



RUDISH HEALTH

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## Leadership Profile

**Medical Director**

bridger*care*

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<b>Position</b>	Medical Director
<b>Organization</b>	Bridgercare
<b>Location</b>	Bozeman, MT
<b>Website</b>	<a href="http://www.bridgercare.org">www.bridgercare.org</a>

### Opportunity

Bridgercare, the largest family planning healthcare clinic in the state of Montana, is seeking its next Medical Director. The Medical Director oversees medical services, provides direct clinical services, supervises clinical staff, and manages related administrative tasks. In addition, the Medical Director oversees protocols and provides support for Bridgercare's Montana Family Planning (MFP) program as the Title X Medical Director.

This leader will have the flexibility to choose their part-time or full-time equivalent of 20 to 40 hours per week, with at least one clinical day seeing patients.

Located in picturesque Bozeman, Montana, this is a compelling opportunity for a mission-driven physician leader to shape the future of primary care and sexual healthcare in a community that deeply values access, dignity, and clinical excellence. The Medical Director will balance meaningful hands-on patient care with mentoring and developing multidisciplinary teams and setting the standard for compassionate care across Bridgercare and Montana's statewide family planning network. This role offers the rare chance to lead with both heart and influence, advancing care for diverse and often underserved populations while leaving a lasting imprint on clinical quality, culture, and impact.

## Bridgercare

Bridgercare is the largest nonprofit reproductive and sexual healthcare clinic in the state of Montana serving 5,000 patients each year across twenty clinics. In operation since 1972, Bridgercare has strived to meet the needs of the community.

### Mission

To provide excellent, affordable reproductive and sexual healthcare and education in a safe, supportive, empowering atmosphere.



Bridgercare  
Bozeman, MT

### Patient Services

- Annual wellness exams
- Sexually transmitted infection testing and treatment
- Birth control
- Infection checks
- Pregnancy testing
- LGBTQ+ friendly services
- Erectile dysfunction
- Menopause care
- Preconception counseling
- Cancer screenings
- Medication for HIV prevention
- Vaccinations
- Medicaid and Marketplace insurance enrollment counseling
- Resources for prenatal care, adoption, and abortion

### Core service programs

- *Sliding Fee Scale:* Patient fees are based on income. Last year, 53% of patients received a discount on the sliding fee scale, making care affordable and accessible.
- *Teen Clinic:* Free, walk-in clinic every Monday from 3-5 pm. Teens can receive comprehensive, compassionate, nonjudgmental care without barriers in cost or confidentiality.
- *Gender Affirming Care:* Inclusive, respectful care to members of the LGBTQ+ community, and the clinic offers a specific trans-care focus.
- *HavenCare:* Bridgercare partners with Haven, Bozeman's local domestic violence survivor advocates. Haven refers individuals to Bridgercare, where

they receive free services in order to remove significant accessibility barriers for vulnerable community members.

- **Peer Education:** In partnership with Haven, high school students meet weekly to learn about reproductive health and healthy relationships and use this knowledge to teach in classrooms across south-central Montana. They provide comprehensive, medically accurate, nonjudgmental, and empowering sexual health education to their peers in both formal and informal settings.
- **Mental Health Care:** Bridgercare is the only place many patients access healthcare, making it crucial to address both physical and mental health at their visit. Bridgercare uses the Collaborative Mental Healthcare model, which is based on an innovative, new framework for providing psychiatric services that best support patients struggling with anxiety and/or depression.
- **Montana Family Planning:** Montana Family Planning (MFP) is a statewide network of 20 service sites that provide sliding fee scale sexual and reproductive health care for people across Montana. MFP focuses on removing barriers so that everyone can receive the high-quality care they deserve. Read more about Bridgercare’s Title X (federal family planning funding) grant [here](#).

### Key Statistics

**Locations:** Bridgercare at Bozeman + 19 subcontracted clinics throughout the state including Planned Parenthood, community health centers, and rural clinics.

