

Martin's Point

Chief Medical Officer

Leadership Profile

September 2026

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The Opportunity

Martin's Point Health Care (MPHC) is seeking an experienced, progressive, and operationally sound physician executive to serve as Chief Medical Officer (CMO) of its health plan. This is an exceptional opportunity to become a member of an innovative team and organization that is inspired and driven to create healthy communities by providing the highest quality care and coverage.

A local, not-for-profit organization deeply rooted in Maine, Martin's Point Health Care has proudly provided the highest-quality care and coverage for over 40 years at the Martin's Point Health Care Centers in Southern Maine and New Hampshire. In addition to its care delivery system, MPHC offers highly rated Medicare Advantage plans for seniors located in Maine, as well as TRICARE Prime® health plans for military families and retirees based across several northeastern states.

Reporting to the Chief Executive Officer, the Chief Medical Officer of the health plan plays a crucial role on MPHC's Executive Management Team in positioning the organization for continued growth by ensuring access to care and exceptional experience to its members and provider partners. With a broad scope of responsibility, the CMO will develop and execute the strategy for and oversee the high-quality coverage provided to insured seniors, military families, and retirees across an expanding geographic footprint that currently includes Maine, New Hampshire, Vermont, New York, Pennsylvania, and Ohio.

The CMO will be a physician executive capable of clearly and comfortably collaborating with physicians, providers across diverse disciplines, and administrators at various levels. It is critical that this leader establishes themselves as a visible, approachable individual with a transparent, proactive communication style. The ideal candidate will have a track record of progressive leadership within high-performing health plans. Demonstrated technical experience with government products is strongly preferred.

Organization Overview

Martin's Point Health Care is a local, physician-led, not-for-profit organization based in Portland, Maine. Established in 1981, the organization provides the highest-quality care and coverage to the people of New England and beyond. Martin's Point employs nearly 1,000 employees across its Health Plan, Delivery System, and Shared Services. Additionally, Martin's Point offers highly rated Medicare Advantage plans for seniors located in Maine, as well as TRICARE Prime® health plans for military families and retirees based across several northeastern and midwestern states.

Since 2010, Martin's Point Generations Advantage plan has grown to become Maine's most popular Medicare Advantage plan, Martin's Point has administered the US Family Health Plan (a TRICARE Prime® Option) for over 40 years and now covers over 46,000 members in Maine, New Hampshire, Vermont, upstate and western New York, northern Pennsylvania, and parts of Ohio.

Providing access to excellent clinical care is one of the most important ways Martin's Point directly improves the health of the community. To deliver this care, they operate six state-of-the-art healthcare centers in southern Maine and one in New Hampshire. Primary care providers focus on family medicine, pediatrics, internal (adult) medicine, and osteopathic medicine. Specialty providers offer sports medicine.

Martin's Point at a Glance

- Two Health Care Plans
- Primary care at six locations
- Sports medicine
- Over 70 providers
- Over 90,000 patients
- On-site radiology, and labs
- Mail Order Pharmacy



Martin's Point cares passionately for the well-being of the people they serve, staff, their families, and communities. Captured in its essence: *We are people caring for people*. Although offices are spread throughout New England and beyond, the Martin's Point family remains close knit because they work within a unique culture based on shared values. These values were developed by employees and the culture they create is fostered by a working environment that encourages trust, care, collaboration, and growth.

Recognized as a certified Great Place to Work® since 2016, Martin's Point is committed to fostering an environment where employees take pride in their work and feel valued, respected, and appreciated for their contributions.



Being a reliable community partner is as central to Martin's Point's ethos as providing trusted health care and quality coverage. In 2025, Martin's Point continued to stand as a trusted source of support, providing more than \$850,000 in financial support across more than 120 community partners and supporting more than 60 events.



Supporting Our Community

Using Our Resources for the Greater Good

At Martin's Point, we believe in the exponential power of joining forces for the greater good.

That's why we go beyond the direct care and coverage we provide and leverage our human and financial resources to support local nonprofits working to address the social, economic, environmental, and behavioral factors that impact the health and wellness of our community.

We do this by supporting employee volunteerism, targeting our charitable giving, and developing strategic partnerships with nonprofits who share our vision for a healthier community.

In addition, to promote access to primary care in the future, we partner with area higher education institutions to foster the next generation of providers through job shadow, internship, and externship opportunities.



A Great Place to Work

Our Culture of Caring

At Martin's Point, we care passionately for the well-being of the people we serve, each other, our families, and our communities. Captured in its essence: We are people caring for people.

The Martin's Point family remains close knit because of our shared values:

- We help each other
- We act as owners of the business
- We take care of ourselves
- We are always learning better ways to do things
- We trust each other
- And we have fun doing it!

Our recognition as a Great Place to Work® since 2016 reflects the commitment made as an organization to ensure that Martin's Point is a place where people can be proud of the work they do and feel respected and appreciated for their contributions.

