



Child Abuse Medical Provider/Medical Director

Reports To: Executive Director

Mission: Providing intervention and advocacy for children who are victims of, or witnesses to, crime.

Vision: Kids FIRST's Vision is to minimize the trauma inflicted upon children and families of child abuse and neglect through its multidisciplinary intervention, advocacy, support and strong community partnerships.

Position Overview: Kids FIRST seeks a licensed physician or other licensed health care professional trained in the evaluation, diagnosis and treatment of child abuse, to perform medical evaluations of suspected child abuse victims. The provider will conduct examinations in the clinic setting, and will also participate in child abuse education. Experience in pediatric or family medicine is required, and knowledge in the diagnoses and treatment of child maltreatment is preferred. Core duties include direct patient care in the Kids FIRST clinic, record and file reviews for patients seen offsite, and testifying in legal proceedings as needed.

Full-time provider preferred, but part-time employment may be considered.

Responsibilities:

Responsibilities include, but are not limited to, the following:

- Evaluate child abuse records and compose detailed medical report after reviewing assessments (typically Karly's Law)
- Write detailed medical reports from medical assessments performed.
- Observe forensic interviews of children and make recommendations as needed.
- Consult with forensic interviewers to complete professional opinion when applicable.
- Collaborate on a Multidisciplinary Team (MDT), comprised of representatives from Law Enforcement, the District Attorney's office, Department of Human Services, and other community agencies who work to collaboratively manage and prevent cases of child maltreatment
- Testify in court as an expert witness for child maltreatment cases
- Participate in quality improvement processes, to include peer review, ongoing education, and journal review as required

- Communicate in a compassionate, unbiased, trauma informed manner
- On call coverage is required, to include mostly phone consultations from area hospitals, child welfare and law enforcement professionals.
- Track and report on program related activities as required by the CAC and it's funders
- Track outcomes of medical assessment peer reviews to determine whether medical assessments are being completed effectively
- Competency in trauma informed care; ability to communicate compassionately, and remain objective and non-judgmental.
- Provide culturally sensitive support to family members during the evaluation process.
- Evaluate and determine a family's needs; work with victim advocates to make appropriate community referrals.
- Provide consultation, peer review services, and training to Lane County, and Coos and Douglas Counties
- Provide training and educational opportunities to community partners, and participate in training as directed by the Executive Director

Essential Requirements:

Licensed to practice medicine and prescribe medications in the State Of Oregon. Pediatric experience is required, child maltreatment knowledge and experience is preferred. Specialized training in pediatric exams and forensic evidence collection is preferred. Kids FIRST requires all staff and volunteers to pass a complete criminal history and child welfare background check. References are required. Employment is contingent upon acceptable references. Knowledge and practice of HIPAA standards for patient confidentiality, professional code of conduct and ethical standards are essential.

Knowledge of Oregon Revised Statutes concerning child abuse crimes and procedures, law enforcement investigation procedures and relevant criminal and civil laws regarding rules of evidence are encouraged. Ability to communicate effectively with clients and team members from diverse backgrounds. Facilitation skills to enable one to act as a consultant regarding child abuse issues. Ability to establish and maintain professional relationships with community agencies, the public and clients.

Bilingual Spanish-speakers encouraged to apply.

Compensation:

Salary range is competitive and dependent on experience. Excellent benefits package offered, including 100% employer-paid medical, dental and vision for employee and family, EAP program, 3% retirement match, FireMed membership, paid holidays and paid time off plan.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential

functions. While performing the duties of this job, the employee is frequently required to stand; walk; reach with hands and arms. The employee is occasionally required to sit and stoop, kneel, crouch, or crawl. The employee must frequently lift and/or move up to 15 pounds. This position is based in an office setting.

To Apply: This position will remain open until filled. Interested applicants should email a resume and cover letter to: Dr. Deanna St. Germain D.O. at [hiring@kidsfirstcenter.net](mailto: hiring@kidsfirstcenter.net)

The cover letter should explain: The applicant's interest in the position; a description of all experience relevant to each requirement of the position, and an explanation of how the experience qualifies the applicant for the job. The resume should include: all relevant education, both professional and volunteer experience; and at least three professional references relating to professional activity within the last five years. A maximum of three letters of recommendation may be submitted. If the applicant does not wish Kids FIRST to contact a current employer as a reference, please explain why in the cover letter.

Kids FIRST is an equal opportunity employer committed to respectful, quality care to children and their non-offending family members from diverse racial, ethnic, religious, and non-traditional family forms. Under the provisions of the Immigration and Reform Act of 1986, the candidate will be required to provide evidence of identity and eligibility for employment.