**Total Revenue: \$5 million**

Grants and Donations 29%	Federal Grants 27%
Insurance Reimbursements 26%	Patient Service Fees 11%
Medicaid Reimbursements 3%	Other Income 4%

**Additional Special Projects:**

Growing Together Capital Campaign \$1.3M  
Title X pass through money for 19 clinics across the state \$2M  
Pass through money for partners working on sexual health education \$405K

1. Source: 2025 [Gratitude Report](#)

## Bozeman, Montana

Located just 90 miles from Yellowstone National Park and surrounded by three rivers, two ski areas and millions of acres of wilderness, Bozeman is an adventurer's paradise. Whether you want to summit 9,650-foot Sacagawea Peak, kayak in the region's abundant waterways or partake in the miles of bike trails and walking paths around town, Bozeman offers endless opportunities to explore the great outdoors for every interest and ability.



Montana State University  
Bozeman, MT

There's always something new to explore in Bozeman. Locals enjoy seeing their favorite band perform live at the Rialto or grabbing a bite to eat at one of many downtown restaurants featuring bison burgers, ramen, artisan pizza and more. Live performances thrive at The Ellen. There are 100+ miles of trails in town, enabling residents to run, walk, hike, or bike from nearly every neighborhood in Bozeman using the Main Street to the Mountains trail system. An additional 150+ miles of mountain bike trails circle in and around Bozeman. The streamline bus is free with five routes and over 90 stops.

Bozeman was recently ranked as the No.1 best place to live by Niche, the No.5 best place in the U.S. to retire by Niche, among the nation's top 3 college towns by bestcolleges.com, and among the world's greatest places by Time magazine. The public and private school systems are excellent, with residents describing the public schools on par with private schools in New England. Bozeman Yellowstone International Airport (BZN) is Montana's largest airport with over 20 direct flight destinations served by 8 airlines.

Living in Bozeman offers an exceptional quality of life where natural beauty, intellectual energy, and a strong sense of community come together. Nestled in the Gallatin Valley and minutes from world-class skiing, hiking, fishing, and Yellowstone National Park, Bozeman attracts people who value both outdoor adventure and meaningful connection. The town blends a vibrant downtown, thriving arts and food scene, and the presence of Montana State University with a welcoming, small-city feel. Residents enjoy wide-open spaces, fresh air, and an active lifestyle without sacrificing culture, education, or access to a thoughtful, engaged community. For many, Bozeman isn't just a place to live; it's a place to put down roots.

## Reporting Structure

The Medical Director will report to the Executive Director of Bridgercare.

### **Stephanie McDowell**

*Executive Director*

Stephanie's passion for family planning is rooted in her 22-year commitment to Bridgercare. She grew up knowing that her privileged life resulted, in part, from family planning existing for her parents. Aware change can happen in a mere generation, she works to create the same advantages for others. With the help of Stephanie's strategic resolve, Bridgercare has been recognized for its innovative solutions to changes in the healthcare landscape that puts patient access first. Stephanie's education in Cell Biology, Neuroscience, and French at MSU generated diverse work experiences in the United States and France. After years as a nomad, Stephanie settled back into Bozeman to pursue her passion for family well-being and public health. When Stephanie isn't helping people plan for their families, she can be found playing with hers' and delighting in Montana's natural beauty.

## Supervisory Role

This leader will be responsible for oversight of a team of five advance practice providers (three nurse practitioners and two physician assistants), one nurse, one social worker, and maintain a dotted line working relationship to the medical assistant team.

## Position Summary

The Medical Director directs the provision of medical services, provides direct clinical services, supervises clinical staff, and manages related administrative tasks. In addition, the Medical Director oversees protocols and provides training and support for Montana Family Planning (MFP) as the Title X Medical Director, a medical provider with knowledge of reproductive health and family planning. The Medical Director is an empathetic and responsive strategist who is passionate about making Bridgercare's clinical goals reality. The Medical Director is supervised directly by the Executive Director.

