South Georgia Medical Center, Valdosta, Georgia, has retained Tyler & Company for an exciting search for a Chief Nursing Officer

Mission

South Georgia Medical Center (SGMC) exists to serve people. The Medical Center aims to be a provider of most aspects of healthcare and to provide leadership to improve and develop healthcare delivery systems in the future. SGMC strives to make the community it serves a better place to live and to improve the health of the people within the community.

Vision

SGMC will be the leader in improving the health, wellness and quality of life in its communities.

Values

Excellence in All That We Do - We strive to do the right thing the right way, are accountable in all we do, require competence of our people and are compassionate in our service.

Integrity and Professional Conduct - We treat all individuals with respect, expect honesty from all members of the organization, treat all people fairly and are ethical in our dealings.

Team Spirit and Individual Initiative - We encourage team effort, support personal and professional development, acknowledge individual talents and skills and support innovation and empowerment.

Efficiency and Effectiveness - We strive for accuracy, encourage process improvement, expect cost containment and accept responsibility and accountability.

Effective Communication - We strive to communicate openly, accurately and in a timely manner, seek clarity and understanding of information, respect and maintain confidentiality and understand the value of information in decision making.
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Accept our Responsibility to Our Community - We support community institutions, participate in community services, give of our time and energy to community projects and care for all people in our community.

The Medical Center is committed to customer centered, competent, compassionate and cost-effective care. SGMC’s decisions and actions will be guided by its values.

THE CLIENT:

The client is the Hospital Authority of Valdosta-Lowndes county, Georgia (dba South Georgia Medical Center), a not for profit, regional referral hospital dedicated to being the leader in improving the health, wellness and quality of life in the communities it serves. Located in the metropolis of Valdosta, Georgia, SGMC serves a multi-county area in South Georgia and North Florida.

Originally a 100-bed, public hospital, Pineview General Hospital opened its doors in 1955 to meet the county’s growing healthcare needs following World War II. In the 58 years since its founding, South Georgia Medical Center has grown from a small community hospital into a 330-bed, acute care hospital and regional referral center. With community hospitals and support services including ambulances and emergency departments in four convenient locations (Nashville, Lakeland, Homerville and Valdosta), South Georgia Medical Center and its affiliates provide the majority of health services for the regions 350,000 residents in north Florida and south Georgia. SGMC provides area residents with broad services through its growing medical staff of more than 300 physicians and 3,300 staff and continually strives to provide quality patient care and quality outcomes.

South Georgia Medical Center is the South Georgia Health System’s largest and most advanced hospital. From robotic-assisted surgery to open-heart surgery and comprehensive cancer care, SGMC offers many services lines found only in metropolitan hospitals. The Pearlman Cancer Center, which offers radiation therapy, chemotherapy and clinical trials, consistently meets and/or exceeds national benchmarks for quality cancer care. The Birthplace at SGMC consistently delivers more babies than any other hospital in the region. In 2012, the Stroke Program received two prestigious awards for stroke care. SGMC’s Code STEMI protocol for heart attack patients continues to meet or beat the national benchmark of 90 minutes door-to-cath time for coronary intervention. The orthopedic and spine surgery services are complemented by an acute rehabilitation unit offering physical, occupational and speech therapies. SGMC operates the Imaging Center and Women’s Imaging Center in the SGMC Professional Building. The Imaging Center is the only facility in the region to have a 64-slice CT scanner and the region’s first fixed-base positron emission tomography (PET) scanner, a device used in the tracking and treating of cancer. SGMC has been ranked #1 in the state of Georgia for cardiovascular procedures and plans to implement a new endovascular service line in July of 2014 that will be led by two cardiovascular surgeons and an endovascular surgeon.
Today, SGMC is recognized for many Centers of Excellence, including recent widespread recognition for Spine Care, Stroke Care, the Pearlman Cancer Center and the Dasher Memorial Heart Center. In 2013, The Georgia Alliance of Community Hospitals named SGMC the 2013 Large Hospital of the Year in Georgia. SGMC was the first accredited Chest Pain Center in Georgia and the 73rd accredited center in the nation. SGMC is recognized for providing quality care at a state and national level. The Medical Center is fully-accredited by the Joint Commission. This accreditation is the highest mark of quality in the healthcare field.

As a public hospital, an eight-member Hospital Authority governs SGMC. Both the City Council of Valdosta and the Lowndes County Board of Commissioners appoints the representatives who serve on the Authority. Each group appoints four representatives who each serve a five-year term. Authority members are community leaders who serve the hospital voluntarily and receive no monetary compensation. In terms of governance, the Authority has the ultimate decision-making ability when it comes to the hospital. The Authority is subject to the Hospital Authorities Law of the Code of Georgia.

