



Eastern State Hospital

CHIEF MEDICAL OFFICER

Recruitment Announcement

About Eastern State Hospital

Eastern State Hospital (ESH) cares for adult psychiatric inpatients on the campus in Medical Lake, Washington., which is located 15 miles west of downtown Spokane. The Hospital opened in 1891, and ever since has played a vital role in helping generations of Washington state residents receive evaluation and inpatient therapy and treatment for mental illness.

ESH hosts both the Eastlake and Westlake campuses. The facility is a 375-bed in-patient psychiatric hospital serving adults and is accredited by the Joint Commission and certified by the federal Centers for Medicare and Medicaid Services.

ESH is owned and operated by the State of Washington under the administration of the Department of Social and Health Services.



Mission

We partner with people to access support, care, and resources.

Vision

People find human services to shape their own lives.

Recovery Principles

- Hope
- Self-management and autonomy
- Dignity and self-respect
- Tolerance and forgiveness
- Adaptability and capacity to change
- Restoration and personal growth
- Personal responsibility and productivity
- Peer support and community life
- Acceptance and self-awareness



By embracing the core values and principles of a recovery model, ESH provides services that empower individuals, instill hope and support self-discovery and independence. Recovery is the personal process of living a satisfying, hopeful and contributing life while managing the challenges of a mental illness.

To learn more about ESH click on the videos below to meet staff, take a tour, and explore your career.

<https://www.youtube.com/embed/AeSpnG5Kig?&wmode=opaque&rel=0>

<https://www.youtube.com/embed/eB6e6RwA424?&wmode=opaque&rel=>

About the Position

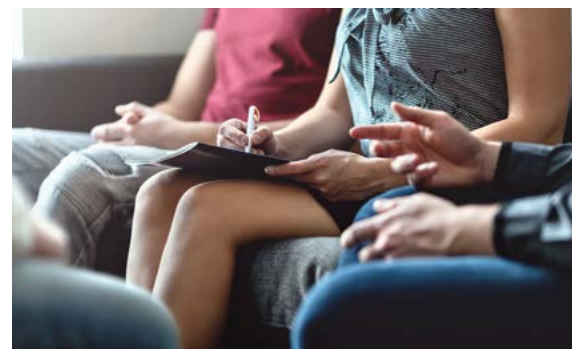
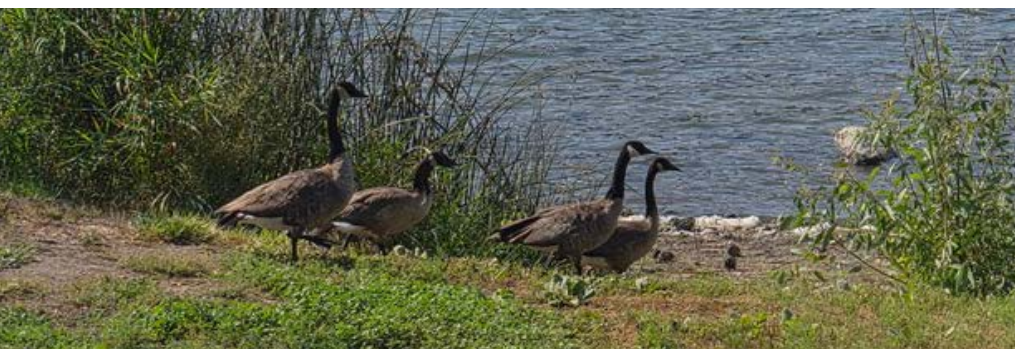
The Chief Medical Officer (CMO) plans, organizes, controls and evaluates all clinical administrative components to assure a supportive environment toward the delivery of the highest quality of services. The CMO supervises a senior medical leadership team and provide clinical and administrative directions to all medical and clinical medical services staff.

Opportunities performed on-site at this work location at least three days a week may be eligible for an additional 5% premium pay in addition to the advertised salary.

Located 15 miles west of downtown Spokane – the state's second largest city – it and a host of other suburban communities offer ideal places to live, play, and work. Outdoor activities are especially plentiful given the area's natural beauty and its four seasons.

