Director of Medical Education

**Description:** The Kaiser Permanente School of Medicine will offer more than a conventional medical education. It will provide students with the unique opportunity to be taught by Exceptional Foundational Scientists and the physicians of The Permanente Medical Group while immersed in Kaiser Permanente - one the nation's highest-performing health care organizations. Students will gain critical knowledge and real-world experience and benefit from unprecedented access to Kaiser Permanente's people, data and technology. This unparalleled approach, plus our deep commitment to resilience, well-being, and inclusion will create a culture where physicians are better prepared to face the health challenges of the future, while helping the nation's diverse communities thrive. Learn more about the Kaiser Permanente School of Medicine.

This position will be working as a part of an extremely dynamic team of professionals supporting all aspects of the School of Medicine and the creation of the infrastructure, process, and procedures for the Kaiser Permanente School of Medicine. The team works from an interdependent model of practice and we are looking for someone who thrives in a highly challenging role within a high functioning team-based environment. By joining the team that is designing and implementing the Kaiser Permanente School of Medicine, you will have the opportunity of a lifetime to create a medical school that will educate physicians for the 21st century and beyond and be a catalyst for change in medical education.

The Director of Medical Education responsible for supporting and facilitating the design, development, implementation and evaluation of the medical education curriculum under the direction of the Dean of Medical Education. The candidate will assist senior administration, faculty, and staff in providing leadership and will help assure curricular excellence and innovation in medical education. The Director will work to implement the educational plan horizontally across each year and vertically across all years. The candidate will interact and consult widely with residents, faculty, internal and external leaders and external institutions as necessary. The Director will meet regularly with appropriate leaders, faculty, and committees to fulfill the vision of the program and to ensure that all activities are in full compliance with accreditation requirements. In addition, the Director will help implement objectives and priorities as set by the leaders, which include adhering to and demonstrating the organization's vision and mission and promoting the values of diversity and inclusion as an integral part of medical care and total health.
**Essential Responsibilities:**
- Assess and document the quality of teaching
- Assess and monitor the quality of learning using standardized and customized metrics
- Ensure that, where applicable, accreditation standards are met and that best educational practices in the field are known and applied by faculty
- Develop and apply effective mechanisms for course and curriculum improvement, including but not limited to: periodic surveys of graduates, Graduate Medical Education program directors and community leaders
- Encourage, and work to develop educational innovation, creativity, and excellence
- Encourage and demonstrate the importance of positive cooperation, collaboration, inclusion and teamwork in administration
- Foster interdisciplinary participation in education and service across Kaiser Permanente
- Foster and encourage respect for all health care disciplines among faculty and staff
- Demonstrate leadership by example in service to the program and community
- Commitment to promoting a culture that nurtures diversity and inclusion of all people, inquiry, and scholarship

**Basic Qualifications:**

**Experience**
- Minimum four (4) years of experience within a medical school with specific experiences in curriculum design, development, evaluation, assessment, and curriculum mapping with respect to competencies and milestones

**Education**
- Master's degree in education/curriculum design or six (6) years of experience in a directly related field
- High School Diploma or General Education Development (GED) required.

**License, Certification, Registration**

**Additional Requirements:**
- In depth understanding of medical education and clinical practice
- Expertise in the principles of learning and instructional design, adult learning theory, educational research, development of competency-based education, and assessment of student learning (skills, knowledge and attitudes)
- Experience with accreditation of medical education programs
- Experience with technology-based instruction and evaluation
- Ability to work collaboratively with project staff, faculty, and administration
- Excellent writing and teaching skills
- Demonstrated evidence of strong interpersonal and communications skills, effective critical thinking, and the ability to set priorities and manage multiple tasks
• Demonstrated evidence of a commitment to promoting a culture that respects and advances diversity and inclusion of all people, inquiry, and scholarship
• Demonstrated creativity and strategic thinking with the ability to take initiative and the willingness to learn.
• A commitment to the unique values of the KP School of Medicine including diversity of person, thought, and innovation with a strong sensibility toward community and wellness
• The demonstrated ability to respond effectively and assertively to crises, workflow problems and conflicts
• Demonstrated experience of working with complex tasks that require meeting critical deadlines

Preferred Qualifications:
• Have broad experience with assessment approaches to document student mastery such as multiple-choice questions, short answer examinations, OSCEs, OSVEs and 360 degree evaluations Knowledge and experience with various teaching methodologies such as PBL, TBL, CBL, technology assisted learning and flipped classroom
Experience with learning technologies and instructional design to develop and engage students in eLearning, portfolio development and assessment exercises.
• PhD or Ed.D.

To apply for this opportunity, please visit kpcareers.org/school-of-medicine.
For more information about the School, please visit kp.org/schoolofmedicine.

Equal Opportunity Employer/Disability/Veteran

Kaiser Permanente Careers kp.org/careers