



Health Services
LOS ANGELES COUNTY



**COUNTY OF LOS ANGELES
DEPARTMENT OF HEALTH SERVICES**

CAREER OPPORTUNITY

CHIEF MEDICAL OFFICER, RANCHO LOS AMIGOS NATIONAL REHABILITATION CENTER

**COUNTY TITLE:
MEDICAL DIRECTOR II(UNCLASSIFIED)**

**FILING PERIOD BEGINS:
FEBRUARY 27, 2026
UNTIL THE NEEDS OF THE DEPARTMENT ARE MET**

**ANNUAL SALARY:
\$381,732.00 - \$511,728.00**

**LOCATION: RANCHO LOS AMIGOS NATIONAL REHABILITATION CENTER
7601 IMPERIAL HIGHWAY, DOWNEY, CA 90242**

OPEN TO ALL INTERESTED AND QUALIFIED CANDIDATES

ABOUT US

The Los Angeles County Department of Health Services (DHS) is the second largest municipal health system in the nation. Through its unified system of 23 health centers and four hospitals - and expanded network of community partner clinics – DHS annually provides direct care for over 500,000 outstanding patients, employs over 23,000 county staff, and has an annual budget of over \$8.8 billion. For additional information regarding DHS please visit www.dhs.lacounty.gov.

Through academic affiliations with the University of California, Los Angeles (UCLA), the University of Southern California (USC), and the Charles R. Drew University of Medicine and Sciences (CDU), DHS hospitals are training sites for physicians completing their Graduate Medical Education in nearly every medical specialty and sub-specialty. In addition to its direct clinical services, DHS also runs the Emergency Medical Services (EMS) Agency and the County's 911 emergency response system, as well as the Office of Diversion and Re-entry, each with a critical role in connecting vulnerable populations, including those released from correctional and institutional settings to supportive housing.

ABOUT RANCHO LOS AMIGOS NATIONAL REHABILITATION CENTER

For more than 125 years, the clinicians at Rancho Los Amigos National Rehabilitation Center (Rancho Los Amigos) in Downey, California, have been on a mission to restore health, rebuild life, and revitalize hope for persons with a life-changing illness, injury, or disability. Rancho Los Amigos is recognized as an international leader in rehabilitation medicine and clinical research. As one of the largest rehabilitation hospitals in the United States, Rancho Los Amigos cares for approximately 2,500 unique inpatients each year, and services 75,000 outpatient visits each year.



OVERVIEW

This position is unclassified (at-will) and holds a key leadership role in the organization and works closely with the clinical and administrative leadership to assess and develop clinical programs to meet the needs of the population served. The Chief Medical Officer (CMO) sets the vision for the medical program and has responsibility for both short and long-term strategic medical planning and implementation. The CMO oversees the management, administration, quality, provision, and delivery of all medical and clinical services at the Rancho Los Amigos National Rehabilitation Center. The CMO represents the Department of Health Services before boards, committees, universities and governmental agencies on medical issues and reports to the Chief Executive Officer.

EXAMPLES OF DUTIES

Duties for the Medical Director II include but are not limited to:

- Direct the development, implementation, maintenance and enhancement of all clinical and medical services and programs, medical policies and procedures, and quality assurance programs and activities.
- Maintain high quality of care and safety of patients and assures compliance with licensure, accreditation, and certification standards and regulations.
- Implement and maintain systems and processes to investigate and resolve complaints.
- Set the standard of professional conduct for the medical staff under his or her supervision within the hospital.
- Implement actions to assure that clinical operations are cost effective by analyzing internal and external costs, resource utilization, and performance data.
- Oversee the assessment of hospital capacity needs and redirects resources within the facility to ensure appropriate access to medical care for patients.
- Develop annual budget and performance indicators for medical staff departments, ensuring fiscal responsibility and accountability of clinical departments and medical administration, as well as ensuring expenditures, revenue, and performance targets are met.
- Work collaboratively with hospital administration, nursing, allied health, and hospital support departments to ensure efficient and effective delivery of services and strategic alignment with overall organizational goals.
- Maintain high standards of teaching programs and research while ensuring effective relationships with professional groups and cooperating medical schools with respect to standards of medical training and service.
- Assure appropriate standards for selection, appointment and retention of medical staff and key leadership roles are filled through recruitment, orientation, and fostering the professional development of clinical chairs.
- Support Medical Staff peer review activities, including credentialing and privileging, review of incident reports, issues of concern regarding behavior and performance, and management of disciplinary actions by maintaining excellent Medical Staff Offices.
- Develop professional relationships internally within Department of Health Services and with external constituencies.
- Provide direct patient care and professional medical services.

QUALIFYING TRAINING & EXPERIENCE

EDUCATION & CERTIFICATION

A Doctor of Medicine degree (M.D.) from an accredited* school -AND- Certification by an American Specialty Board.

