

CHIEF EXECUTIVE OFFICER  
BON SECOURS MEDICAL GROUP  
Richmond, Virginia

Bon Secours Medical Group (BSMG), established in 1992, has grown to more than 170 primary and specialty physicians, nurse practitioners, and physician assistants in Richmond and more than 50 in Hampton Roads, VA. This for-profit, non-acute arm of Bon Secours Virginia will exceed its aggressive growth plan to grow to 210 physicians by the end of FY 2010, with plans to double that number in the future.

For this newly created position, Bon Secours Medical Group seeks a seasoned, decisive Physician Leader with a strong business acumen in medical management and clinical delivery as well as a demonstrated track record in leading a complex multi-specialty medical group providing excellence in clinical care and customer service. This individual will have a strong reputation as a clinician and have the ability to help position BSMG as a recognized leader in clinical care through innovative thought leadership, quality and safety systems, operational excellence, clinical informatics, and customer-focused care delivery. Essential to the success of this position will be the ability to be a physician advocate and diplomat bringing both strategic *and* metrics-driven operational expertise and management to BSMG.

In July 2008, Bon Secours Richmond and Bon Secours Hampton Roads combined under one leadership to form Bon Secours Virginia (BSV), making it one of the largest health systems in Virginia. Annual net revenue for BSV is budgeted at \$1.4 billion, with more than 1,000 physicians on its medical staff. BSV is committed to a strategy of integration, forming a physician network that offers flexible options to its physician members.

The Bon Secours Medical Group and Bon Secours Virginia are members of the Bon Secours Health System. Headquartered in Marriottsville, Maryland, Bon Secours is a \$2.7 billion, not-for-profit Catholic health system that owns, manages, or joint ventures 18 acute-care hospitals, one psychiatric hospital, five nursing care facilities, five assisted living facilities, and 15 home care and hospice programs. Bon Secours' more than 16,000 caregivers help residents in seven states, primarily on the East Coast.

The new CEO of BSMG will be responsible for providing a clear sense of strategic direction while implementing a vision of BSMG as it:

- Grows in terms of membership and complexity across the region;
- Identifies and develops physician leadership;
- Takes on greater physician-led accountability for clinical and operational practice performance;
- Partners with independent physicians across BSV to offer integrated evidenced based and patient-centric care to patients in the region;
- Creates a cohesive practice culture and practice identity that successfully distinguishes it in the region based on access, quality, safety, world class customer service, and efficiency.

- Provides a satisfying, financially sustainable, and meaningful practice environment for physicians and their staff.

Key responsibilities will include, but are not limited to, the following:

- Building a physician leadership team and operating team aligned with the growth of the group.
- Successfully recruiting premier physicians to achieve strategic initiatives and growth plans
- Monitoring and enhancing physician productivity and clinical performance.
- Creating a sustainable vision and business model for the long-term operation of the group.
- Providing world-class customer satisfaction.
- Creating a collegial practice among BSMG physicians and shaping a clinic culture of physician leadership, empowerment, and accountability.
- Assessing physician compensation plans and updating as appropriate to ensure these plans remain competitive and align pay-for-performance strategies.
- Supporting BSV's transition to an electronic medical record through the *Connect Care* initiative.
- Managing physician clinical quality and conduct and playing a lead in the clinical transformation of care across BSV.
- Assuring that BSMG remains fully aligned with the mission and values of BSHSI.

Requirements:

- A Medical degree accompanied by a clinical and administrative background; a Master's degree in public health, business administration, medical management, or related field is a plus.
- Five or more years of demonstrated outcome-oriented experience and results in a complex multi-specialty group practice will be essential.
- Candidates should also present with demonstrated competence in physician practice management, strategic practice growth, development and marketing, and oversight of critical management processes of physician governance, recruitment, contracting, compensation, performance management, revenue cycle, practice operations, and financial oversight.
- A strong sense of customer service and a commitment to the mission of Catholic health care combined with demonstrated communication, presentation, negotiation, conceptual, and analytical skills and a collaborative leadership style will also be essential.

Interested candidates should submit a Resume/CV in confidence to: [bsmg@divsearch.com](mailto:bsmg@divsearch.com).