Southeast Georgia Health System has retained Tyler & Company for an exciting Director of Surgical Services search in Brunswick, Georgia

Mission: Southeast Georgia Health System will provide safe, quality, accessible, and cost-effective care to meet the health needs of the people and communities it serves.

Vision: Southeast Georgia Health System will be the region’s health care provider and employer of choice.

Values: In creating a culture that supports our mission and vision, the values that are sought and rewarded throughout Southeast Georgia Health System will be:

- Customer focus
- Caring
- Teamwork
- Continuous improvement
- Open communication
- Dedication and integrity

THE CLIENT: Southeast Georgia Health System is a not-for-profit healthcare system with multiple locations and services. Southeast Georgia Health System has served residents and visitors to the beautiful Golden Isles and surrounding areas of Southeast Georgia since 1888. Headquartered in the historic port city of Brunswick, the Health System serves the needs of primary residents from six counties in Southeast Georgia - Brantley, Camden, Charlton, Glynn, McIntosh, and Wayne.

Southeast Georgia Health System encompasses two non-profit acute care community hospitals - the Brunswick Campus and Camden Campus. In addition, the health system operates several employed physician practices to include: endocrinology & diabetes, infectious disease, internal
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medicine, general & vascular surgery, orthopedic care, robotic surgery, urology, obstetrics/gynecology, pulmonary, neurology, radiation oncology, thoracic surgery, pediatric, and also staff two long-term care centers. There are also numerous care centers and sleep management centers in both Brunswick and Camden. Two Immediate care centers are located in Brunswick and one on St. Simons Island. Southeast Georgia Health System is a public, not-for-profit tax exempt organization that has $346 million in net revenue with a 2.0 percent net operation margin, 2,200 employees, and a 259-member medical staff that represents every major medical specialty.

The Health System’s Brunswick Campus includes a 316-licensed bed, full service not-for-profit hospital that admits more than 11,500 patients and treats more than 53,000 in the emergency care center each year. The Brunswick Campus is located on the coast in Brunswick, Georgia, approximately 75 miles south of Savannah, Georgia, and 70 miles north of Jacksonville, Florida. In 2006, the facility completed its six-story, $40 million outpatient care center which is attached to the hospital and includes physician offices, outpatient surgery, diagnostic testing, imaging services, the Dick Mitchell Health Information Center, an art gallery and a medical mall. The cancer care center, located on the first floor, is a “one stop shop” where all of the outpatient cancer treatment services are facilitated in a state of the art facility offering the latest in technology. The cancer care center is recognized by the American College of Surgeons Commission on Cancer.

The Camden Campus is located in St. Marys, Georgia, approximately 40 miles south of Brunswick and 30 miles north of Jacksonville, Florida. This 40-licensed bed hospital offers a full range of inpatient, outpatient and 24-hour emergency care services to area residents including military personnel and their families stationed at Kings Bay Naval Submarine Base. The medical staff at Camden is comprised of over 160 physicians representing many medical specialties. The facility has approximately 280 employees, admits almost 2,000 patients, and treats 32,000 emergency patients annually.

Southeast Georgia Health System’s ambulatory services group, Cooperative Healthcare Services, Inc., employs approximately 131 practitioners among 45 practice locations with 350,000 annual visits.

Southeast Georgia Health System Surgical Services

At Southeast Georgia Health System, patients can rest assured knowing that their highly skilled team of physicians, nurses and other health care staff are equipped with leading-edge technology, and dedicated to providing you with safe, compassionate, top-quality health care.

Southeast Georgia Health System has been an early adopter of new medical technologies and has introduced advanced surgical techniques to our region so that patients don’t have to travel outside the area for leading edge-procedures.
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The surgeons are able to perform many procedures using minimally invasive techniques that offer the benefits of smaller incisions, less pain and a faster recovery to include the daVinci® Surgical System on the Brunswick Campus.

Brunswick Campus

The Inpatient Surgical Department consists of:
- Twenty-one pre-operative bays
- Thirteen bed post anesthesia care unit (PACU)
- Eleven Phase II Recovery Beds
- Twelve operating rooms with the latest technology

The Outpatient Care Center-Surgical Services consists of:
- Seven private prep and recovery bays with the latest monitoring equipment, as well as patient recliners and television sets for patient comfort and convenience;
- Five extra prep and recovery areas for those who may need a longer recovery and monitoring;
- Eight post anesthesia care bays with the latest monitoring equipment and staffed by nurses with specialized training;
- Two procedure rooms for minor surgeries; and
- Four operating rooms with the latest technology, including the ability to immediately transmit vital signs and digital images to other health care providers if needed for interpretation or consultation.

