

UW HEALTH POSITION DESCRIPTION

Surgeon-in-Chief, AFCH & UW Health Kids	
Department (if applicable):	AFCH & UW Health Kids
Division (if applicable):	
Reports to (Name & Title):	Chief Medical Officer, AFCH & UW Health Kids
Indirect/Matrixed Report(s) (Name & Title):	System VP/Pediatric Services & President, AFCH & UW Health Kids
Administrative Hours (based on 50 hr work week):	15 Hours/Week (0.3 FTE)
POSITION SUMMARY	
<p>The Surgeon-in-Chief (SIC) of the American Family Children's Hospital (AFCH) & UW Health Kids, reporting to the AFCH & UW Health Kids CMO, is part of the UW Health Kids core leadership team. The SIC is responsible for leading pediatric surgical services to help create and sustain a shared mission of providing the highest quality of surgical care in an environment that supports the team. Working collaboratively with the AFCH perioperative triad (Medical Directors, Perioperative Services for Surgery and Anesthesiology and the Director of AFCH Surgical Services), and under direction from UW Health Kids leadership and SPOC (Surgical and Procedural Operations Council), the SIC will:</p>	
<ol style="list-style-type: none"> 1. Contribute to the strategic direction and advancement of surgical and procedural care for children at AFCH. <ol style="list-style-type: none"> a. Collaborates and facilitates the development and implementation of a shared vision, identity, and strategy to build nationally recognized surgical programs at AFCH. b. Supports the continued growth and development of AFCH in concert with the AFCH business plan and the UW Health strategic plan. c. Leads (or designee) operational, quality and strategy committees relevant to pediatric surgical programs d. Assists with developing and implementing clinical programs and associated strategies to achieve improvements in clinical outcomes. e. Supports the Department Chairs and Division Chiefs by actively participating in the recruitment of surgeons in all surgical specialties and specific pediatric specialties (e.g., gastroenterology, neonatology, cardiology, radiology, pathology and anesthesia) and facilitates the development of the overall surgical specialties' recruitment plan. f. Supports the Surgical Chairs and Division Chiefs by contributing feedback related to the performance of surgical faculty. g. Serves as the primary representative of all surgeons at AFCH with respect to hospital planning, budgeting, facility development, program development and ongoing operations. h. In collaboration with clinical and administrative leadership, reviews and takes appropriate action with respect to the surgical specialists' compliance with medical staff and AFCH policies and procedures. 2. Collaborate on the development and advancement of surgical programs at AFCH and the overall development of AFCH as a world-class, comprehensive children's hospital. <ol style="list-style-type: none"> a. Actively participates as a member of AFCH Development Partners Advisory Board to enhance community support and cultivate donor relationships, including identifying surgical providers to engage with donors as directed by Development and President, AFCH. b. Identifies donor prospects, leads hospital tours, and serves as an advocate and educator of AFCH surgical expansion plans, as directed by Development and President, AFCH. 3. Support regional surgical services. <ol style="list-style-type: none"> a. Works collaboratively with UW Health Kids leadership, the strategy office, and regional services to advise on growth/strategy, support faculty recruitment & retention, and ensure quality of patient care for regional surgical programs. 	

4. Collaborate with quality, educational, accreditation and regulation activities.

- a. Serves as a physician champion and leader for the provision of quality healthcare and clinical performance excellence. Provides oversight to the development and monitoring of quality and safety metrics for children including but not limited to NSQIP and STS (related to pediatric components).
- b. Provides input to the subspecialty residency directors to ensure a successful experience for students, residents and fellows rotating at AFCH.
- c. In collaboration with the Director of AFCH Surgical Services and Medical Directors, Perioperative Services for Surgery and Anesthesiology, and the Division Chief of Pediatric Surgery co-lead an active work group with the goal of achieving designation through the American College of Surgeons as a Level I Pediatric Surgical Center of Excellence.
- d. Support the continued development and improvement processes related to care of the pediatric trauma patient with the goal of successfully re-verifying through the American College of Surgeons as a Level I Pediatric Trauma Center.

5. Facilitate resolution of conflicts with or involving the AFCH surgical specialties. Facilitate and address any significant physician issues that arise, involving AFCH/UWH Kids CMO as appropriate.