**Accredited institutions are those listed in the publications of regional, national or international accrediting agencies which are accepted by the Department of Human Resources. Publications such as American Universities and Colleges and International Handbook of Universities are acceptable references.*

EXPERIENCE

Five (5) years of progressively responsible experience in managing complex and diverse clinical and medical services and programs.

LICENSE REQUIREMENT

California State Physician and Surgeon's Certification authorized by the Board of Medical Examiners of the State of California.

A valid California Class C Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

PHYSICAL CLASS

2 - Light

This class includes administrative and clerical positions requiring light physical effort that may include occasional light lifting to a 10 pound limit and some bending, stooping, or squatting. Considerable ambulation may be involved.

DESIRABLE QUALIFICATIONS

- An advanced degree from an accredited college or university in Health Services, Health Administration, Public or Business administration or a related field.
- Experience in developing, directing, and managing multiple medical programs/ services that serve diverse patient populations and demographic profiles.
- Experience in developing and funding research programs.
- Experience necessary to ensure the maintenance of Joint Commission standards/ regulatory agencies, and direct peer review, quality improvement and other special programs.
- Experience with organizational change, strategic planning, or entrepreneurial ventures.
- Ability to develop and execute policies and programs for the improvement of patient care, clinical effectiveness, and operational efficiency.
- Experience interacting with public officials, professional personnel, employee unions, advocacy groups, external organizations, and the public.
- Extensive and in-depth knowledge of Federal, State, and accrediting agencies regulations regarding the administration and provision of health/patient care services.
- Demonstrated excellent leadership ability through involvement in the development of health care delivery programs.
- Strong leadership and interpersonal skills, including the ability to motivate people, build and lead teams, communicate, mobilize partnerships, and integrate multiple programs.
- Strong clinical knowledge and systems-based knowledge.
- Excellent oral and written communication skills.



COMPENSATION & BENEFITS

ANNUAL SALARY: \$381,732.00 - \$511,728.00

The successful candidate may be appointed to any salary within the range, depending on qualifications.

BENEFITS

The County provides an excellent benefit package that allows employees to choose benefits that meet their specific needs. The package includes:

- **Retirement Plan:** The successful candidate will participate in a contributory defined benefit plan. The Los Angeles County Employee Retirement Association (LACERA) has reciprocal agreements with several public retirement systems in California.
- **Cafeteria Benefit Plan:** The County provides a tax-free contribution of 14.5% to 17% of the employee's monthly salary from which to purchase health insurance and other benefits. Any portion of the County contribution not used to purchase benefits is given to the employee as taxable income. Benefits available within the Megaflex plan include medical, dental, disability, life, and AD&D insurance. (Megaflex is not available to County employees who are currently in Flex.)
- **Flexible Spending Accounts:** Optional employee tax-free health care spending account. Employees may contribute up to \$275 per month tax-free to a Health Care Spending Account and up to \$400 per month tax-free to a Dependent Care Spending Account.
- **Savings Plan (401k):** Optional tax-deferred income plan that may include a County matching contribution up to 4% of the employee's salary.
- **Deferred Compensation Plan (457):** Optional tax income plan that may include a County matching contribution up to 4% of employee's salary.
- **Non-Elective Days:** up to 80 paid hours per year with the option to buy elective annual leave days. Annual leave can be used for vacation, sick, or personal leave.
- **Holidays:** Average of 12 to 13 paid days per year.

SELECTION PROCESS

Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate's preparation for this position. The resume should include any additional information which the candidate wishes considered. Only the most qualified candidates, as determined by the screening process, will be invited to participate in the selection process. The names of the most highly qualified candidates will be submitted for consideration. **NOTE: Appointment to this position is contingent upon the satisfactory completion of background and reference checks.**

HOW TO APPLY

Qualified candidates are invited to submit a statement of interest and resume. The statement of interest should include details of special qualifications and a record of accomplishments. Resumes must include the following:

1. Names of schools/colleges/universities attended, degrees earned with field(s) of study, current board certifications, certificate numbers, and dates of issue and expiration. **Please include copies of degrees, licenses, and certificates with your resume.**
2. For each organization and program managed please include:
 - The name of each employer, titles held, and dates of employment.
 - Size of organization and budget information for programs managed.
 - Number of and composition of personnel supervised.
 - Scope of management responsibilities and functions managed.
3. Sufficient information to determine if candidate experience meets the Qualifying Training & Experience Requirements sections of this recruitment announcement.

All submitted information will be reviewed and evaluated as received. Please email your statement of interest and resume materials to:

Annie Hsu, Executive Recruiter
DHS - Recruitment & Exams Office
Email: ahsu3@dhs.lacounty.gov