Camden Campus

Offering a wide array of both inpatient and outpatient surgery, Surgical Services is located on the first floor of the Camden Campus and includes:
- Two modern, fully-equipped surgical suites with the capability to expand to four suites in the future;
- 12 private patient rooms for surgical preparation and extended recovery with either beds or recliners and televisions for patient comfort and convenience;
- Two endoscopy suites for performing colonoscopies and other gastroenterology procedures; and
- Six post anesthesia bays with the latest monitoring equipment and staffed by nurses with specialized training.

Surgical Services Annual Statistics:
- Inpatient Surgeries: Brunswick: 3176 / Camden: 1671
- Outpatient Surgeries: Brunswick: 6709 / Camden: 3701
- Endoscopy: Brunswick: 1981 / Camden: 850
Southeast Georgia Health System – a few of the multiple awards and recognitions for 2013 and 2014 include:

- December 2014 – Southeast Georgia Health System’s two hospitals have been named in the 2014 Top Hospitals in the state by Georgia Trend. The Brunswick Campus hospital is ranked 16th in the medium-size hospital category (151-399 patient beds) and Camden Campus hospital is ranked 34th in the small hospital category (fewer than 150 patient beds). The 2014 Top Hospitals were listed in the December issue of the Business and Lifestyle magazine.

- Camden Campus hospital has been recognized as a 2013 Top Performer on Key Quality Measures® by The Joint Commission. The hospital is one of 1,224 hospitals in the United States to achieve the 2013 Top Performer distinction and one of 33 in Georgia.

- Camden Campus hospital was recognized as part of The Joint Commission’s 2014 annual report "America’s Hospitals: Improving Quality and Safety," for attaining and sustaining excellence in accountability measure performance for surgical care.

- In 2014, Southeast Georgia Health System physicians, leaders, and clinicians celebrated the Robert A. Warriner III, M.D., Center of Excellence award, which was presented to the Southeast Georgia Health System wound care center by Healogics Inc., the nation’s largest provider of advanced wound care services. The wound care center received this award for meeting the Center of Distinction quality standards for two years in a row. The Center has achieved patient satisfaction rates over 92 percent and a healing rate of greater than or equal to 91 percent in less than 30 median days, among other quality standards.

- In 2013, Southeast Georgia Health System Brunswick and Camden campuses have been named to the Georgia Hospital Association’s (GHA) Hospital Engagement Network (HEN) Safety Leaders Circle, which recognizes hospitals’ improvements in patient care for the third quarter of 2013. The Health System campuses are two of only 29 hospitals in Georgia to place in the Elite Circle, the highest on the list.

- In November of 2013, Southeast Georgia Health System celebrated the official unveiling of its new medical plaza on Tuesday, October 29, with a dedication, ribbon cutting and open house. The three-story, 60,000-square-foot medical plaza is located at 2060 Dan Proctor Drive in St. Marys, Georgia.

- The Southeast Georgia Health System Camden Campus was named the “2013 Small Hospital of the Year” at the Georgia Alliance of Community Hospitals (GACH) during October’s 30th Annual Conference.

For additional information on Southeast Georgia Health System and to review the 2014 through 2017 business plan and capital budget, please visit www.sghs.org and www.sghs.org/businessplan.
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THE POSITION: Reporting to the health system’s Vice President of Patient Care Services, the Director of Surgical Services (Director) functions as key member of the nursing leadership team. The director will provide administrative and clinical direction/leadership for multiple departments within surgical services to include operating room services for inpatient and outpatient services, post-anesthesia care, endoscopy services, sterile processing, and pre-operative care. This individual will participate with management, medical staff, and clinical departments in planning, promoting, and conducting organization wide as well as health system wide performance improvement activities. The director will actively participate in the development of goals and objectives within Patient Care Services and the health system.

In collaboration with three direct reports (Manager, Surgical Services-Brunswick, Manager, Sterile Processing, and Manager, Surgical Services-Camden) and a total staff of 160 FTEs, the director will oversee, plan and direct overall operational management systems. He or she will manage a team of professionals that ensures the delivery of quality services that are credible, competent, effective and customer focused.