## Primary Duties and Responsibilities

### *Patient Care (approx. 70% of time)*

- Provide high-quality patient-focused health assessments, physical exams, and laboratory testing following evidence-based care models, focusing on advanced care and procedures in accordance with Title X medical protocols and guidelines.
- Identify and work collaboratively with team members including RNs, Medical Assistants, and other support staff to provide care for and plan management of health issues, including referral to appropriate providers for problems outside Bridgercare's scope of practice.
- Provide patient referrals to community, health, and social service providers, and collaborates with those providers to ensure coordinated, comprehensive care.
- Order or perform and interpret screening and diagnostic tests and procedures as indicated, with prompt follow up of any abnormal findings.
- Prescribe medications and contraceptives in accordance with the Montana Medical Board and Montana Board of Pharmacy regulations.
- Perform pregnancy testing and comprehensive, unbiased options counseling.
- Safely perform family planning procedures, including IUD and birth control implant insertion and removal, and additional procedures added to Bridgercare's scope of service.
- Provide contraceptive and reproductive life plan education and counseling to all clients following Quality Family Planning Guidelines.
- Manage communicable infection diagnosis, treatment and education for clients and their partners and facilitate contact follow-up.
- Clearly document patient visit findings, plan of care, and follow-up in Bridgercare's electronic health record system complying with Title X Quality Family Planning requirements if applicable. Documentation should be completed in a timely manner. Privacy standards for logging in and out of the system as well as closing patient charts are to be observed continually.
- Provide supervision, training and clinical guidance for Registered Nurses,

Medical Assistants, and Patient Care Technicians who provide support functions on the clinical team.

- Work with management to ensure clinic operations meet the needs of patients, staffing, and mission.

### *Administration and Planning (approx. 20% of time)*

- Work with Executive Director and administrative staff on clinical program development.
- Facilitate professional clinical staff input regarding practice processes, issues, and solutions with administration.
- Support the Operations Director in developing and approval of local practice guidelines.
- Support the Operations Director in reviewing quality assurance processes including chart reviews and internal medical audits as needed.
- Support Operations Director and Clinical Support Manager to ensure clinical environment meets current and expanding needs by monitoring and making recommendations for the addition, replacement, or maintenance of medical equipment.
- Be an active member and attend all meetings of the Bridgercare Management team, the Clinical Administration team, and additional meetings as needed.
- Act as Medical Director for Montana Family Planning (MFP) sites.
- Support the MFP staff, including the MFP Clinical Manager, on tasks related to Title X care delivery including, but not limited to developing and maintaining clinical protocols for MFP network.
- Support the MFP Clinical Manager to oversee a state-wide medical committee to approves clinical protocols and training.
- Oversee, approve and review Standing Orders for Bridgercare and the MFP network.
- Support the work of the Development team by providing communication about clinical needs, programs and outcomes for grants, funders, and communication efforts.
- Act as a resource to the Board of Directors on clinical operations and patient services as needed.
- Provide cross-departmental support for Bridgercare activities including, but not limited to, education, outreach, marketing, press, and community partners.
- When appropriate, participate in community outreach and advocacy opportunities to promote agency services and goals as Bridgercare Medical Director.

### *Management & Personnel (approx. 10% of time)*

- Manage the Nurses, Advanced Practice Providers and the Behavioral Health Care Manager.
- Collaborate with the Operations Director and Clinical Support Manager to

- schedule Advanced Practice Providers.
- Mentor and provide consultation to Advanced Practice Providers regarding medical assessment and treatment.
- Oversee the Behavioral Health program staff & protocols. Work with the Revenue Cycle Manager to ensure the Behavioral Health program meets billing and documentation requirements.
- In conjunction with the Executive Director, oversee the hiring of professional clinical staff.
- Recommend and assist with arranging or providing continuing medical education, procedure support, billing coaching and service training for new and current professional clinical staff.
- Support the Operations Director to develop and update Bridgercare's clinical policies, and support staff through ongoing clinical education and training.
- Help orient new and existing staff to clinical organizational processes.
- Be a resource to colleagues for information in area of expertise.

