

Chief Wellness Officer - Nemours Children's Health

Nemours Children's Health seeks a dynamic, distinguished and enterprising clinical executive to serve as its next Chief Wellness Officer. The Chief Wellness Officer (CWO) role is an enterprise-level position with the primary responsibility of driving transformation that will elevate the culture of health and wellness at Nemours Children's. This is an exciting opportunity to develop and champion distinct and innovative enterprise-wide wellness initiatives across a multi-state and expansive children's health network. The CWO can be based in either Wilmington, Delaware, Orlando, Florida, or Jacksonville, Florida.

Nemours Children's is nationally recognized as one of the largest integrated and geographically dispersed health systems in the US with a sole focus on the well-being of children featuring two free-standing pediatric hospitals in Wilmington, Delaware, and Orlando, Florida, along with another affiliated hospital in Jacksonville, Florida. Nemours Children's employs over 9,300 associates across four states, has 1.7 million patient encounters and \$66.4 million in funding supporting nearly 300 research studies and clinical trials. Nemours Children's is not only recognized for its research and professional education but through their National Office of Policy and Prevention, they're advocating for children's health at a federal, state and local level.

Reporting to the Chief Human Resource Officer and working closely with the Enterprise Physician-In-Chief, the CWO is responsible for developing and executing strategy that will improve and nurture multiple wellness dimensions including emotional, mental, physical, financial, spiritual and social wellness of all Nemours Children's associates. The CWO will focus beyond personal resilience—they will identify, propose and implement solutions to systemic barriers to wellness. Specifically, they will examine and uncover factors in the practice environment, organizational culture, and leadership approach that create distress and exacerbate burnout especially among physicians. The position will design and implement programs and interventions that reverse the growing trend of physician distress and burnout. As such, the position will interface with physician and administrative leadership at a high level and will be given authority to direct these efforts.

The CWO is expected to work closely with other institutional stakeholders and executive leadership in the effort to drive culture shift and improve leadership accountability on associate wellness. The position will oversee committees and groups working on wellness, ensuring the alignment of efforts and appropriate scaling of programs and interventions to achieve transformative results. The position will also direct the Employee Health and Wellness functions.

The successful candidate will have a substantive record of accomplishment in developing, implementing and/or leading wellness initiatives within a healthcare system. They will have intimate knowledge and experience in advancing wellness, working as a collaborator, and earning the respect of peers and colleagues through professional achievement, accountability and fairness. This leader will have an innate passion for achieving employee well-being with a vision for how wellness integrates into the clinical, research and educational missions.

The CWO who will best succeed is highly visible, collegial, a team builder, an outstanding communicator, an excellent listener, an individual who is facile in matrixed environments and one who is able to build relationships and influence and engage others. A terminal degree in a clinical field is required, as is current Board Certification and licensure; active understanding of pediatric clinical practice is preferred.

To learn more about this exciting position, provide confidential nominations or express interest please contact Imran Ali or Brittany Amaral via email at bamaral@wittkieffer.com.

Nemours Children's Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, gender, sexual orientation, veteran status or any other status protected by law.