Primary Responsibilities:

- **INNOVATIVE LEADER:** Responsible and accountable for the administration and coordination of psychiatric and medical services and provide consultation on clinical matters related to nursing, rehabilitation, and other professional services. Direct and coordinate the administration of all psychiatric and medical services by conducting supervisory meetings and unit rounds, reviewing reports to ensure appropriate use of resources, and designating staff assignments to meet the goals of ESH.
- **STRATEGIC PARTNER:** Collaborate with executive and senior leadership teams to meet organizational goals and to optimize processes and services delivered. Perform leadership and executive duties in planning, developing, coordinating, implementing, and directing and evaluating clinical and professional services. Participate in the development and implementation of the strategic direction for ESH. Ensure the strategic direction is articulated to medical staff and effectively delegates key activities to ensure timely execution of the strategic goals and objectives. Direct program development and implementation of all medical and psychiatric initiatives.
- **TALENT DEVELOPER:** Lead the transformation of clinical leadership into collaborative, high-performing teams. Supervise all clinical and professional services activities through subordinate physicians and provide leadership and guidance in matters related to medical and clinical management for patients.
- **DATA-DRIVEN VISIONARY:** Utilize technology and data to build strong relationships and foster continuous performance improvement in support of the state's mental health service delivery system by working collaboratively with key leaders and administrators from the BHOs. Align hospital clinical practices in accordance with all applicable policies for internal consistency of data reporting systems.
- **COLLABORATIVE PHYSICIAN EXECUTIVE:** Assures that specific medical department goals, objectives, standards, policies, and procedures are congruent with the standards and requirements of certification bodies relative to the best possible safe, quality patient care.
- **ENSURE THE MEDICAL DEPARTMENT'S COMPLIANCE** with regulations, laws, procedures, and policies including relevant Department of Health regulations, Revised Code of Washington (RCW), Washington Administrative Code (WAC), professional standards of practice, and DSHS/BHHA/ESH policies.



The Ideal Candidate

For this important role ESH seeks a credible, unifying leader who is deeply committed to the success of the hospital and is a strategic big-picture thinker. The CMO will model, promote and ensure that the Hospital's mission, vision and core values are evident and present in the provision of quality healthcare. The ideal candidate is a self-motivated, forward-thinking physician whose passion for partnering with people who need access to care, and support is displayed every day.

Desirable Qualifications

A valid license to practice medicine and surgery in the state of Washington including Certification in General Psychiatry by the American Board of Psychiatry and Neurology and demonstrated medical executive leadership experience.

Compensation

The annual salary for this position is \$349,860. Washington State offers one of the most generous benefit packages in the nation. More information about benefits can be found [here](#). Relocation assistance is available for this position.

Opportunities performed on-site at this work location at least three days a week may be eligible for an additional 5% premium pay in addition to the advertised salary.

Live and Work in a Great State

Washington State offers a total work/life package of pay, benefits, flexibility and workplace opportunities to help you get the most out of your career and out of life. Washington State is a great place to work, play, and be a part of a community. Washington offers a quality of life that is unsurpassed. Washington's distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature.

The position is located in Medical Lake, Washington, a welcoming community just outside Spokane. Medical Lake offers the charm of small-town living while being minutes away from the amenities of Spokane, the second-largest city in Washington State. The area is surrounded by lakes, forests, and scenic landscapes, providing abundant opportunities for outdoor recreation, including hiking, fishing, and boating. The nearby Spokane River, Riverside State Park, and Mount Spokane State Park showcase the region's natural beauty in every season. The area also benefits from a strong sense of community, quality schools, and convenient access to healthcare, shopping, and cultural activities.



APPLICATION PROCESS

If you are interested in this position, submit a cover letter and a resume by visiting www.karrasconsulting.net and clicking on “view open positions.”

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. This position will remain open until filled but the screening process will move quickly. In order to be considered for the first round of interviews please submit your application materials at www.karrasconsulting.net no later than October 23, 2025

Washington State Department of Social and Health Services is an equal opportunity employer and does not discriminate in any area of employment, its programs or services on the basis of age, sex, sexual orientation, gender, gender identity/expression, marital status, race, creed, color, national origin, religion or beliefs, political affiliation, military status, honorably discharged veteran, Vietnam Era, recently separated or other protected veteran status, the presence of any sensory, mental, physical disability or the use of a trained dog guide or service animal by a person with a disability, equal pay or genetic information.

