

CMO Update



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Chair of Medicine Position Search

Summary of Position:

As you may know, the Chair of Medicine search is underway. TBHC leadership is interested in finding the best candidate possible, and reviewing external and internal candidates. This position functions as a vital part of TBHC's Senior Leadership Team with broad responsibilities to lead the strategic, clinical and operational activities of the department within the context of TBHC goals and priorities. The Chairman works with a diverse group of key stakeholders, including administrative, physician leaders and community – based physicians and health care providers to expand, improve and strengthen the department operations, functions, programs and integrated clinics/practice settings across the organization.

The Chair of Medicine is also responsible to set standards and expectations of departmental quality, patient safety and other important outcomes. The Chairman ensures that all departmental activities are compliant with regulatory and accreditation standards. Additionally, the Chairman exemplifies exceptional leadership skills and emotional maturity in his/her behavior and is responsible for ensuring all departmental members maintain the same standard. The incumbent will oversee the department's Internal Medicine Residency, the Hematology/Oncology Fellowship, Pulmonary Fellowship, Gastroenterology Fellowship and Cardiology Fellowship (in collaboration with Mount Sinai).

Primary Responsibilities:

The incumbent will play a key role in the development of clinically integrated programs across the continuum of inpatient and outpatient care services at TBHC, including:

- Advocate for the capital, equipment, technology, personnel and administrative support needed to effectively run clinical programs. Maintain awareness of responsible budgets and provide expertise during the budgetary process.
- Present recommendations concerning staff appointment, reappointment, clinical privileging and required levels of supervision for all providers of clinical services.
- Sets strategic direction for recruitment and retention of department providers and the various clinical skills necessary to fulfill the mission of the department and its programs, and grow services and programs to meet community needs.
- Collaborate with other clinical department leaders to develop, sustain and improve joint services that enhance the strategic mission of TBHC.
- Play a key role in optimizing and ensuring the effective utilization of electronic health records.
- Develop relevant quality and performance metrics for the department and a method of tracking, trending and reporting outcomes. Holds departmental members accountable for individual quality performance, and contributing to the organization's overall quality performance.
- Oversee the quality of health care delivered throughout the department and across the continuum of care. Oversee the quality and appropriateness of health care provided, report and resolve any identified deficiencies in the quality of patient care.
- Provide ongoing evaluation of departmental members' competencies and performance of clinical duties such as focused and ongoing professional performance evaluations.



The Brooklyn Hospital Center

- Expand the scope of quality metric and process driven care throughout the department.
- Investigate and mitigate complaints and grievances about the health care provided in the department or related to the actions of any department member; demonstrate a commitment to achieving high patient and team member satisfaction.
- Champion support for the residency program and oversee the education of medical students, PA students and residents rotating through the department.
- Provides oversight, design and direction to the teaching functions of the department related to morbidity and mortality reviews, grand rounds, etc.
- Ensure that the department is in compliance with all regulatory and accreditation requirements.
- Additional responsibilities assigned from the TBHC CMO when appropriate.
- Collaborate with nursing, operational and other leaders to develop and sustain the structure needed for clinical programs and health care delivery.
- Participate and provide leadership in hospital and Medical Staff committees, projects and initiatives to support and further the strategic aims of the hospital .
- Exemplify exceptional leadership qualities of high emotional intelligence such as effective listening, communicating, team building, collaborating, and conflict management skill.
- Practice excellent communication skills that build transparency, trust, openness, rapport, and a culture of participative problem solving
- Demonstrate a high degree of self-regulation, self-awareness, and empathy.
- Commit to ongoing development of own leadership skills, as well as developing these skills with divisional chiefs
- Commit to work collaboratively with hospital Administration, Division Chiefs, other Physician leaders and community-based physicians and health care providers to advance the goals of the organization and position TBHC as a destination health care provider for Brooklyn
- Build a departmental culture of collegiality and unity
- Provide leadership and position the department and organization toward value-based payment methodologies and collaborate with the Mount Sinai PPS in these and other population health initiatives.

Qualification:

- Current NYS physician license (MD, DO)
- At least 5 years clinical experience
- Board Certified in Specialty or Subspecialty
- Proven track record of possessing the organizational skills to manage projects & timetables
- High level of collaboration, team building and inter-disciplinary skills needed to accomplish complex activities
- Advanced interpersonal skills to develop effective teams and manage, direct and coordinate team activities
- Ability to influence, negotiate and motivate collaborators
- Must be able to positively communicate and work with professionals at all levels of the organization

For more information, please contact Guy Mennonna, SVP Human Resources, at 718.250.6263 or gmennonna@tbh.org.