

June, 2021

# Leadership Profile

## Chief of Cardiothoracic Surgery



## RIVERSIDE

Riverside Health System

Newport News, VA

## Opportunity

The Chief of Cardiothoracic Surgery will take on a newly created leadership role to advance programmatic and market growth of Riverside Health System's heart and thoracic surgery offerings. S/he will have oversight of clinical care, quality and efficiency of services while making valuable contributions to overall cardiothoracic service line strategy.

## The Organization

Riverside Health System (RHS) is a non-profit, integrated network of hospitals, physicians, continuing care facilities, and wellness centers providing comprehensive, high quality health care services to citizens of Eastern Virginia. Founded in 1915, Riverside Health System was originally established as a small hospital and is now considered the leading provider of state-of-the-art healthcare in the region. [Learn more.](#)

Riverside Regional Medical Center's (RRMC) Cardiothoracic Surgery Program ("the Program"), a major component within Riverside's Cardiovascular Service Line, provides quality, patient-centered care in adult cardiac and thoracic surgery. The Program utilizes the latest technology and clinical techniques, and provides a personal approach which allows patients to receive world-class care, close to home in the Eastern Virginia area. RRMC is a 450-bed hospital and serves as the region's only Level II trauma center offering advanced treatments in neurosciences, heart and cancer.

Riverside Medical Group (RMG) is a division of RHS with over 700 physicians and advanced practice providers making up one of the largest and most diverse multispecialty group practices in Virginia serving over 75 outpatient practices.

## The Position

Reporting to the Chief and Administrator of the RHS Cardiovascular Service line, the new chief will be responsible for overall management of the cardiothoracic surgical practice and leadership of a surgical team comprised of physicians and non-physician providers and staff assigned to the Program. S/he will be responsible for Program strategy, growth and development, clinical effectiveness, quality improvement, service mix, and provider recruitment and oversight.

Responsibilities will include:

- Developing and achieving internal and external support for short and long-term strategies for Program growth and development
- Fostering an environment of teamwork, optimism and innovation that will drive a successful growth strategy
- Optimizing the quality and clinical appropriateness of the services delivered within the Program
- Providing mentoring, supervision, management, and oversight to Program members, assuring outstanding career opportunities for Program members
- Leading in the development and implementation of effective Program policies, clinical protocols, and clinical pathways and protocols related to the care of its patient population
- Representing the Program within RHS's broader activities to assess and improve the quality and efficiency of services including quality assessment and performance improvement, utilization review, risk management, and infection control
- Ensuring that the Program's professional services meet or exceed accepted standards of care as well as patient and provider satisfaction
- Participating in the RHS long-range planning including equipment selection, budgeting, and staffing for the Program and related services
- Supporting RHS medical education and employee in-service programs related to the Program
- Cooperating with RHS leadership to address Program related administrative, operational or personnel challenges and promptly
- Assisting RHS in obtaining and obtaining and maintaining accreditations, certifications, licenses, permits, and other authorizations applicable to offering a comprehensive, market-competitive Program

## The Candidate

The ideal Chief of Cardiothoracic Surgery will be an energetic, entrepreneurial Board Certified cardiac/thoracic surgeon (MD or DO), eligible for licensure in Virginia, who has a passion for the practice and program development in cardiothoracic services, physician engagement and for improving the quality and delivery of care in a vibrant community setting. S/he will be a capable physician leader, who has demonstrated effectiveness in a complex environment where clinical reputation, community relationships, physician-hospital collaboration, and high standards of quality have been valued. The Chief will have excellent technical surgical skills and knowledge in the field of cardiac and thoracic surgery; modern quality, safety, and performance improvement methodologies; program management and growth strategies; and a commitment to mentoring and developing other physicians and staff. S/he ideally will have sufficient experience in bridging the academic requirements of RHS's partners with the community based practice of high quality and complexity surgery, and will understand the factors necessary to maintain and grow a healthy, collaborative, and team-oriented practice. S/he should be comfortable both in a community setting that includes and engages both independent and employed physicians and in a growing health system setting where local differences and approaches must be respected while striving for overall system consistency in care and quality. The Chief will be expected to retain a substantial clinical role appropriate to fulfilling his/her managerial responsibilities and maintaining clinical and leadership credibility.

