



Carilion Clinic
Medical Director, Infection Prevention and Control

OVERVIEW

Carilion Clinic, a \$2.6 billion, not-for profit healthcare organization headquartered in Roanoke, Virginia is a physician-led organization combining the best of clinical medicine with the benefits of academic medicine and medical research. Carilion Clinic Physicians (CCP) employs more than 840 physicians and 500 APPs across 85 medical specialties providing care at over 260 practice sites. The organization also collaborates with a large number of independent medical providers spanning a 200-mile geography in Virginia.

With over 14,000 employees, Carilion Clinic is the largest employer west of Richmond, Virginia. Carilion is comprised of seven hospitals (1,026 beds) located throughout southwestern Virginia, including Carilion Children's Hospital.

Committed to innovation and clinical excellence supported by education and research, Carilion operates a regional cancer center, a Level 1 trauma center with a helicopter fleet and emergency ground support, the third largest neonatal ICU in the state, ambulatory surgery centers, an inpatient physical rehabilitation program, urgent care facilities, retail pharmacies, and a home health and hospice agency.

After decades of providing quality care as a network of hospitals, and in anticipation of the current mandate for accountable care, Carilion Health System transitioned to a clinic model in 2006 in order to promote more coordinated, physician driven, cost effective care. Each clinical department has a dyad leadership structure, in which a physician chair partners with a seasoned administrator to drive clinical, operational, and financial excellence. Almost 20 years into a journey to become a patient-centered, physician-led organization, the core of the Clinic is the employed medical group and its physician leadership. This group has accountability for all aspects of Carilion's clinical outcomes, operations; educational programs are instrumental in executing the organization's vision for improving outcomes for every patient while advancing the quality of care through medical education and research.

THE POSITION

Reporting to the System Chief Quality Officer, the Medical Director, Infection Prevention and Control at Carilion Clinic is a pivotal role responsible for leading and managing the

infection prevention and control infrastructure across all sites of care at Carilion Clinic. This individual will be dedicated to leading the vision, strategy, planning, implementation, improvement, data and communications around all related topics. Effective IPC warrants a leader who can translate in evidence-based approaches into policies and protocols that are useful in complex, clinical settings. Effective IPC is central to Carilion Clinic's mission around delivering high quality health care to the people of Southwest Virginia.

In this role, the Medical Director will be expected to work with system leaders to establish targets and priorities for infection prevention and control, hand hygiene, surgical site infections, injection safety, antimicrobial resistance and beyond. With targets and priorities in place, the Medical Director is responsible for continuous monitoring and driving improvement of performance, as well as clear communication of opportunities and best practices.

The ideal candidate for this role is a thoughtful leader who is passionate about quality and safety in healthcare and can establish a compelling and realistic vision for the Infection Prevention and Control program's future. They are committed to coaching and mentoring clinical and administrative staff, and conveying expertise in research, evidence-based practices and national standards. An effective communicator with strong interpersonal skills, the Medical Director is an empathetic, respectful listener who fosters an atmosphere of trust that promotes innovation, collaboration, and teamwork.

As a systems thinker, the Medical Director has the proven ability to navigate and execute in a large, complex healthcare organization. They understand how to lead change in large, academic health systems – while also building support and consensus for the work. The Medical Director fosters an environment of achievement and local accountability that results in improved measures and outcomes.

EXPERIENCE AND PROFESSIONAL QUALIFICATIONS

The ideal candidate for the Medical Director, Infection Prevention and Control role will possess the following experience, leadership, and background competencies:

- Minimum of three years of experience in IPC, preferably in a leadership role.
- Active engagement in SHEA or APIC.
- Experience working in a large, complex health system is preferred.
- Progressive leadership responsibility in infection prevention and control efforts in relevant settings.
- A transformational and strategic leader who can establish an inspiring vision for the IPC program's future. A leader committed to growing and developing faculty, staff, and trainees, achieving prestige through IPC programs and through its members' success rather than through their own clinical and research work.
- An effective communicator with strong interpersonal skills who is an empathetic, respectful listener who can create an atmosphere of trust that promotes innovation, collaboration, and teamwork.

- A systems thinker with the proven ability to navigate and execute in a large, complex healthcare organization.
- An individual of the highest integrity with high energy, maturity, and flexibility and a reputation for fairness and idealism.
- An advocate for the IPC program who generates/creates support from all levels of the organization toward the program's objectives.
- A collaborative, team-oriented leader who is highly passionate about quality, safety, infection prevention and control. Confident, yet humble. Puts the needs of the organization and team above own self-interests.
- An analytical leader with expertise in data interpretation and complex problem-solving.
- A teacher who enjoys interchange with students, residents, and faculty.
- An effective coach, who leads through influence and collaboration.
- A respected expert, who works well with physicians, clinicians and administrators at all levels of the organization.
- A leader who is committed to diversity, equity and inclusion in philosophy, practice, mission and initiatives.

EDUCATION QUALIFICATIONS

- A medical degree from an accredited institution.
- Current ABIM or AOBIM certification in Infectious Disease.

Interested applicants should submit a CV to Julie Mozes at julie.mozes@kornferry.com