

Arizona *Medical Director* Cost Benchmark Sheet

What NP, MD, and DO medical directors actually charge in Arizona — retainer ranges by scope, one-time engagement pricing, and the specific tradeoffs to weigh before you sign an agreement.

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2026 AZ Market

Phoenix & Scottsdale benchmarks

Sheet length

Read in 5 minutes

The short version

Under Arizona full practice authority (A.R.S. Title 32, Ch. 15), MDs, DOs, and NPs can all legally direct medspas. Choice comes down to cost, availability, and clinical currency in your specific service lines. **NPs typically cost 40–60% less than MDs for equivalent scope** — but active-injector clinical currency matters more than credential letters after any adverse event.

SECTION 1 · MONTHLY RETAINER BENCHMARKS

MD & DO vs. NP — *Retainer Ranges*

Monthly retainer ranges reflect typical 2026 Arizona market pricing for medspa medical directorship. Scope covers standard service menus: Botox, dermal filler, IV therapy, and prescription weight-loss protocols. Hormone-heavy or regenerative-heavy menus price at the top of each range.

RETAINER TIER	MD / DO	NURSE PRACTITIONER
Signature-only No chart review, minimal availability	\$1,500–\$2,500/mo Common with out-of-state MDs	\$1,000–\$1,800/mo Rare in AZ market
Active w/ chart review + emergency access Standard menu: injectables + IV + weight loss	\$3,000–\$6,000/mo Standard active-director tier	\$1,500–\$3,500/mo Standard AZ market tier
Specialty-heavy menu Hormone-heavy, regenerative, sexual wellness	\$6,000–\$8,000+/mo Compliance depth premium	\$3,000–\$5,000/mo NP specialty depth
Employed / equity model	Physician salary + equity structure	NP employment / partnership

The delta reflects supply-and-demand for physician time in the AZ market — not scope-of-practice differences. Under Arizona full practice authority, both credentials can direct medspas, IV lounges, hormone clinics, and sexual wellness practices. The Arizona State Board of Nursing does not distinguish between MD/DO and NP directorship for compliance purposes.

SECTION 2 · ONE-TIME ENGAGEMENT COSTS

Launch, *Audit* & Transition

Medical directorship engagements often start with a one-time build phase or audit, then transition to monthly retainer. Ranges below reflect typical 2026 Arizona pricing for one-time engagements, quoted separately from ongoing retainer.

Launch Package	\$2,500–\$8,000	For new practices opening within 90 days. Full compliance foundation: signed MD agreement, complete standing orders library, service-specific protocols, consent forms, and emergency response procedures. Price scales with number of services on the menu.
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Compliance Audit **\$1,500–\$4,000**

One-time review before an AZ State Board of Nursing inspection, an expansion, or a sale. Documentation review, chart sampling, gap analysis with priority remediation plan. Fixed-fee engagement.

Directorship Transition **\$1,000–\$3,500**

Takeover from an existing arrangement. Review of current agreement, gap analysis vs current AZ standards, rebuild of missing documents, defined go-live date with no gap in coverage. Rolls into monthly retainer post-transition.

Protocol Build (single service line) **\$500–\$1,500**

Add a new service to an existing practice's menu without a full audit. Standing order, protocol, consent, screening form for one service line (e.g., adding semaglutide, adding NAD+ IV, adding P-Shot).

SECTION 3 • WHAT'S INCLUDED AT EACH PRICE TIER

Signature-Only vs. *Active Director*

\$1,000–\$2,500/MO TIER

Signature-only

- Named on the agreement
- MD/DO/NP license verified
- Templates provided at signing
- Usually out-of-state MDs on remote arrangements
- **No chart review**
- **No defined emergency response**
- **No protocol updates as menu evolves**

\$1,500–\$6,000/MO TIER

Active director

- **Signed MD agreement** filed with AZ Board
- **Monthly chart review** with written report
- **Defined-response emergency consultation**
- **Protocol updates** as menu evolves
- Standing orders per service, kept current
- Quarterly compliance check-in
- Active clinical practice — real pattern recognition

The most common Arizona practice mistake: paying MD prices (\$3,000+/mo) for signature-only service. An active-injector NP director at \$2,500/mo typically delivers materially better clinical value than a signature-only MD at \$4,500/mo — because clinical currency in the specific service lines matters more than credential letters at the moment of a vascular occlusion or Board complaint.

SECTION 4 · WHICH FITS WHICH PRACTICE

Quick *Decision Framework*

NP directorship typically fits when...

- Menu is **injectable-heavy** (Botox, filler, PRP) — NPs dominate aesthetic career paths
- Menu includes **IV therapy or hormone optimization** — NPs are common in wellness/functional medicine
- Practice is **NP-owned** — peer-credential avoids scope-signal mismatches
- **Budget-sensitive launch** — NP retainer at 40–60% of MD cost frees capital
- You want a director who **still injects patients weekly**

MD/DO directorship typically fits when...

- Menu includes **laser/light-based devices** — some manufacturers require physician oversight
- Menu includes **surgical adjuncts** — sclerotherapy, thread lifts, minor procedures
- Practice is a **hospital-affiliated or physician-partnership** structure
- Marketing positioning is **"physician-led"** for a specific patient demographic
- Payer or credentialing arrangements **require physician overhead**

Hybrid (MD + NP) makes sense when...

- Practice has **multi-provider clinical team** with mixed service lines
- Volume justifies **both a strategic physician role and a day-to-day NP lead**
- Insurance or credentialing overlaps drive the need for both signatures

Red Flags — Any Arrangement, Any Credential

Regardless of MD/DO/NP status, watch for these signs when evaluating an Arizona medspa medical director:

- **Out-of-state licensure only.** Director must be AZ-licensed to satisfy AZ regulatory requirements.
- **No defined chart review cadence.** "Available if you have questions" is not chart review — look for a specified monthly review with a written report.
- **No defined emergency response window.** "Call me anytime" is not a response commitment — look for a stated response window in the engagement agreement.
- **No documented current clinical practice.** The director should be able to show current, active patient care in the service lines relevant to your menu.
- **Signature-only structure at retainer prices.** If you're paying \$2,000+/mo, expect measurable ongoing work, not just an unmodified template.
- **No protocol updates as your menu changes.** Your director should update standing orders when you add services. Table-stakes ongoing work.
- **Refusal to answer scope-of-practice questions in writing.** A qualified director should be able to document what they will and won't cover.

BESO PROVIDER HUB

Ready to *scope* your engagement?

If your current arrangement is signature-only, out-of-scope for your service menu, or you're launching a practice and need the full compliance foundation before your first patient — book a discovery call. We'll match you with the right engagement model based on your service menu, patient volume, and current documentation.

Beso Provider Hub is an AZ-licensed FNP-C practice offering directorship for medspas, IV lounges, hormone clinics, and sexual wellness practices across Phoenix, Scottsdale, and the broader metro. Every engagement is scoped and quoted individually — no menu pricing, no cookie-cutter templates.

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