- Background Check and/or Fingerprinting Clearance
- Medical Clearance
- Travel Required: 5%
- Bilingual: Pass a State written and/or verbal proficiency exam in
- License/Certification: California Physician License (MD, DO); Board Certification in
Emergency Medicine; DEA Licensure
- Telework Eligible: Yes. If yes, how many days per week? Up to 2 days.
- Other:

Essential Functions (including percentage of time)

- 35% Address the clinical components needed for patient safety and optimal care while bringing substantial experience in the practice of emergency medicine or emergency response in California. Functions include:
- Review and recommend revisions/updates to the Standard Scope of Practice (SOP) for all EMS providers, including Public Safety First Aid (PSFA) personnel, Emergency Medical Responders (EMR), Emergency Medical Technicians (EMTs),

Advanced EMTs (A-EMTs), Paramedics, and Paramedic specialists (flight medics, Community Paramedics), ensuring alignment with clinical best practices and patient safety standards.

- Assess all Local Optional Scope of Practice (LOSOP) Applications submitted, drawing upon clinical expertise to evaluate proposed scope expansions for safety, efficacy, and adherence to established standards of care.
- Evaluate Trial Study applications aimed at evaluating new practices or procedures within the EMS system, applying clinical knowledge to assess study protocols, ensure patient safety, ethical conduct, and methodological rigor.
- Provide recommendations on sections of Local Emergency Medical Services Agency (LEMSA) Emergency Medical Services (EMS) plans that have clinical care impact, such as Emergency Medical Dispatch protocols, Specialty Clinical program plans (e.g., Trauma, STEMI, Stroke, EMS for Children), Community Paramedicine, Triage to Alternate Destination Programs, and LEMSA Quality Improvement Programs, to ensure alignment with evidence-based practices and standards of care.
- Advise the EMSA Director on all aspects of EMS system design, which is influenced by community-level and patient-level health care needs as well as operational considerations.
- Participate, as necessary, in relevant external stakeholder committees.

30% Provide recommendations for EMSA regulations related to clinical practice, training, education and continuing education standards, and quality improvement initiatives, ensuring alignment with evidence-based practices and patient safety protocols. These regulations are intricately woven throughout multiple chapters of EMSA regulations, necessitating thorough oversight to maintain consistency and effectiveness across the EMS system.

Attend and consider advisement from all EMSA Technical Advisory Committees including data, EMS and clinical research, trauma, STEMI, Stroke, EMS-C, CALMAT Leaders and CALMAT CMOs, the Emergency Medical Services Directors' Association of California (EMDAC), and the EMDAC Scope of Practice (SOP) Committee.

Conduct comprehensive oversight of state-level EMS Quality Improvement efforts by analyzing and reporting on data obtained from the California EMS Information System (CEMSIS) and other clinically relevant data sets. This includes assessing key performance indicators, identifying areas for improvement, and implementing strategies to enhance the quality and efficiency of EMS services statewide. Through meticulous analysis and reporting, opportunities for optimization and enhancement of patient care and outcomes are identified and acted upon to continually improve the effectiveness and responsiveness of the EMS system.

Serve as Medical Director with all the roles and responsibilities as defined for a local EMS Medical Director for any EMS Provider agency for which EMSA is the certifying entity (CALMAT, Cal Fire, CHP, State Parks, etc).

20% Provide oversight and Medical Direction for Disaster Medical Services (DMS) operations,

particularly those affecting patient care and outcomes, including:

- Medical personnel qualifications, staffing requirements, and medical/pharmaceutical inventories, protocols, and policies for medical teams deployed into the field during emergency response operations such as CalMAT, ACS teams, and Ambulance Strike Teams.
- Oversee the development and maintenance of the clinical operations manual for all types of teams deployed in DMS responses.
- Participate in the development and maintenance of Emergency Response Plans coordinated with external stakeholders, including but not limited to the California Patient Movement Plan, the Public Health and Safety Emergency Operations Manual, the California Disaster Medical Response Plan, the California Mutual Aid Plan, and the California Pediatric Surge Annex.
- Provide medical oversight and medical technical expertise during emergency response to the CDPH Medical Health Coordination Center (MHCC) and the RDMHC and MHOAC programs.

Marginal Functions (including percentage of time)

10% Provide recommendations for internal EMSA health and medical human resources policies and protocols.

5% Perform other work-related duties as assigned.

<input type="checkbox"/> I certify this duty statement represents an accurate description of the essential functions of this position. I have discussed the duties and have provided a copy of this duty statement to the employee named above.		<input type="checkbox"/> I have read and understand the duties and requirements listed above and am able to perform these duties with or without reasonable accommodation. (If you believe reasonable accommodation may be necessary or if unsure of a need for reasonable accommodation, inform the hiring supervisor.)	
Supervisor's Name:	Date	Employee's Name:	Date
Supervisor's Signature	Date	Employee's Signature	Date

HRD Use Only:
 Approved By: CB
 Date: 4/2/2024