SGMC Smith Northview Campus, a campus of South Georgia Medical Center, operates as a hospital providing outpatient services, general surgeries, inpatient care and intensive care. Since opening in 2002, Smith Northview has experienced steady growth. An outpatient surgical wing, a seven-bed critical care unit, the Eanes Birth Center which offers four labor, delivery and recovery suites and three post-partum rooms, and a 24-hour emergency department all help to meet the community’s need for diverse healthcare services. Outpatient services such as lab, sleep studies, stress testing and medical imaging studies (including digital mammography) are also available. Smith Northview is recognized by Blue Cross and Blue Shield as a spine care center of excellence and awarded Blue Distinction. The Spine Care Center clinic is run at both the SGMC Main Campus Surgery Center and at Smith Northview campus weekly. For the past two years, the hospital hosts the Joseph M. Still Burn Clinic, Augusta, Georgia to provide treatments for adult and pediatric burn victims from our region.

SGMC Lanier Campus is a 25-bed hospital in Lakeland, Georgia, and joined SGMC in 1993. It operates as a critical access hospital providing acute and sub-acute care. The Campus also operates a 62-bed hospital-based nursing home, Lakeland Villa. As the largest employer and largest economic generator in the neighboring community of Lakeland, Georgia, SGMC Lanier Campus offers quality services and care with the personal feel of a small community hospital. The hospital was just named one of the Top Critical Access Hospitals by Georgia Trend Magazine.

SGMC Berrien Campus has been a part of the Nashville, Georgia, community since 1965. The hospital has 51 acute care beds and 12 geriatric/psychiatric beds that serve the needs of the Berrien County region. The hospital provides general medical and surgical care for inpatient, outpatient and emergency room services.
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Clinch Memorial Hospital is a 25-bed critical access hospital providing care to the residents of Homerville and surrounding counties 24-hours a day, seven days a week. Clinch Memorial Hospital is the 4th largest employer in Homerville.

To continue providing the very best patient care, SGMC has several major expansion projects on the drawing board. The land formerly occupied by Sallas-Mahone School will be used for a medical office building, an ambulatory surgery center and a free-standing imaging center. The three projects represent an investment of approximately $30 million. Funds to finance these projects will come from a combination of tax-exempt bonds and internally generated funds.

For more information about South Georgia Medical Center, please visit https://www.sgmc.org/homepage.aspx.

THE POSITION: The Chief Nursing Officer (CNO) reports to SGMC’s Chief Executive Officer (CEO), Randy Sauls. The CNO is responsible for the practice of nursing by defining and maintaining the standards of nursing and ensuring consistency in the standard of practice across the clinical settings at all SGMC facilities to include the flagship hospital (285 beds), Smith Northview campus (54 beds), Lanier campus (25 beds) and Berrien campus (63 beds). Direct reports to the CNO include the Administrative Director of Nursing Practice and Quality, three Administrative Directors of Nursing and the Director of Nursing Education Administrative Coordinator.

As a member of the executive team, the CNO supports and facilitates an interdisciplinary team approach to the delivery of patient care. The CNO will develop a collaborative nursing environment by developing strong relationships and working effectively with the governing board, senior leadership and the medical and nursing staffs. He/She will provide direction and strategy for nursing and patient care and will advise the senior leadership and medical staff regarding decisions that impact the quality of patient care, nursing practice and nursing care providers. In addition, the CNO will develop strategies to promote the recruitment, retention and recognition of excellence in nursing and ensure the continued advancement of the profession of nursing. The CNO will provide clear communication to all departments, participate and support performance improvement initiatives and lead performance improvement and quality care initiatives across the department of nursing.

More specific responsibilities include:

- Participate in the administration of the healthcare organization as a full member of the executive team; direct division goals and objectives consistent with the organization’s mission, vision and value statements;
- Participate in the strategic and long-range planning of the division and the organization;
- Develop, manage and monitor budgets within designated periods. Monitors monthly financial reports against set targets, takes appropriate actions when unfavorable variances are identified. Demonstrates effectiveness in analyzing data to determine and implement appropriate staffing patterns. Collaborates with direct reports to ensure that appropriate flexing of resources occurs;
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- Provide leadership in determining clinical and administrative goals and processes to achieve these goals;
- Develop and implement the division’s operational process that defines structure, function, working relationships, allocation of resources and communication networks;
- Ensure an ongoing program to measure, assess and improve the quality of patient care;
- Evaluate and revise systems and processes of organizing patient care services to enhance achievement of outcomes and compliance with regulatory requirements;
- Ensure communication of the nursing mission, values, management action plan, strategic plan and quality improvement initiatives of the system;
- Develop and manage operating, capital and FTE budgets tied to the strategic plan; consider revenue and expense implications in short-term, long-term and other decisions;
- Acquire and allocate human, material and financial resources for specific processes;
- Provide leadership in critical thinking, conflict management, problem solving and human resource development; and
- Represent the department of nursing at required Medical Executive, Medical Staff and Hospital Authority meetings and represent the organization in various local, state, regional and/or national activities.