ROLES AND RESPONSIBILITIES

The expectation of UW Health Medical Directors is to provide leadership to their program/area(s) that results in the consistent and successful delivery of “Remarkable Healthcare” that is high quality, cost efficient, and delivered in a way that is highly satisfying for patients, providers, and staff. Medical Directors are expected to develop and demonstrate all UW Health Leadership Competencies and lead within their program/area(s) using the UW Health Way.

- Effectively lead and administer the following responsibilities and activities: (see above)

Each Medical Director has particular areas of emphasis for their role but ensuring the provision of “Remarkable Healthcare” is a shared responsibility. In support of delivering “Remarkable Healthcare”, Medical Directors promote excellence in both culture and performance management. Medical Directors are expected to perform standard work that supports this achievement.

Each Medical Director will work with their administrative partners and/or leader to establish and maintain a culture that values and embraces the team-based care model. This partnership will create a work environment that is patient-centered, values each team member as uniquely important, is collegial, collaborative, and promotes job satisfaction and retention.

Each partnership will maintain in-depth knowledge of their area’s performance on key measures as defined by organizational leadership. The partners will identify opportunities for improvement, maintain an active action plan, and use the UW Health Way to drive changes that improve performance in needed areas.

Daily:

- Lead with humility and a focus on service to others (staff, providers, patients, and organization)
- Lead by example in knowing, communicating, supporting, and reinforcing the goals we are trying to achieve in aligning with our UW Health Strategic Plan
- Maintain a positive and optimistic attitude while maintaining open communication channels with all providers and staff
- Ensure that UW Health standard processes and clinical guidelines are communicated, followed, and Service Standards are being met, as applicable
- Address and resolve problems and conflicts that arise in a timely fashion
- Ensure providers and staff are fulfilling their job expectations and meeting Service Standards while coaching those who are not meeting expectations, as applicable

Monthly:

- Proactively ask providers and staff about the program or area culture and any concerns they have
- Review the applicable clinical quality, safety, cost, and patient experience indicators for the area and closely manage their performance
- Review action plans for improvement with your administrative partner and summarize the results, findings, and address any barriers to progress at your monthly meeting

- Celebrate success, understand barriers and root causes of failure, champion ongoing improvement efforts; share necessary updates with leadership team members

Biannually:

- Formally review culture at a regular meeting
- Update the action plan for your area, communicate the plan and rationale for its choices to leadership

Annually:

- Identify opportunities for staff and providers to optimally use their skills to assist the program or area and achieve their personal career goals
- In compliance with annual CMS Reporting, complete a time study as directed by UW Health physician leadership

Episodic:

- Support all new initiatives, be a partner in implementation within your program or area, and continually improve your local processes while providing feedback to leadership where opportunities exist to make improvements
- Be available to coach/mentor subordinates to find timely solutions to their problems, as applicable
- Consistently and actively participate in departmental and other appropriate leadership meetings and retreats as set by UW Health leadership
- Other activities and leadership as needed

REQUIREMENTS

Education	Minimum	M.D. or D.O. with a 4-year residency in a surgical specialty
	Preferred	
Work Experience	Minimum	5 years faculty experience in Pediatric surgical specialty
	Preferred	Administrative experience running a perioperative program in a large academic medical center or private hospital setting Demonstrated experience in operating room management Quality Assurance and Utilization Review certifications/experience
Licenses & Certifications	Minimum	Board certification / board eligibility with active medical license
	Preferred	Lean Six Sigma certification or similar lean practices background
Medical Specialty Required for this role (if applicable):		Pediatric Surgical Specialty
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Effective leadership abilities • Record of initiating change and innovation • Strategic thinking, planning and problem solving • Superior communication skills, both in written and verbal presentation • Effective human relations abilities to effect collaborative alliances and promote teamwork and ensure a high level of internal and external patient satisfaction and engagement. • Ability to succeed in a complex environment where decision-making may be diffuse and ambiguous. • Demonstrated exemplary presentation skills to engage and motivate organizational stakeholders. • Proven success in transitioning staff through organizational change. • A high degree of professionalism and competency dealing with a variety of individuals including physicians, senior executives, hospital administration, and external constituents. • An ability to organize and present data in a concise and easily understood manner, often to professionals, physicians and board members. • Ability to be recognized as a positive change agent. • Proven success as a dynamic and empowering leader who possesses a positive attitude to instill a vision for excellence with innovation and creativity. • Conflict management and resolution skills. • Skilled developer of relationships and partnerships.

