



Confidential Position Specification

Medical Director / Deputy Executive Director

January 2019



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Position	Medical Director / Deputy Executive Director, The Zucker Hillside Hospital
Company	Northwell Health
Location	Glen Oaks, New York
Reporting Relationship	This position reports to the Executive Director of The Zucker Hillside Hospital.
Website	https://zucker.northwell.edu/ https://northwell.edu/

HOSPITAL BACKGROUND

The Zucker Hillside Hospital is Northwell Health's nationally recognized behavioral health flagship facility known for its pioneering clinical, teaching, and research programs. It is the largest private, not-for-profit psychiatric hospital in New York City.

In addition to five general adult psychiatry units, additional specialty inpatient units serve adolescents, women, young adults/college students, and geriatric patients. Treatment specialties with additional ambulatory foci include early phase psychosis, the behavioral health college partnership (with >75 regional partner schools), depression, schizophrenia (with clozapine and long-acting injectable subspecialty niches), bipolar disorder, geriatric psychiatry and dementia, borderline and obsessive-compulsive personality disorders, and an array of campus and community-based substance use disorder programs, as well as one of the most extensive ECT programs in the country. The Zucker Hillside Hospital's outpatient programs serve thousands of patients of all ages and encompass the full continuum of care, including ambulatory clinics, intensive outpatient tracks, partial hospital, and a full range of psychiatric rehabilitation services. Overarching goals are to promote wellness and reintegrate patients back into the community to work, attend school, socialize, and live independently.

The Zucker Hillside Hospital also is a renowned education and training hub with a residency program in adult psychiatry and fellowships in child and adolescent psychiatry, geriatric psychiatry, consultation liaison psychiatry, addiction psychiatry and research. Its medical school clerkships are amongst the most highly rated in the health system. A robust psychology training program includes externs, interns, and post-doctoral fellows; and the hospital is also a site for other multidisciplinary behavioral health trainees in nursing, social work, and licensed mental health counselors.

Research has been an important focus at The Zucker Hillside Hospital with continuous funding by NIMH and other Federal agencies over several decades. In the past year alone over 200 publications emanated from the Department of Psychiatry, and its investigators are amongst the most highly cited, especially in the area of schizophrenia research. Ongoing studies range from



genetics and neuroimaging to psychosocial and psychopharmacologic interventions. A recent focus has been in the use of new technologies to facilitate early identification, access, engagement, disease management, and cost effectiveness.

Northwell Health

As New York State's largest private employer and one of the nation's largest integrated healthcare systems, Northwell Health is home to more than 67,000 employees, 23 hospitals, over 6,500 hospital and long-term care beds, 665 outpatient facilities, and various urgent care centers, pharmacies, and additional health services. Northwell Health delivers world-class clinical care throughout the New York metropolitan area, pioneering research at the Feinstein Institute for Medical Research, and training the next generation of medical professionals through the visionary Donald and Barbara Zucker School of Medicine at Hofstra/Northwell.

Northwell Health's mission is to improve the health of the communities it serves and is committed to providing the highest quality clinical care; educating the current and future generations of healthcare professionals; searching for new advances in medicine through the conduct of biomedical research; promoting health education; and caring for the entire community regardless of the ability to pay. The system's focus is on prevention, wellness, and providing the full continuum of diagnosis, treatment, and after-care services to all the health system serves. Northwell provides seamless, coordinated care through 18,500+ affiliated physicians, 16,000+ nurses, and 4,725+ volunteers across more than 100 clinical specialties, for over 2 million patients. The Northwell Health Physician Partners employs 2,750 physicians and is one of the largest medical groups in the country. In 2017, Northwell Health generated \$10.8 billion in total operating revenues.

Research and Academia

Northwell Health continues to offer groundbreaking treatments and novel services because of an ongoing commitment to research. By participating in research and exclusive clinical trials, Northwell's physicians can provide patients with medical treatments of the future—today. Northwell's physicians conduct cutting edge-research, publish in the top journals, and are invited to speak around the world.

The Feinstein Institute for Medical Research is the research branch of the Northwell Health enterprise and is a collaboration of creative thinkers who share a singular focus of advancing science to prevent disease and cure patients. The Institute is composed of more than 1,500 clinicians, scientists, and staff who work in laboratories and clinical research programs in collaboration with clinicians and patients throughout the many facilities of Northwell Health. Every year, more than 15,000 patients and volunteers participate in over 2,000 research studies.

Northwell Health's innovative education programs combine with the nation's largest medical residency program in the country to prepare the next generation of doctors, nurses and physician assistants. Graduate medical education currently sponsors more than 160 residency and fellowship programs. By educating trainees in a highly efficient, patient-centric environment, the system is helping to advance the field of medicine.



Northwell Ventures

The mission of Northwell Ventures is to improve the future of healthcare by investing in companies that drive quality health outcomes, increasing operating efficiency, lowering the overall costs of healthcare, and—most importantly—improving patient experience. Northwell Ventures uses the vast medical resources of Northwell Health to build new technologies and progress new ideas in both clinical and non-clinical areas. Their team has deep experience with entrepreneurial ventures, from starting and investing in early-stage companies to providing strategy and management consulting services to a portfolio of businesses. The goal is to transform innovative healthcare concepts and solutions into profitable businesses for Northwell and beyond.

THE OPPORTUNITY

Northwell Health is seeking an experienced physician executive to join their world-class team at The Zucker Hillside Hospital. As the Medical Director / Deputy Executive Director, he/she will be responsible for providing leadership and direction for clinical services, including identification of potential quality indicators and delivering an exceptional customer experience. In exchange for leadership and commitment to relentless innovation, dedication, and community, this individual will have the opportunity to join an organization which leads with a distinct vision to transform healthcare while working alongside leaders who challenge the status quo to deliver exceptional results.