To be successful in the RHS environment, the Chief must be an experienced and highly respected clinician with sufficient administrative and leadership experience to manage and grow a complex service, achieve measurable results, and earn the respect and accountability of colleagues and administration. This individual must possess the energy to drive growth, change, and improvement. S/he must be able to work effectively with community physicians and constituents, have sufficient leadership experience to partner well with RHS executives, and be able to earn the respect of academic program leaders to support future partnerships.

The Chief must be viewed as making well informed, reasoned, authoritative, collaborative, and implementable recommendations at RHS regarding clinical program structure and operations, resource stewardship, standards of quality and performance, and ensure that these are aligned with SSH approaches in other services.

The Chief will demonstrate:

- Strong contemporary, broad cardiac and thoracic surgery practice experience (minimum of 5-10 years of surgical practice experience) and a genuine passion for ongoing clinical practice;
- A track record of leadership accomplishments in a practice and/or hospital services setting;
- Experience as an effective and articulate convener of positive physician - hospital and hospital-community collaboration and of promoting a culture of teamwork and shared practice values;
- Proven ability to effectively recruit, retain, manage, deploy, motivate, mentor, evaluate, and where necessary, correct physicians and APC;
- Commitment to an environment of transparency and accountability;
- Facility in strategically aligning clinical operations with broader organizational goals;
- The ability to understand, gain acceptance for, and manage change;
- A working understanding of the design and operation of modern quality and safety systems in the inpatient setting;
- Experience and skills as an effective team leader, teacher and mentor;
- The ability to motivate physicians and staff at all levels of experience to adopt evidence based practices, new procedures and to participate in performance improvement activities;
- High energy and passion for the mission and potential of community hospitals; and
- The ability to manage through influence and to develop a collaborative culture.

Candidates for this position should:

- Be passionate, dynamic, entrepreneurial, and values driven advocates for clinical and operational excellence;
- Enjoy and be committed to the active practice of surgery in a community setting competing in a market with academic institutions;
- Demonstrate the ability to advocate for cardiothoracic service line priorities while maintaining a strong commitment to overall RHS vision and strategy;
- Be effective at developing and implementing a vision for program growth and increasing community physician engagement;
- Be respected and genuine in varied leadership roles such as role model, partner, confidante, colleague, coach, and manager so that s/he can recruit, secure, and solidify physician commitment to that vision;
- Be seen as a thoughtful “problem solver” who understands the perspectives of varied constituencies and is able to identify and build a team approach to advance commonly held values;
- Value consensus and mutual respect, while being able to hold accountability and effectively advance an agenda forward in settings where there is less than total agreement;
- Possess excellent written, oral, and presentation skills, enabling him/her to be an effective communicator and persuader in dialogue with community as well as academic partners;

## **Critical Success Factors**

At 4-6 months:

- Observe and build trust and relationships internally and externally
- Identify and operationalize quality improvement program changes
- Identify high value program building opportunities from the perspective of a true [external] expert in the field
- Create working relationships across the programmatic spectrum
- Review and suggest modifications to current action plan

At 6-12 months:

- Implement early growth strategies
- Introduce selected new procedures
- Increase “keepage” by enhancing referring physician trust in the program
- Increase program surgical volumes
- Measurably enhance the quality and consistency of program outcomes
- Evaluate and test the feasibility of introducing more advanced cardiothoracic surgical techniques

## **The Location**

Newport News is a city in Virginia with a population of 184,091 located midway between Williamsburg and Virginia Beach. Newport News is surrounded by water and thrives due to its maritime location. The city is home to over 30 lakes, public boat ramps and parks and also boasts 8,100 acres of public space that appeals to a number of outdoor recreational activities including wildlife observation and golf courses. Newport News is known for its rich history and showcases a diverse range of home styles from historic colonial-style homes to urban condo living. The area is home to a number of industries including shipbuilding, technology research and international trade. Living in Newport News

provides easy access to retail establishments and features a newer development, City Center at Oyster Point, which features numerous retail and dining options. [Learn More.](#)

### **Compensation**

An attractive compensation package will be constructed commensurate with the background and experience of the selected candidate.

### **For More Information**

We welcome and appreciate referrals. Interested parties should send resume and cover letter to [Riverside-CTS5018@zurickdavis.com](mailto:Riverside-CTS5018@zurickdavis.com). For additional questions, please contact Lida Junghans, PhD or Myranne Janoff at 781.938.1975. All contact with our office will remain confidential.

*Riverside Health Systems is an Equal Opportunity Employer.*