



Job Title: Optometrist **Job Family:** Providers
Department: Clinic **Reports to:** Director of Optometric Services (partner) and CEO
Classification: Exempt **Status:** Full-time

WHO WE ARE

Our Mission

We pursue excellence in the delivery of professional, compassionate, and complete eye care.

Our Values

- **Empathy** | Understand others' feelings and perspectives.
- **Extend Grace** | Show kindness, compassion, and understanding.
- **Desire to Help People in Need** | Strong sense of social responsibility.
- **Desire to Work** | Perform your job to the best of your abilities.
- **Invest in Yourself** | Never stop learning.
- **Benefit of the Doubt** | Foster positive relationships and interactions.

Our Practice

As a comprehensive optometry, ophthalmology, and optical practice in the Central Valley for more than fifty years, Fogg Remington EyeCare's provider team consists of a combined 11 ophthalmologists and optometrists. One of the largest vision care providers in the Central Valley, we provide care to our Valley's residents across four clinics located in Fresno, Clovis and Madera, in modern facilities using state-of-the-art equipment, including AR, lensometry, OCT, Visual Fields, Corneal Topography, SMAP, Optomap, Optilight IPL, IOL Master/A-Scan, etc.

Our Community

Located in California's Central Valley (major cities: [Fresno #1](#), [Fresno #2](#), [Clovis](#)), Fogg Remington EyeCare serves a rich, culturally, and ethnically diverse community of patients. The Central Valley is an affordable, family-oriented community with strong K-12 [school systems](#), optimal weather year-round for outdoor living and entertainment, two universities and college athletics ([Fresno State Bulldogs!](#)), national parks within a one hour drive ([Yosemite](#), [Kings Canyon](#), [Sequoia](#)), and the beautiful central coast within 2-3 hours' drive ([San Luis Obispo](#), [Paso Robles](#), [Cambria](#), Cayucos, [Avila Beach](#), [Monterey](#), [Santa Cruz](#)).

Interested in learning more about our community? Use these Google search terms: Fresno Grizzlies baseball, Fresno Art Hop, Fresno Greek Fest, Fresno Hmong New Year Celebration, Fresno Big Fresno Fair, Clovis Big Hat Days, Clovis Rodeo, Clovis Farmers Market.



Position Summary

Working with an optometric team including screeners, scribes and testing staff, the optometrist will provide comprehensive eye care for patients of Fogg Remington EyeCare, including retinoscopy, subjective refraction, lensometry, visual fields, Amsler grid, mobility and pupil testing, slit lamp exams, direct and indirect ophthalmoscopy, fundus contact lens, gonioscopy, etc. The optometrist will support practice growth by establishing patient relationships and provide education to the patient on eye care.

ESSENTIAL FUNCTIONS, DUTIES, AND RESPONSIBILITIES

General Optometry

- Performs comprehensive eye exams.
- Establishes long-term patient relationships through proper patient care and education.
- Performs interview with patient prior to examination to determine health and ocular history, medical issues, reasons for visit, etc.
- Promote eye health by counseling patients, including explaining how to clean and wear contact lenses and how often to have their eyes examined.
- Diagnoses sight problems, such as nearsightedness or farsightedness and eye diseases.
- Recommends or provides treatments such as vision therapy or low-vision rehabilitation.
- Provides pre-and-post-operative care to patients undergoing eye surgery.
- Clearly communicates with optical and other relevant staff appropriate recommendations for best lenses with the latest technology coatings and designs.
- Prescribes eyeglasses, contact lenses, and medications.
- Dictates/Writes referrals and information letters to other providers/agencies/parents/teachers/etc., completing relevant forms, DMV, FAA and similar documents.

Medical Optometry

- Manages anterior and posterior segment ocular pathology, treat or refer to necessary providers when indicated.
- Evaluates patients for the presence of acute conditions and chronic diseases (e.g., infectious, inflammatory diseases, glaucoma, macular degeneration, diabetes, etc.).

Additional Responsibilities

- Remains current on advancements in optometry, maintaining medical license and continuing education requirements.
- Attends/Participates in ongoing learning, educational in-services from vendors, etc.
- Provides training/education to staff.
- Advises/Participates in decision-making regarding clinical care, standard operating procedures, etc.
- Generates patient loyalty and promotes the profession of Optometry and Fogg Remington EyeCare values.
- Has not been sanctioned or excluded from participation in federal or state healthcare programs by a federal or state law enforcement, regulatory, or licensing agency.
- Maintains confidentiality by safeguarding ePHI and demonstrating HIPAA compliance to our patients.