### Candidate Qualifications

#### Education and Experience

- Required Physician (MD or DO) with current Montana licensure or ability to get licensed on Montana.
- Required current Board certification in medical specialty (preferred family medicine, internal medicine, or OBGYN).
- Required knowledge of and experience in reproductive and family planning healthcare.
- Required BLS certification.
- Preferred ability to read, write, and speak Spanish proficiently.
- Preferred ability to see all genders.
- While not required, preferred ability to perform:
  - Pap smears and breast exams.
  - Ultrasound evaluations and interpretations for pelvic pain, abnormal bleeding, pregnancy dating.
  - IUD placement.
  - LEEP/colposcopies.
  - Vasectomies.
  - Gender Affirming Care.
- Preferred experience with infertility care, including ultrasound monitoring.

#### Skills and Attitudes

- Work effectively and sensitively with diverse and limited-resource populations.
- Work in a team and share responsibilities and duties.

- Set priorities, be organized and a self-starter.
- Report to work as scheduled and work a flexible schedule when needed.
- Communicate clearly, orally and in writing, and effectively navigate technology.
- Treat staff, patients, and community members respectfully.
- Contribute to a positive, functional workplace culture.
- Practice and model Bridgercare's Group Norms.

### **Bridgercare Group Norms**

The Group Norms are the foundation of Bridgercare's professional culture as we pursue our mission. The purpose of our norms is to ensure we cultivate a healthy, inclusive culture that allows everyone to learn and grow. Be assured we are all on the same team. Respect boundaries and honor work-life balance to sustain a healthy team.

#### *Extend grace for mistakes and learning.*

- Be gentle with yourself and others as we learn and grow.
- Hold each other accountable with kindness, fairness, and a focus on learning—not blame.
- Value each person's strengths and areas for growth, both personally and professionally.

#### *Make the covert overt. Speak directly and from your own perspective. Value honesty and transparency.*

- Be brave and name what's not being said (the "elephant in the room").
- Share relevant information and ask questions when something is unclear.
- Promote openness, clarity, and psychological safety in conversations.
- Communicate with kindness, clarity, and respect.
- Use "I" statements to express your perspective and avoid generalizations.

#### *Listen to understand. Be open and not attached to outcomes. Make no assumption of intent.*

- Stay curious and open to asking and receiving questions.
- Challenge the story you're telling yourself.
- Acknowledge that a disagreement on ideas or processes is not a personal attack.
- Practice active listening: stay present and refrain from preparing responses while others speak.
- Raise concerns directly with those involved and suggest solutions or collaboration when offering a critique.

*Recognize power dynamics and encourage others to show up authentically.*

- Acknowledge the power dynamics that exist based on role, identity, experience, and communication style.
- If you hold more power or privilege, take responsibility for creating space for others to contribute without fear of retribution (Step up and step back).
- Recognize we thrive when we embrace a variety of personality types and workstyles, each contributing unique strengths.
- Advocate for yourself. Encourage others to do the same.

*Slow down when communication gets knotted up.*

- Take time to process your emotions (overwhelmed, confused, frustrated, etc.), and return to the conversation with clarity.
- Have the courage to engage in difficult conversations. If needed, ask a Witness to help move the conversation forward.
- Focus on shared understanding, not on being right.

## **Compensation**

An attractive compensation package will be offered in the range of \$185,000-\$275,000 commensurate with the candidate's experience and work hours (20 to 40 hours per week).

Bridgercare offers a strong benefits package, valued at \$55,500 a year for this position:

- 11 paid holidays
- 3 weeks paid time off per year that starts to accrue immediately after hire
- Health insurance covered in full
- Dental and vision insurance
- 3% IRA contribution
- Monthly cell phone stipend
- Licensing and board certification fees
- Annual CEU paid time and stipend
- DEA and prescription drug registry fees
- Medical association dues
- Bridgercare is a Public Service Loan Forgiveness (PSLF) eligible employer

**Contact**

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