Principal accountabilities for the Medical Director / Deputy Executive Director, The Zucker Hillside Hospital will include, but are not limited to, the following:

Quality/ Utilization

- Responsible for the appropriateness, timeliness, and effectiveness of all Quality Management and Performance Improvement initiatives related to the hospital, and medical staff.
- Pursue opportunities to apply evidence-based medicine and research findings into protocols and practices at the hospital.
- Lead care process improvement to meet quality standards of excellence.
- Develop and monitor dashboards for quality measures insuring care meets quality standards of excellence.
- Responsible for interdisciplinary utilization review including reduction in denied patients days and difficult disposition cases.
- Responsible for the analysis and utilization of inpatient beds including admission patterns and the appropriateness of after-hours and weekend coverage.
- Analyze direct admission patterns and utilize data to revamp the after-hours and weekend physician coverage scheme to buttress high-volume shifts with back-up SPOC (Senior Psychiatrist On Call) coverage and eliminate redundancy in coverage for slower shifts (to increase efficiency).



Medical Staff

- Create a meaningful physician-hospital partnership that ensures the structure, stability, and function of medical and professional providers.
- Responsible for monitoring and implementing plans to improve physician engagement.
- Liaison between Department of Psychiatry and Medical Staff and The Zucker Hillside Hospital.
- Liaison between Long Island Jewish Medical Center and the hospital.
- Oversee – in collaboration with the Department of Medicine – the medical hospitalists serving Zucker Hillside patients.
- Represent hospital at health system MEC, PICG and all other appropriate committees.
- Oversee all medical bylaws, rules and regulation modifications.
- Participate in provider recruitment and physician orientation to the hospital.

Regulatory

- Responsible for all interactions and compliance with all applicable laws and regulations of federal, state and local agencies in partnership with the Associate Executive Director of Quality.
- Oversee incident review and participate in development and execution of corrective action plans.
- Play a principal leadership role with other administrative and multidisciplinary leadership colleagues during regulatory, including The Joint Commission, surveys/visits.

Leadership/ Planning

- Member of the hospital leadership team that includes Executive Director, Nurse Executive and Associate Medical Directors.
- Participate in the development and execution of strategic and operational planning including annual operating budget and capital improvements.
- Executive participation in the implementation of new technology including electronic medical record and digital applications.
- Support the missions of teaching and research as well as highest quality clinical care.
- Represent the hospital in community activities and national fora.

Cultural Expectations

Spearheaded by Northwell Health's mission to make a difference in the lives of every customer with whom they interact, their culture is based on a framework of behavioral expectations for leaders and employees to achieve success. Driving engagement in the workplace requires commitment from all leaders and is based on the following leadership competencies:

- **Managerial Courage:** Challenge the status quo. Act with conviction to make the right decisions for the right reasons. Exercise sound judgment and take action to preserve the



integrity of the organization.

- **Motivate and Inspire Others:** Leverage and embrace diversity and share wins and successes. Motivate and energize others to achieve high-level results.
- **Strategic Agility:** Seek opportunities to gain/share expertise with other areas to create innovative strategies. Exercise both narrow and broad perspective to ensure business success.
- **Develop Others:** Continuously seek opportunities to develop the capabilities of others. Provide challenging stretch assignments and tasks to enhance performance.

In addition, all employees are expected to effectively embrace the four standard competencies, including:

- **Execution:** Display technical and functional expertise. Take ownership of work, structure job responsibilities, and maintain appropriate pace in handling multiple deadlines to achieve excellence.
- **Enabling Change:** Willingly adapt to shifting business needs and seek opportunities to champion new processes and ideas. Anticipate and respond to change to improve outcomes.
- **Organizational Awareness:** Understand the business goals, how to overcome obstacles, and work through the complexities of a large matrix organization. Apply best practices to achieve business results.
- **Development of Self:** Take consistent actions to increase knowledge and skills. Embrace challenging assignments and seek learning opportunities to enhance on-the-job performance.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

Successful candidates for the Medical Director / Deputy Executive Director, The Zucker Hillside Hospital role will possess the following leadership skills.

- Sophisticated leader with high energy and the ability to work effectively in a highly matrixed team environment; highly confident, strategically agile, takes calculated risks and serves as a catalyst for change; motivates and inspires others to deliver exceptional results.
- Excellent communicator with strong interpersonal skills; one who can rapidly establish credibility with a broad range of individuals inside and outside of the organization.
- Hands-on, results-oriented executive with the ability and confidence to command the respect of a sophisticated and data-driven executive and physician team; savvy in use of data to make a sound business case for ideas in a “prove it” environment.
- Balanced individual who can rapidly improve the strategy and marketing efforts while having the patience and skills necessary to ensure acceptance and real change.
- Holds an in-depth awareness of how to meet internal and external customer needs before they are expressed.



- The ability to focus on the current operations, including financials, as well as broader growth objectives within the health system.
- A full appreciation of the academic tripod of excellent clinical care, teaching and research.
- Someone who will demonstrate initiative, a strong desire to succeed, and exert the extraordinary effort required by this role.
- A person of integrity and unquestionable ethical standards who will act honestly to promote excellence at all levels and drive teams to succeed.

TECHNICAL QUALIFICATIONS

- M.D. degree or equivalent from an accredited College of Medicine.
- Current license as a physician in the State of New York is a plus.
- Completion of ACGME (or equivalent)-accredited Psychiatry Residency with ABPN Board Certification.

OTHER

Northwell Health's regional network of leaders deliver diverse services to meet the most complex challenges, and qualified candidates must be able to support this environment. The health system offers a professional challenge, satisfaction, and flexibility along with a competitive and comprehensive compensation and benefits package.

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