

Job Description Framework: Home-Based Medical Care - Provider (MD/APRN)

Purpose

A flexible framework designed to help home-based care organizations define the scope, expectations, and qualifications for clinical roles delivering care in patients' homes. As a template, it provides a structured starting point that outlines key responsibilities, competencies, and working conditions relevant to primary care, palliative, and hospice services. Organizations should revise this framework to reflect the specific needs of their practice - such as the care model focus, geographic coverage, team structure, and reporting relationships. Adjustments may also be needed to align with local regulations, technology platforms, and organizational culture, ensuring the final job description accurately represents the role and attracts candidates who are well-suited to the demands and rewards of home-based care.

Job Title: Home-Based Medical Care - Provider (MD/APRN)

Position Type: Full-Time

Location: Patients Homes / Community-Based

Reports To: Clinical Director or Medical Director

Position Summary

In the dynamic and deeply personal environment of home-based medical care, the Provider plays a critical role in delivering high-quality, patient-centered services directly in the patient's home. This role encompasses primary care, palliative, and hospice services, requiring clinical autonomy, emotional intelligence, and adaptability to meet the diverse needs of patients and families.

Key Responsibilities

- Conduct comprehensive medical assessments and provide ongoing care in patients' homes.
- Deliver primary care, symptom management, and end-of-life care aligned with patient goals.
- Travel independently to patient residences across the designated service area.
- Manage care plans, medications, and referrals in collaboration with interdisciplinary teams.
- Document visits and care plans using electronic health records (EHR) in real-time or post-visit.
- Communicate effectively with patients, families, caregivers, and other providers.
- Respond to urgent needs and adjust care plans based on evolving patient conditions.
- Participate in team meetings, case conferences, and quality improvement initiatives.

Required Qualifications

- Licensed MD or APRN in the state of practice.
- Minimum 2 years of clinical experience, preferably in geriatrics, palliative, or hospice care.
- Valid driver's license and reliable transportation.
- Proficiency in using EHR systems and mobile technology.
- Ability to work independently in varied home environments.

Competencies

- **Clinical Autonomy:** Confidence in making sound decisions without immediate supervision.
- **Emotional Intelligence:** Sensitivity to family dynamics and patient emotions.
- **Adaptability:** Comfort with unpredictable settings and logistical challenges.
- **Cultural Competence:** Respectful care delivery across diverse populations.
- **Communication Skills:** Clear, compassionate, and professional interactions.

Working Conditions

- Frequent travel within the community to patient homes.
- Solo care delivery in non-clinical settings.
- Exposure to varied home environments and potential safety considerations.
- Flexible scheduling may be required to meet patient needs.

Equal Employment Opportunity Statement

We are an Equal Opportunity Employer committed to fostering a diverse and inclusive workplace. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including sexual orientation or gender identity), national origin, age, disability, or veteran status.

The logo features a stylized white outline of a person's head and shoulders inside a circle, surrounded by a network of smaller circles connected by lines, all on a light blue background.

The HCCIntelligence™ Community provides exclusive access to a wealth of resources tailored for home-based medical care professionals. Benefit from free access to all HCCIntelligence™ Premier Resources, free and discounted pricing for online courses, and webinars led by industry experts. Engage in 1-on-1 Office Hour sessions with a nationally Certified Professional Coder (CPC)® and connect with peers to enhance your practice's performance and stay on the leading edge of home-based medical care.

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