THE CANDIDATE: The ideal candidate will possess eight plus years of broad-based nursing experience with a minimum of four years in active clinical practice as a registered nurse and in a senior leadership position. He/She should come from a similar sized organization and multi-hospital experience is preferred. Previous experience should include significant Board and medical staff interaction.

The candidate must possess a bachelor of nursing degree from an accredited institution. A master’s degree in nursing, healthcare or business administration or a health-related field is preferred. Licensure as a Registered Nurse in the State of Georgia is also required. The CNO must continue to develop professionally and apply his/her knowledge and skills and maintain current technical and functional knowledge in the profession and industry.

Personal characteristics sought in candidates include:
- Integrity; honesty; strong values;
- Visionary; change agent; thinks outside the box; knowledgeable about healthcare;
- Team player; team builder; mentor; coach;
- Servant-leader; empowering; respectful; able to delegate; transparent; consistent in decision making; shares decisions;
- Caring; nurturing; compassionate; a role model for nursing and leadership; passionate about nursing; advocate for patients and nursing;
- Excellent communication skills;
- Relationship builder; collaborator;
- Visible in hospital, community and state; high energy;
- Friendly; extroverted;
- Flexible and adaptable;
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- Financially astute and metrics-driven;
- Decisive; results oriented; organized; holds herself/himself and others accountable; fair and objective; and
- Committed to the mission, vision and values of South Georgia Medical Center.

THE COMMUNITY: Valdosta, located in the coastal plain of Georgia, is the county seat of Lowndes County, Georgia, with a population of over 55,000. The city is approximately 15 miles from the Florida state line. Valdosta is considered the 14th largest city in Georgia and is the principal city of the Valdosta Metropolitan Statistical Area. Lowndes County itself has a population of 110,000. Visitors to the area can fly directly into Valdosta Regional Airport or travel from nearby Gainesville, Florida.

SGMC is the largest non-governmental employer in Lowndes County, employing over 3,000 people. In addition to the medical center, Valdosta is a commercial center of South Georgia with numerous manufacturing plants. The city is also home to Moody Air Force base, located just nine miles north of Valdosta in the northern part of Lowndes County.

Lowndes County and Valdosta offer many public school for grades one through 12. Altogether there are 12 elementary schools, five middles schools and two high schools to choose from for public education. Prospective residents can also enroll their children in one of several Christian private schools or Valwood School, an independent college preparatory school which provides education to students from pre-kindergarten through twelfth grade. The city is home to Valdosta State University (VSU), a regional university in the University System of Georgia with over 13,000 students. VSU is also the site of the Georgia Governor's Honors Program (GHP), a yearly four-week gathering of meritorious high school students in subjects ranging from standard academic subjects (i.e. math, languages, social studies, etc.) to broader intellectual enterprises (i.e. dance, theater, agricultural sciences.). Also located in Valdosta is Embry-Riddle Aeronautical University-Worldwide: Moody Campus, the #1 rated aviation and aerospace university, which teaches the science, practice and business of aviation and aerospace.

Valdosta offers a wide range of outdoor activities to include golf, hunting and fishing. For those interested in the historic aspects of the city, tours of many of the city's historic homes, such as the Crescent (the current headquarters for the Valdosta Garden Center) and the Barber Pittman House (former home to the first bottler of Coca-Cola outside of Atlanta, which now houses the Chamber of Commerce) are also available. Downtown Valdosta is home to over 120 restaurants, shops, government agencies and churches.

Valdosta has received many accolades. The city has selected by Relocate-America for the fourth time as one of the top 100 places to live in America and it was designated as Georgia’s “Best Adventure Town” in National Geographic Adventure Magazine’s 50 Best Places to Live & Play for its proximity to nearby attractions.

To learn more about Valdosta, visit http://www.valdostacity.com/.
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COMPENSATION: A competitive compensation and benefit package, as well as relocation assistance, as appropriate, is offered.

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