

PALMER INSTITUTE

Career Opportunity Director, Primary Care Services

Location: Likely Wellesley, MA

Employment Type: Full-Time

Start Date: Flexible, May – August 2025

Company Overview:

The Palmer Institute is pioneering a transformative healthcare model that seamlessly integrates mental and physical health, addressing the root causes of chronic health conditions that have reached epidemic proportions. Traditionally, mental health care has been fragmented and siloed from physical health care, often neglecting the underlying causes of illness. This separation leads to treatment failures, chronic suffering, common medical comorbidities, and premature mortality.

The Palmer Institute addresses these challenges by offering a comprehensive “Medical Home” for individuals across the entire spectrum of mental and metabolic health conditions. Our standardized, technology-driven, and team-based approach integrates mental health care, primary care, metabolic health, lifestyle, and functional medicine. Our mission is to guide patients toward healing, remission, and sustainable recovery by delivering personalized, evidence-based care that treats the whole person—mind, brain, and body.

As a concierge practice, we empower clinicians to spend more time engaging deeply with patients and collaborating closely with multidisciplinary teams. The strong demand for our services is reflected in our waiting list of over 5,300 people.

Position Summary:

We are seeking an experienced primary care physician to lead our primary care services in a rapidly growing, innovative healthcare model. In this role, you will hire, train, and supervise our team of primary care clinicians, which may include other primary care physicians, nurse practitioners, physician assistants, and nurses. These clinicians will work in close collaboration with The Palmer Institute’s comprehensive team of mental health professionals, dietitians, health and wellness coaches, and other specialists to deliver integrated healthcare services. Our goal is to redesign healthcare delivery for patients with chronic conditions by combining mental, metabolic, and physical health services into a unified “Health Home.”

Core Values of The Palmer Institute:

1. **Root-Cause Focus:** We recognize that mental and metabolic disorders stem from biopsychosocial factors that are complex and shared. By identifying and addressing these root causes, we help our patients achieve true healing and recovery.
2. **Team-Based Approach:** We foster a collaborative environment where multidisciplinary professionals work together with mutual respect, shared goals, and shared responsibilities to improve patient outcomes. The Palmer Institute team includes psychiatrists, primary care physicians, nurse practitioners, physician assistants, psychologists, psychotherapists, social workers, dietitians, nurses, health and wellness coaches, fitness trainers, rehabilitation specialists, and others.
3. **Technology-Driven Innovation:** We leverage advanced technologies not only to make healthcare more efficient and scalable but also to standardize assessments and treatments. This allows us to replicate successes and continuously improve. By refining our clinical algorithms, treatment decisions, and care

strategies based on past patient outcomes, we enhance our ability to deliver personalized, evidence-based care that evolves with emerging insights and data, ensuring better outcomes for all our patients.

4. **Holistic Health:** We prioritize comprehensive care that uniquely addresses mental, physical, *and* metabolic health, recognizing the interconnectedness of these systems in overall wellness.
5. **Patient-Centered Care:** Our approach is tailored to each individual. We believe in empowering our patients with the knowledge and tools they need to take an active role in their health.
6. **Treatment Innovations and Flexibility:** We embrace the use of innovative treatments, including off-label and cutting-edge therapies, while maintaining a careful assessment of risks and benefits. In doing so, we remain connected to the evidence base as well as open to new developments in the field.
7. **Minimizing Harm:** We strive to reduce the unnecessary use of medications and supplements, focusing instead on lifestyle and dietary interventions that support natural healing processes.
8. **Continuous Learning:** We are committed to ongoing professional development and quality improvement, ensuring that our clinicians and staff are equipped with the latest knowledge and skills to provide the best care possible.
9. **Compassionate Care:** We understand that implementing treatment recommendations can be challenging. We support our patients with patience and compassion throughout their healing journey. We extend our support to the families and caregivers who play a crucial role in the healing and recovery process.

Qualifications:

- Medical degree (MD or DO)
- Completion of a residency program with board certification or eligibility in internal medicine or family practice
- Must be licensed or eligible for licensure in Massachusetts
- Strong diagnostic, assessment, and treatment skills
- Strong leadership and supervisory skills
- Excellent communication and interpersonal skills
- Able to work independently, manage teams, and work collaboratively with other healthcare providers

Preferred Qualifications:

- 5+ years of post-residency experience as a primary care physician
- Experience working with psychiatric patients or those with complex health conditions
- Training in lifestyle, mind-body, integrative, and/or functional medicine
- Training or experience using low carbohydrate or ketogenic diets as a therapeutic intervention

Benefits:

- Competitive salary
- Productivity bonus
- Health, dental and life insurance
- 401(k) with company match
- Malpractice insurance
- Paid time off and holidays
- Professional development opportunities
- Relocation expense reimbursement
- Student loan repayment opportunity

Equal Opportunity Employer: The Palmer Institute is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.