- Ensures that HIPAA privacy policies are clearly understood and followed.
- Presents a positive view of FRE to the community.
- Protects company assets.
- Supports all team members, demonstrating FRE's values.
- Supports the team to reach common goals.
- Will be able to think and act quickly and efficiently in emergencies.
- May be scheduled to work at different locations as necessary, reporting to the location at beginning of the day.
- May drive on company business.
- Comply with all FRE policies and procedures, including but not limited to workplace safety, reporting work-related injuries, Infection Control, and preventing potential safety risks for staff, clients, and others.
- Punctual and regular attendance is an essential responsibility of each employee at FRE. Employees are expected to report to work as scheduled, on time, and prepared to start working. Employees are also expected to remain at work for their entire work schedule. Late arrival, early departure, or other absences from scheduled hours are disruptive and must be avoided.
- Other duties as assigned. Please note that this job description is not designated to cover or contain a comprehensive listing of activities, duties, or responsibilities required for the employee. Duties, responsibilities, and activities may change at any time, with or without notice.

EDUCATION AND EXPERIENCE

Education

- Doctor of Optometry from a credentialed institution.

License/Certification

- Optometry license (must have passed all optometrist state boards; required).
- Current DEA certification (can obtain during credentialing process if do not have).
- California driver's license and active car insurance (required).

Knowledge, Skills, and Abilities

- Language (preferred): Spanish, Punjabi, or Hmong.
- Good interpersonal skills and the ability to communicate effectively with different audiences.
- Intermediate to advanced phone skills; able to effectively relate via the telephone and in-person to serve the needs of Clinic patients/clients/visitors in an efficient and productive manner.
- Strong written and verbal communication.
- Ability to gracefully assist unhappy customers.
- Ability to interact and work effectively with co-workers, clients, guests, volunteers, and others.
- Well-spoken and polished demeanor.
- Cultural sensitivity and demonstrated ability to work with diverse people groups.
- Attention to detail requires a high level of accuracy and attention.



- Time management and organizational skills: prioritizing tasks, meeting deadlines, and staying organized.
- Problem-solving skills: Analyzing complex problems, developing creative solutions, and making sound decisions.
- Proficiency with Microsoft 365 (Microsoft Word/Excel/Outlook), QuickBooks, NextGen, Task List, and MS Teams.

COMPENSATION

Salary

- \$150,000.00 - \$230,000.00/year (base salary plus bonus, based on production).

Benefits

- Health insurance, including health savings account, dental insurance, vision program, life insurance.
- Paid Time Off (PTO) at provider discretion, Paid Sick Leave (PSL).
- 401(k) with employer contribution, and retirement planning.
- Employee assistance program, malpractice insurance coverage.

WORK ACTIVITIES, STYLES, AND REQUIREMENTS

FRE Standards of Patient Care

- **Respect:** Treat all patients with respect and dignity.
- **Communication:** Communicate clearly and effectively with patients and their families.
- **Safety:** Ensure the safety of all patients and staff.
- **Quality:** Provide quality care and services to all patients.
- **Privacy:** Respect the privacy of all patients and their families.
- **Accessibility:** Ensure all patients can access the care and services they need.

Locations and Schedule

- Locations: Fresno, Clovis and Madera
- Schedule: Monday – Friday (flexibility), and approximately 8 Saturdays/year (one shift/4 hours)

Medical specialties

- Primary care
- FRE promotes and encourages providers interest in specialty focus (e.g., pediatrics, specialty CTL, ocular surface disease, etc.)

Environmental Conditions

- Indoors in a typical office environment approximately ninety-five percent (95%) of the time.
- Frequent computer use at the workstation for up to two hours.
- Frequently work at a fast pace with unscheduled interruptions.
- May occasionally move (walk or drive) from one work location to another.



Physical Demands

- Use one or two hands to grasp, move, handle, control, feel, and assemble objects, tools, or controls.
- Use fingers to grasp, move, or assemble very small objects.
- Ability to walk, sit, stand, stoop, crouch, and climb stairs.
- Ability to move and lift up to 10 pounds.
- See the differences between colors, shades, and brightness.
- Visual Acuity (Far/Near).
- Regular and Consistent Attendance.

Changes: This job description will be updated if duties and responsibilities change significantly. Job functions are subject to modification based on business necessity.

ADA/FEHA: Fogg Remington EyeCare will make reasonable accommodations in compliance with the Americans with Disabilities Act of 1990 and California's Fair Employment and Housing Act.

EEO: Fogg Remington EyeCare is an equal-opportunity employer. All aspects of employment, including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We celebrate diversity and are committed to creating an inclusive environment for all employees.