For more information, visit <https://martinspoint.org/>



Position Summary

As an integral member of the MPHC Executive Management Team, the Chief Medical Officer will provide strategic and clinical leadership for the health plan, with particular focus on Medicare Advantage and other government-sponsored programs. The CMO will shape and execute clinical strategy, medical policy, medical management, and related health plan operations in alignment with MPHC's mission, business priorities, and commitment to quality, access, affordability, and member experience.

This leader will bring a continuous-improvement mindset to the role, identifying opportunities to strengthen clinical outcomes and organizational performance through evidence-based medical management, innovation, technology, analytics, and disciplined resource stewardship. The CMO will also lead medical expense management initiatives, clinical programs, and the development and interpretation of medical policy while building and developing high-performing, multidisciplinary teams.

Externally, the CMO will serve as a senior clinical representative of Martin's Point Health Care, cultivating strong relationships with regulators, provider organizations, network partners, and other key stakeholders. This leader will advance strategic partnerships and innovative clinical solutions, support regulatory and contractual compliance, and help position the health plan for sustainable growth and continued excellence in serving its members.

Reporting Relationships

Reporting to the CEO, the CMO's direct reports include:

- Director, Clinical Programs
- Vice President, Quality and Population Health
- Vice President, Medical Director of Clinical Programs
- Vice President, Pharmacy Services

Key relationships:

- Chief Health Plan Officer & COO
- Chief Legal Officer and General Counsel
- Chief Human Resources Officer
- Chief Financial Officer
- Delivery System Medical Directors and Leadership

Responsibilities

The successful Chief Medical Officer will:

- Shape the strategic direction and evolution of MPHC health plan products and clinical programs, applying deep expertise in Medicare Advantage and other government-sponsored programs to improve member health and organizational performance.
- Monitor managed care, healthcare delivery, regulatory, and clinical trends to inform strategy and strengthen outcomes for members and provider partners.
- Oversee medical policy, utilization management, case and disease management, clinical programs, medical review, and related medical management functions.
- Lead medical expense management, coverage and coding policy, and other affordability initiatives while maintaining focus on quality, access, appropriate utilization, and member outcomes.

- Use clinical, utilization, quality, and provider performance data to guide decision-making, improve programs, and strengthen provider practice-pattern analysis.
- Advance continuous quality improvement by establishing meaningful measures and driving improvement in clinical quality, safety, population health, and member experience.
- Strengthen health plan infrastructure, operations, and clinical processes through innovation, technology, analytics, and evidence-based medical management.
- Collaborates across clinical and operational leaders to advance care models, capabilities, and strategic initiatives that improve coordination, access, quality, and outcomes.
- Build strong relationships with providers, regulators, network partners, and other key stakeholders while supporting effective provider relations and network performance.
- Provide executive oversight of state and federal regulatory compliance, including NCQA requirements, contractual obligations, and enterprise medical and behavioral health quality standards.
- Model an enterprise leadership style that strengthens MPHC's culture through accountability, integrity, collaboration, inclusion, resilience, and clear communication.
- Ensures compliance with federal and state regulations, accreditation standards (including NCQA), and corporate quality and medical management standards.

Priorities for the First 12–18 Months

Within the first 12 to 18 months, the Chief Medical Officer will be expected to demonstrate meaningful progress against the following priorities:

- Build trusted, credible, and productive relationships with the Executive Management Team, health plan clinical leaders, staff, and key stakeholders across MPHC.
- Develop a strong understanding of MPHC's mission, culture, operating model, strategic priorities, and health plan business.
- Establish credibility as a strategic and collaborative physician executive with internal leaders, partner health systems, network providers, regulators, and state agencies.
- Bring a clear and influential clinical perspective to decisions affecting MPHC members, consistently advocating for quality, access, affordability, and member experience.
- Set a leadership tone that is visible, professional, proactive, collaborative, people-centered, and accountable for results.
- Serve as a key clinical spokesperson for MPHC, communicating health plan strategies and programs to internal and external audiences while remaining current on evolving trends in medicine, health policy, and health care delivery.
- Identify and evaluate emerging clinical advances and determine where they can improve population health, quality, affordability, or member experience.
- Develop a nuanced understanding of clinical and market performance and use that insight to guide the evolution of care models, value-based strategies, and risk-based arrangements.
- Build and strengthen relationships with policymakers, strategic partners, network providers, and other external stakeholders who can advance MPHC's mission and health plan strategy.
- Represent Martin's Point in the community and cultivate meaningful relationships with physicians, provider organizations, community leaders, and other key partners.

Candidate Qualifications

Although this position is primarily remote/hybrid, members of the Executive Management Team are expected to maintain a regular on-site presence at our Portland, Maine headquarters. Typically, EMT members are onsite for two to three days during the same week each month for meetings, collaboration, and other leadership activities.

Education and Credentials

- A degree of Doctor of Medicine (MD) or of Osteopathic Medicine (DO) from an accredited school of medicine; Completion of an ABMS-approved residency with appropriate Board Certification is required.
- Eligible for an unrestricted licensure in Maine.
- Graduate-level degree in Healthcare Administration, Business Administration, or equivalent is desirable.

