

Moab Regional Hospital

Chief Medical Officer

POSITION SPECIFICATION

Moab Regional Hospital is seeking a dynamic physician leader who can work effectively in a relationship-driven culture to put the patient first, deliver quality cost-effective healthcare, and promote wellness to all we serve. The CMO must embody MRH's mission, embrace its vision and must lead through our values of compassion, honesty and excellence.

Position Summary

The CMO supports the overall operation, administration and medical management of the clinical programs. This position works in concert with the CEO, the executive team, the operations council and the medical executive committee to establish and accomplish the strategic goals and policies for Moab Regional Hospital. The incumbent is responsible for developing and maintaining involvement of the physician relationships and has oversight of the Medical Staff Services Coordinator. This position is a .5 FTE and compensation will be commensurate with experience and fair market value for a CMO.

Responsibilities and Expectations

- Be a member of the MRH leadership team, with the ability, desire, and proven results to assume additional responsibility beyond the CMO role when necessary. Collaborate with all levels of leadership providing coaching, development, and educational programs when needed.
- Be accountable for implementing a communication strategy that establishes two-way communication channels to convey strategic priorities in an effective manner that engages physicians and collaborates with stakeholders. Cultivates an environment of collaboration, responsibility and accountability resulting in highly successful outcomes. Rounds on physicians and brings concerns to appropriate forum for discussion.
- Support the commitment to data-driven decision-making and leading the use of key performance indicators/metrics to bring forth positive change and improve existing processes. Fosters continuous improvement by recognizing and rewarding behaviors that elevate performance and outcomes.
- Fosters an inclusive workplace that maximizes the talents of each person to achieve the vision and mission of the organization. Develops direction by ensuring that the purpose and importance of the team are clarified (e.g., team has a clear charter or mission statement); guides the setting of specific and measurable team goals and objectives. Facilitates goal accomplishment by inspiring, motivating and guiding others. Works as a solutions-oriented leader.
- Encourages cooperation within the organization to connect team members to best thinking practices and a solution-oriented culture. Involves others by listening to team decisions and

actions; values and uses individual differences and talents. Implements action plans to improve employee and physician engagement.

- Participates, in concert with the CEO and the Medical Staff Services Coordinator, in the recruitment and interviewing of medical staff and assurance of their credentials. Recommends hiring and firing and other disciplinary actions of medical staff for review and approval of the CEO.
- Develop and implement a formal medical staff development program to include succession planning, governance, credentialing, peer review, quality management and outcomes, clinical integration and patient satisfaction.
- Champions organizational assessment and survey initiatives (Employee; Physician; Community).
- Ensure all team members fully understand and are empowered to deliver on Moab Regional Hospital's patient experience goals.
- Ensure all accreditation programs are developed and implemented, and appropriate Federal, State and Local regulatory requirements are met. Coordinate closely with Regulatory and Quality departments.
- Attend the following meetings: Quality Assurance, Risk Management, Credentialing, Peer Review, Finance, Medical Staff, Recruitment, Executive Team, Operations Council, Board of Directors.

CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA

Ideal Experience:

Requires a MD or DO; board certified; licensed to practice in the state of Utah; Meets all criteria for membership of medical staff.

On-going professional development in areas of Health Administration; Healthcare Reimbursement/Financing; Healthcare trends; Leadership; and/or Personnel Management. Strong demonstrated transformational and complex leadership skills (inspiring, problem solving, communication, executing) to champion achieving the vision of the organization.

For questions or Consideration of Candidacy, please submit a letter of interest to:

Jen Sadoff CEO
450 Williams Way
Moab, UT 84532
JenniferS@mrhmoab.org