A strong working relationship between the surgeons is necessary for the success of the department, and an integral component of this position will be developing, nurturing and maintaining these relationships. The culture at Southeast Georgia Health System is one of intensely close working relationships between the physicians, staff and management group.

Additional responsibilities include:

- Collaborates with the Vice President of Patient Care Services in the development of short and long term goals and objectives that are consistent with the health system’s goals and objectives.
- Demonstrates effectiveness in assisting managers in preparation of operational and capital equipment budgets within designated time frame. Monitors monthly financial reports against set targets, and 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 based on volume fluctuations.
- Evaluates the effectiveness of medical and nursing care management, discusses patient care problems with medical staff members and others; implements changes when indicated. Consistently assesses patient care, supplies and equipment to ensure high standards of cleanliness and safety.
- Demonstrates knowledge of legal aspects/liabilities of nursing practice; ensures that staff members function within the legal boundaries and guidelines established by the State Nurse Practice Act and takes appropriate actions when indicated.
- Actively participates in compliance with all regulatory agencies, both departmentally and health system wide. Ensures all areas of responsibility meet regulatory standard compliance.
- Collaborates with Human Resources on recruitment and retention initiatives. Ensures effective unit orientation for areas of responsibility. Works collaboratively with direct reports on retention strategies and development of nursing staff, charge nurses,
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- preceptors, and team coordinators. Mentors and guides development of assigned managers.
- Promotes and maintains effective, harmonious relationships/communication within Patient Care Services and throughout the health system. Serves as a role model and consultant for team.

THE CANDIDATE: The successful candidate will be a nursing leader with a background in clinical practice and nursing staff leadership, who has served in a leadership role for a minimum of three years and five years of clinical experience in operating room services. The candidate should also possess two years of budgetary experience and previous experience working with vendors, task force and planning committees. A Bachelor of Science degree is required and a master’s degree is preferred. Having CNOR certification or obtaining the certification within two years is also required.

- Strong physician communication skills;
- Relationship builder – physicians, staff, and all leadership;
- Hands on, willing to roll-up sleeves as needed;
- Informative; keeps senior leadership informed;
- Results oriented;
- Accessibility and approachability;
- Consensus builder; collaborative attitude;
- Exceptional clinical expertise;
- Influential;
- Excellent interpersonal skills;
- Strong commitment to service, excellence and quality;
- Excellent written and verbal communication skills; and
- Quality driven and service focused.

THE COMMUNITY: Brunswick which is located in Glynn County is situated in southeastern coastal Georgia, 75 miles south of Savannah and 70 miles north of Jacksonville, Florida. The City of Brunswick is situated on the mainland, while the Golden Isles of Georgia - namely, St. Simons Island, Sea Island, Jekyll Island, and Little St. Simons Island lie to the east. Recreational activities are plentiful and include 216 holes of golf on some of the most scenic courses in the country, boating, canoeing, fishing, kayaking, sailing, scuba diving, snorkeling, tennis and so much more. The beaches of the Atlantic Ocean are just a few minutes away.

Brunswick-Golden Isles is the hometown of 64,000 year round residents, whose numbers continue to grow. Glynn County offers a sense of permanence and community to many with natural beauty, attractive and safe neighborhoods and no limit to activities. Tourism accounts for a large portion of community income. There is also a broad range of industry including paper manufacturing, wood products, food processing, auto processing, metal fabrication, and beverage distribution. The area is a mecca of national and international trade with its own ports and transportation system linking businesses with markets throughout the world. Southeast Georgia Health System is the largest non-manufacturing employer in Brunswick, Georgia.
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Another asset is the re-emergence of downtown Brunswick as a retail center. The Downtown Development Authority and the City have completed the first phase of upgrading the main business arteries.

The county has a system of schools that consistently earns state and national recognition for achievement; three are National Schools of Excellence while seven are Georgia Schools of Excellence. With an annual budget of $90 million and nearly 2,000 staff members, the school system currently educates more than 11,000 students. The system includes nine elementary schools, four middle schools and two high schools. Several private and parochial schools are also located in the community.

For additional information on Southeast Georgia Health System, please visit the website at www.sghs.org.

**COMPENSATION:** A competitive salary plus benefits and a relocation package will be provided to the successful candidate.

**CONTACT:**

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