



## JOB DESCRIPTION

*The Painted Turtle seeks to reach beyond illness, to inspire children with chronic and life-threatening illnesses to become their greater selves.*

**Title:** Medical Director

**Department:** Medical

**Reports to:** Health Center Director

**Status:** Part Time/Year Round

**Salary:** \$66,560-\$75,500

**Location:** Hybrid: Remote and on site for specific Camper sessions

**Date updated:** 8.9.2024

### **About The Painted Turtle**

For twenty years, The Painted Turtle has delivered the joy and wonder of Camp to over 200,000 children with serious illnesses and their families through life-changing and medically safe camp experiences provided completely free of charge---at our 173-acre Campsite in North Los Angeles County, through hospitals across California, and in communities where our campers live. Our programs inspire children to try new things, and Camp outcomes demonstrate the positive impact that a Painted Turtle experience has on a camper's sense of confidence, independence, and belonging.

The Painted Turtle is a member of the SeriousFun Children's Network, founded by actor and philanthropist Paul Newman. The Network's 30 camps and programs are considered the world's finest multi-disease medical camps and programs and to date, have delivered over 1,700,000+ camp experiences to children and families throughout 5 continents and in over 50 countries. Additionally, for the second year in a row, out of tens of thousands of Camps across the US, The Painted Turtle is listed in the top **500 Best Summer Camps** by *Newsweek* for 2023: [America's Best Summer Camps 2023 \(newsweek.com\)](https://www.newsweek.com/america-best-summer-camps-2023)

As we enter our third decade, we are guided by a three-year strategic plan launched in 2023 with a bold vision to **bring the magic of Camp to as many children with serious medical conditions and their families as possible**. Building on the solid foundation we have created in our first two decades, we are in the midst of an ambitious growth campaign to reach \$10 million in revenue by 2026. To ensure that Camp is always free for the campers and families we serve, we are looking for talented and dynamic fundraisers to join our world-class team; individuals who are enthusiastic about our cause and aligned with our seven core values of Joy, Vision, Compassion, Heart, Trust, Community and Courage. If this describes you, we look forward to hearing from you!

## **The Opportunity**

A unique opportunity to manage the medical program at a world-class medical specialty camp for children with chronic medical conditions. Founded by actor and philanthropist Paul Newman, The Painted Turtle provides an exhilarating, medically safe camp experience for campers whose conditions require medical supervision by specialty physicians, nurses, and other health professionals. This rewarding position maintains and oversees the nursing program of The Painted Turtle and works in a creative and collaborative team setting. This position will work closely with the Nursing Director (ND) and the Health Center Director (HCD) in providing a safe and healthy environment for the children with chronic medical conditions. The Painted Turtle programs include 8 summer sessions for children 7- 16 years old as well as family weekend programs during the spring and fall.

## **Key Responsibilities**

### **Administrative**

- Collaborate with Health Center Director to assure a high-level of medical care to ensure the safety of campers and the well-being of staff
- Participate in creating a vision and growth strategy for on-site medical programs, including evaluation of medical conditions served and possibilities for program expansion
- Collaborate with Health Center Director on all issues involving camper care, medical policies, protocols, and guidelines in routine and emergency care
- Provide consultation on camper applications and admissions
- Participate in on-site camper approval process and on-site session organization

### **Supervision Of The Well Shell During Camp Sessions - Summer & Year Round**

- Provide physician supervision for Health Center Director if position is filled by a Nurse Practitioner
- Oversee full-time medical team and medical volunteers to provide excellent medical care with appropriate medical coverage for a safe and meaningful on-site camp experience in collaboration with the Health Center Director
- Collaborate with The Painted Turtle to provide leadership and inspiration for dedicated staff and volunteers

### **Outreach / Development/ Awareness- year round**

- Build and foster relationships with founding hospitals, health partners, local clinics, emergency response teams, and other key medical and nursing personnel
- Recruit physicians, including medical subspecialists, at referring hospitals and institutions to provide volunteer coverage during on-site programs
- Consult with Health Center Director on quality assurance process for the organization through the American Camp Association accreditation process and SFCN Criteria Visits
- As a member of the Camp Medical Advisory Board, collaborate in developing policy and direction of medical activities
- Consult on medical legal issues that arise and collaborate with the board to ensure the safety of the campers and camp
- Collaborate with program and facilities leadership to ensure medically safe and inclusive program areas and activities

## Candidate Profile

The ideal candidate will possess the following professional and personal qualities, skills, and characteristics:

- **You are a Skilled Leader** with proven experience in managing and mentoring healthcare teams, fostering a culture of excellence in medical practice and patient care.
- **You are an Effective Communicator** who excels in both verbal and written communication, ensuring clarity and understanding across all levels of the medical staff and administration.
- **You are a Collaborative Team Player**, experienced in working alongside multidisciplinary teams to develop and implement comprehensive care plans for patients.
- **You are a Strategic Thinker** with the ability to develop and execute innovative strategies that enhance patient outcomes and operational efficiency.
- **You Prioritize Joy and Heart** in your work and life.

## Required Experience and Skills

- Physicians with extensive pediatric experience
- Board Certified in a medical specialty by the ABMS
- Active medical license to practice medicine in California
- Greater than 10 years acute inpatient care experience-ICU or hospital Pediatrics

## Education/Experience

- MD degree

## Compensation

Our goal is to be a non-profit of choice in Southern California by continually investing in our team---to minimize staff turnover and to maximize organizational excellence and operational efficiency. We offer a comprehensive benefits package with salary based on market rates and personal experience and qualifications. Our annual 360 performance review process is designed to support and inspire our Team to learn and thrive in their work at The Painted Turtle.

### Benefits

- Competitive Benefits package (medical, dental, vision) with our HMO plan being 100% covered by Employer for the employee
- 100% employer-paid Life Insurance and long-term disability
- 100% employer-paid parking
- Generous Time Off Policy Including Vacation, Sick Time, Holiday Calendar, Winter Break, Feel Fresher Fridays
- Paid opportunities to volunteer at Camp
- Professional development opportunities
- Flexible Work Schedule
- 50% Discount on Camp Rentals and Camp Store Purchases

### Retirement

- Up to 4% match employee contribution to 401k plan and Roth IRA after 3 months

**The purpose of our job posting is to provide an overview of the responsibilities and qualifications needed for this role and to describe what it would be like to work at The Painted Turtle. If this sounds like the type**

**of job you are interested in, and we sound like a non-profit that you would like to work for- then please apply even if you don't match 100% of the job description.**

**OUR CORE VALUES:** Community, Trust, Courage, Heart, Vision, Compassion, Joy

The Painted Turtle **community** evokes positive and impactful change through a **trust** that holds us accountable to the graceful understanding represented by our **compassion**. The **courage** to stand up for our **vision** is at the **heart** of our intentional leadership, and so we are **joyful** in each and every present moment.

The Painted Turtle is an Equal Opportunity Employer and does not discriminate against any employee or applicant for employment because of race, color, sex, age, national origin, religion, sexual orientation, gender identity and/or expression, veteran status, disability status, or any other federal, state, or local protected class. We encourage applicants from a wide variety of identities and experiences to apply.

**To apply:** Please submit a resume and cover letter to [christinec@thepaintedturtle.org](mailto:christinec@thepaintedturtle.org). Please visit The Painted Turtle's website at [www.thepaintedturtle.org](http://www.thepaintedturtle.org) to learn more.