



The Medicus Firm

Executive Search

Job Title: Chief of Nephrology - Gulf Coast

Location: Mobile, AL

Institution: University of South Alabama College of Medicine

Leadership Opportunity: Chief of Nephrology

Position Summary

The new Chief will have a strong record of clinical and academic leadership in nephrology. As an academic and education leader, the new Chief will lead the division in successful resident training and evaluation of learners, as well as mentoring and sponsoring internal medicine residents interested in a career in nephrology.

The incumbent will be expected to nurture the existing collaborative and inclusive work culture. The Division of Nephrology focuses on adult care and is involved in population and public health, supporting several local Federally Qualified Health Centers. The current practice is comprised of three nephrologists and two advanced practice providers. A fourth nephrologist will join the division after completing his fellowship in 2025. In addition, the division serves as medical director of 1 inpatient dialysis unit and 3 outpatient dialysis units.

Nephrology Division

The Division of Nephrology provides nephrology services and consultative care for inpatients at USA Health University Hospital and the USA Health Childrens and Women's Hospital and has exciting opportunities to expand services in the local region. The division is deeply committed to excellence in teaching and training of students, residents and other healthcare providers. The division has started the application process for a nephrology fellowship as part of the strategic goals to further expand access to nephrology care on the Gulf Coast.

Responsibilities

Basic responsibilities will include maintaining clinical practice in nephrology, supporting education of internal medicine residents and medical students, and providing mentorship to faculty. Applicants should understand the medical, educational, clinical and administrative issues for internal medicine residents and 1st and 4th year medical students at a small medical school. Providers will assist with inpatient nephrology care management (both independently and with residents) and outpatient clinical activity. Successful applicants will assist with the residency program needs and quality improvement programs. There are expectations for career advancement through the academic promotion process.



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Additional responsibilities for this role include but are not limited to:

- Oversee and guide the division by actively promoting clinical care, research and continuing medical education through programs that maximize exposure of our exceptional care delivery, faculty and expertise.
- Oversee the day-to-day clinical service responsibilities around nephrology.
- Teach and mentor medical students, residents and other healthcare providers.
- Recruit and retain high-caliber faculty and staff.
- Proactively seek entrepreneurial opportunities for the division.
- A commitment to fostering a diverse and inclusive learning and patient care environment.
- Oversee all patient care, professional work and Medical Staff administrative activity by the Nephrology services as established by the Medical Staff bylaws, rules and regulations.
- Continually assess provider activities and initiate changes that will improve the quality of services offered, enhance performance, and/or upgrade efficiency and effectiveness.
- Responsible for all risk management, coding compliance and quality assurance activities and functions in and related to the practice.
- Acts as an advisor and consultant in the establishment of operational policies of the practice to include: (1) purchasing and capital allocations; (2) managed care plan participation; (3) budget and practice expenses; (4) Medicare/Medicaid participation; (5) Billing and collection of professional fees; (6) Personnel management and related policies; (7) Risk management and quality assurance; and (8) Coding compliance.
- Administrative duties as assigned.

Qualifications

The new chief will have a distinguished academic career including a leadership role within a multifaceted academic department of internal medicine. A successful candidate should possess many, if not all, of the following qualifications:

- A MD, MD/PhD, or equivalent degree; he/she will be expected to qualify for appointment at the rank of Associate Professor or Professor at The Whiddon College of Medicine.
- Exceptional leadership record at a top-ranked medical school, academic health center (preferred) or health system, and, ideally, experience working in an interdisciplinary environment.
- Demonstrated personal and professional commitment to valuing diversity and promoting inclusion by modeling and fostering diversity and cultural proficiency.
- An entrepreneurial, collaborative, creative and driven spirit.
- A distinguished academic and professional career, including teaching, research, and clinical experience.
- Superior track record in building and/or contributing to collaborative team cultures.
- Solid business acumen, financial budgeting, and resource management skills.
- Ability to articulate a compelling vision and implement a strategy that engages and advocates for faculty, staff, students, partners, and donors alike.



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- Demonstrated ability to mentor and develop talent.
- Unquestionable integrity and personal ethics.
- Outstanding communication skills, both oral and written.

Job Reference: NEP 24431

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