Experience and Expertise

- 10+ years of experience practicing medicine, along with significant administrative leadership experience, specifically as a health plan medical director or similar role with broad-based responsibility for clinical programs and regulatory compliance issues.
- Well-versed in healthcare policy, risk adjustment, utilization management, care management, value-based care models, and population health management.
- Experience and depth of knowledge with Medicare Advantage and other government-funded health plan products.
- Experience collaborating as part of a successful senior leadership team that understands the coexistence of healthcare services and business objectives.
- Experience developing a vision and strategy in a manner that promotes a broad base of understanding and support among internal and external stakeholders.
- Experience building a high-performing team through exceptional recruitment, retention, and succession planning.
- A proven track record of leading organizations through operational and cultural change, leveraging change management principles that include considering the ripple effect of changes on people and finding ways to mitigate business disruption.
- Experience with emerging health informatics and digital technologies with judgment to discern technical and market acceptance risks.
- Experience with predictive modeling to implement, maintain, and refine quality assurance/utilization management programs.
- Additional experience as a leader in a provider organization with a thorough understanding of primary care practice is preferred.

Leadership Skills and Competencies

- **Drive Results and Accountability:** sets clear goals, aligns the team, and ensures consistent follow-through to deliver strong business outcomes.
- **Lead with Integrity and Courage:** leads with honesty and principle, even under pressure; makes tough decisions, and takes ownership for impact.
- **Build Strong and Inclusive Teams:** builds high-performing, inclusive teams that deliver results today and grow to meet future needs.
- **Navigate Change with Focus:** leads through change with clarity and direction, keeping teams aligned, engaged, and moving toward outcomes.
- **Active Communication:** drives clarity and execution through timely, consistent messaging, active listening, and adaptable communication that builds trust and alignment.
- **Focuses on Quality, Safety, and Patient Satisfaction:** Demonstrates a commitment to high-quality clinical care and the tireless and consistent pursuit of clinical excellence.
- **Aligns Culturally with Martin's Point Health Care's Purpose:** Understands and appreciates the value of a not-for-profit, mission-driven healthcare organization.
- **Advances Innovation and Transformation:** Creates and fosters an environment that encourages innovation, transformation, and calculated risk-taking; demonstrates unwavering commitment to improvement.
- **Instills Trust:** Gains the confidence and trust of others through honesty, integrity, authenticity, and consistency of actions; acts in ways that others experience as forthright, genuine, and authentic; is a credible and visible leader at all levels of Martin's Point Health Care.

The Community

While relocation is not required for the role, candidates considering a move will find Southern Maine offers an exceptional quality of life.

Maine is known for its dramatic coastline, lakes, mountains, forests, and welcoming communities. Southern Maine combines easy access to beaches, outdoor recreation, and historic coastal towns with the amenities of the Greater Portland area.

Portland and Greater Portland

Portland is Maine's largest city and the cultural and economic center of the state. Its historic Old Port, working waterfront, thriving arts community, and nationally recognized dining scene offer the energy of a vibrant small city while preserving the accessibility and sense of community for which Maine is known.

The region is also an important center for healthcare, financial and professional services, technology, education, and tourism. Boston is approximately two hours away, providing convenient access to a major metropolitan area while allowing residents to enjoy the distinctive lifestyle of coastal Maine.

An Active, Outdoor Lifestyle

Beaches, lakes, trails, and coastal communities are often just minutes from home or work. Maine and neighboring New Hampshire offer year-round opportunities for skiing, hiking, cycling, boating, kayaking, fishing, and other outdoor activities.

Portland also offers professional and minor-league sports, including the Maine Mariners, Maine Celtics, and Portland Sea Dogs, with Boston's professional sports teams and Fenway Park within an easy drive.



A Place to Call Home

Southern Maine offers a wide variety of living options, from the walkability and energy of Portland to coastal towns, suburban neighborhoods, island communities, and quieter rural settings.

For individuals and families considering a move, the region offers a compelling balance of professional opportunity, strong communities, cultural amenities, and access to the outdoors, all close to home.

Procedure for Candidacy

Please direct all nominations and applications to Dan Dimenstein, Tom Quinn, and Toni Davis through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal on the WittKieffer website at www.wittkieffer.com by selecting the "Become a Candidate" button.

Dan Dimenstein	Principal, Search	(240) 644-6032
Tom Quinn	Senior Partner, Search	(781) 564-2628
Toni Davis	Senior Associate, Search	(678) 302-1554

At Martin’s Point Health Care we commit to fostering an environment where every employee feels like they can bring their authentic self to work and belong. Through education and learning, we will build connections, bridge differences, and strengthen relationships. Together, we will work together to create opportunities for personal growth and development while creating a safe and respectful workplace for all.

Martin's Point Health Care is proud to be an Affirmative Action and Equal Opportunity Employer.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Martin's Point Health Care documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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