

IOWA HEALTH SYSTEM JOB DESCRIPTION

Contact:

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Title: Chief Medical Officer

Status: Exempt

Department Name: Corporate Administration

Primary Function and Relationship to the Total Organization:

Serve as the leader and facilitator in IHS' efforts to create and coordinate physician support activities and clinical resource management for the System. Work collaboratively with Affiliate Vice Presidents of Medical Affairs Affinity Group.

Essential Functions & Responsibilities:

- Participate in the development of the overall system strategies.
- Participate in opportunity analyses teams for joint ventures, mergers, acquisitions and other newly conceived relationships involving internal and external medical practice groups.
- Develop a strategy and long term vision for increasing the number of physicians entering into residency programs and into Iowa Health System clinical rotations to minimize the anticipated physician shortage working with key strategic leaders within the system, communities and educational institutions.
- Serve as liaison to medical education committees and boards in all markets.
- Focus on aligning and engaging the Affiliate Hospitals' employed and non-employed medical staff in efforts to deliver the highest standard of medical care.
- Lead the evaluation and continued improvement of medical practice environments.
- Oversee the implementation/maintenance of the electronic health record and other clinical informatics and encourage innovative patient care initiatives.
- Continuously assess the breadth and depth of medical services offered across the system to ensure the organization is meeting the needs of the people it serves.
- Work closely with information Technology to ensure IHS remains on the "cutting edge" of technology in providing the most advanced, effective and efficient patient care available.
- Oversee the creation, development and full implementation of the clinical performance improvement efforts.
- Lead clinical effectiveness efforts, including clinical protocols, clinical benchmarking and "best" practice identification across the system.
- Responsible for developing and implementing strategic initiatives related to clinical quality monitoring, improvement and reporting for the System.
- Facilitate and serve as an advisor to the Vice President of Medical Affairs affinity group.
- Provide oversight and leadership to medical education programs.
- Identify issues affected by regulatory agencies and implement process improvement efforts.
- Provide proactive communication, leadership and advocacy for the diverse components of the medical community promoting the common vision and goals of the system.
- Serve as the chief clinical spokesperson for Iowa Health System in a variety of internal and external venues, including the public policy arena.

- Provide oversight and ensure effective credentialing and peer review processes across the system.
- Serve as a member of the Core Management Team.
- Maintain regular and consistent attendance at work.
- Adhere to all IHS Personnel policies and procedures and Safety guidelines.
- Behave in a manner consistent with all Corporate Compliance policies and procedures.

Qualifications/Experience:

- M.D. or D.O. degree from an accredited medical school, completion of a residency from an accredited institution and board certification.
- Current licensure in Iowa and/or Illinois.
- Requires ten years practice experience in a large group practice and/or an integrated health system.
- Requires minimum of five years of leadership experience in complex healthcare organization with demonstrated success in the management of clinical improvement and patient safety.
- Possesses strong sense of organizational dynamics.
- Exhibits problem solving skills and productively manages conflict.
- Portrays excellent collaborative and team building skills.
- Demonstrates creativity and flexibility.
- Recognized as a resource for leading collaborative administrative, medical staff, clinical and non-clinical team discussions.
- Possesses fundamental knowledge of tools and methods for teaching medical education and performance improvement to medical staffs, clinical and non-clinical teams.
- Requires leadership capabilities that accommodate a complex organization with multiple matrix relationships and which demonstrates strong decisive leadership while encouraging timely consensus building.
- Possesses excellent written and verbal communications.
- Ability to work as a team member, creating and maintaining effective working relationships.
- Ability to understand and apply guidelines, policies and procedures.

Education:

Current licensure as an M.D. or D.O. with board certification in a clinical specialty area.
Masters degree in hospital, healthcare or business administration preferred.

Supervision Received:

General supervision is received from President and Chief Executive Officer.

Supervision Exercised:

Provides direct supervision to the Vice President, Quality and Process Improvement, IHS Assistant Medical Director and Medical Information Officer.

Provides functional supervision to the Affiliate Vice Presidents of Medical Affairs.

Mental/Cognitive Demands:

- Performs effectively under high stress of continual demands and deadlines.
- Ability to perform multiple concurrent tasks subject to frequent change.
- Ability to understand and deal effectively with problems and opportunities.
- Exercises sound judgment, seeking advice when appropriate.
- Analytical ability to select from alternatives for use in developing procedures, and methods required, to make decisions based on factual data.
- Ability to deal with people effectively and respond professionally in all situations.
- Works independently, takes initiative, and possesses good organizational abilities.
- Strong commitment to providing excellent customer service, and continually looking for the best solution for the customers served.

Physical Demands:

Sit, walk, stand, lift, carry, push, pull, bend, stoop and kneel. Good manual dexterity, using hands for computer applications and writing. Vision, hearing, speaking for communication needs.

Working Conditions:

- Normal office surroundings.
- Work occasionally requires travel to other IHS facilities.
- Precautions must be followed when working in any healthcare environment area. OSHA Risk Factor – Category III – Normal work routine involves no exposure to blood, body fluids, or tissues (although situations can be imagined under which anyone, anywhere, might encounter potential exposure to body fluids). Persons who perform these duties are not called upon in part of their employment to perform or assist in emergency medical care for first aid to be potentially exposed in some other way.

Reviewed by: _____
Staff Member (Print Name)

Signature of Staff Member

Date: _____