Northeast Georgia Health System has retained Tyler & Company for an exciting search for an Executive Director, Perioperative Services

THE CLIENT: Northeast Georgia Health System (NGHS) is a not-for-profit community health system dedicated to improving the health and quality of life for the people of Northeast Georgia. The system has 7,300 employees, two hospitals, 635 beds, and net revenues of more than $1.3 billion annually. With a medical staff of more than 550 physicians, the residents of Northeast Georgia enjoy access to the state’s finest and most comprehensive medical services.

The system is in a heavy growth mode and is in the process of evaluating and analyzing many opportunities for expansion and/or acquisition.

The organization has a state-of-the-art $183 million patient tower with 23 new ORs, a new ICU and three surgical floors featuring all private patient rooms, garden areas and many special amenities that create an environment expressly designed to promote family-centered care and enhance clinical outcomes.

Additional NGHS facilities include: urgent care centers; a mental health and substance abuse treatment center; outpatient imaging centers; long-term care centers; and outpatient physical, occupational and speech therapy clinics. Facilities throughout Northeast Georgia extend NGHS’ reach into the community including: additional outpatient rehabilitation centers, a satellite cancer treatment center and in-home services such as hospice.

Led by volunteer boards made up of community leaders, NGHS serves nearly 800,000 people in more than 14 counties across Northeast Georgia. As a not-for-profit health system, all revenue generated above operating expenses is returned to the community through improved services and innovative programs. NGHS’s Charity Care Policy supports the provision of care for indigent patients, regardless of their ability to pay.

In 2016, NGHS is celebrating its 65th year of serving Northeast Georgia.
Mission:
Improving the health of our community in all we do.

Core Values:
- Respectful Compassion;
- Deep Interdependence;
- Responsible Stewardship; and
- Passion for Excellence.

Physicians Group: Northeast Georgia Physicians Group (NGPG) is one of the largest multispecialty groups in North Georgia. Representing Primary Care, Urgent Care and more than 20 medical specialties, it has a combined total of more than 240 physicians, physician assistants and nurse practitioners, and hopes to grow to more than 275 providers in the near future. NGPG employs over 900 clinical and support staff, and operates 85 clinics within 41 locations. Although NGPG is a separate 501(c)(3) organization, it benefits from integration with NGHS.

The Heart Center of Northeast Georgia Medical Center is the state's leader in cardiac care. The Center’s physicians are recognized as some of the top cardiovascular physicians in the country, performing more than 5,000 cardiac procedures and providing consults with more than 30,000 patients each year.

Additional information about the NGHS and NGPG can be found at the following web sites: http://www.nghs.com/ and http://www.nppg.org/.

Hospital Locations

GAINESVILLE: Northeast Georgia Medical Center (NGMC) Gainesville brings exceptional healthcare directly to the surrounding communities of Northeast Georgia. The hospital is rated as Georgia's #1 Hospital (according to CareChex®), the #2 Hospital in the Nation and is among only 20 large community hospitals named to Truven Healthcare’s list of the nation’s 100 Top Hospitals.

CareChex® also recognizes NGMC as:
- Georgia’s #1 Surgery Hospital
- Georgia’s #1 Heart Hospital (12 years in a row)
- Georgia’s #1 Orthopedic Surgery Hospital
- Georgia’s #1 Vascular Surgery Hospital
- Georgia’s #1 Women’s Hospital
- Georgia’s #1 Neurological Hospital
- Georgia’s #1 Pulmonary Hospital
NORTHEAST GEORGIA HEALTH SYSTEM
Executive Director, Perioperative Services

BRASELTON: Open in April of 2015, NGMC Braselton’s 100-bed hospital is the state’s first net-new hospital, meaning not a relocation or replacement, in nearly 20 years. The Braselton campus is also home to a medical office building, Medical Plaza 1, which houses an urgent care center, imaging center, endoscopy suite, outpatient lab and therapy services and more than 20 physician offices. Growth continues at Braselton with the build out of Labor and Delivery services scheduled for 2017.

THE POSITION: Reporting to Randy Smith, Associate Chief Nursing Officer, the Executive Director Perioperative Services will run the operations of the system’s surgical services (23 ORs at Gainesville and seven at Braselton). He/she will have 24-hour accountability for perioperative services that include Operating Room, Post Anesthesia Unit (PACU), Pre-admission Surgical Testing (PST), Endoscopy, and Central Sterile Processing. The Perioperative Departments between campuses are a matrix organizational structure to the Executive Director Perioperative Services.

This executive will act as a liaison between medical staff, patients, administration, nursing staff and other divisions. The Executive Director is responsible for organizing, planning, directing, coordinating, and providing high quality, individualized patient care. Areas of accountability will include the overall operation of Perioperative Services that includes the planning, implementation and operation of the department to meet the needs of the organization; this includes human resources management, financial management and quality management for departments and programs.
This is an exciting opportunity to work with a system experiencing tremendous growth. The Executive Director, Perioperative Services will ensure the infrastructure is in place in the ORs to support the growth; provide strong leadership to a system that has been handling more complex surgical cases in the last several years; and create a seamless system-wide perioperative services area. He/she will work to ensure best practices, create consistency, and reduce variation. This executive will build and mentor a cohesive team as well as focus on succession planning.

**Responsibilities and Tasks:**

- Directs, coordinates and facilitates the overall operation of Surgical Services; develops policies and procedures that guide and support the provision of services.
- Ensures that services maintain compliance with the standards of practice for the unit as well as the standards, rules and regulations of DNV and all regulatory agencies.
- Ensures the annual evaluation of current department objectives and participates in establishing objectives for the next fiscal year.
- Participates in strategic planning for NGHS Perioperative Services.
- Participates annually in development/review/revision of policies and procedures.
- Advances professional nursing and research as nursing research provides the scientific basis for the practice of the nursing. Uses philosophical and theory-based approaches as well as diverse methodologies to advance nursing practice, shape policy, and impact the health of those we serve.
- Ensures accountability and responsibility for quality nursing care delivery in the perioperative clinical areas according to established nursing standards of care.
- Ensures that nursing care standards are available in the perioperative areas and are reviewed/revised on appropriate time schedule.
- Promotes shared decision making throughout Perioperative Services. Shared governance is an integral component of professional nursing practice at NGMC. In our shared governance structure, empowered nurses have a voice in matters involving their professional practice and day-to-day operations. We believe that providing excellent patient care involves a collaborative team environment.
- Ensures that evidence based practice and nursing process is utilized in the delivery of nursing care in designated areas.
- Directs the quality (QUEST for Excellence and QUEST Management System) and process improvement activities and ensures compliance with patient care and medical practice standards. Continuously assesses and improves the performance of the services provided.
- Reviews and analyzes data monthly to determine:
  A. Adequacy of staffing needs.
  B. Projection of staffing needs.
  C. Trends in case hours, number of cases, case mix and degree of difficulty.
- Facilitates teamwork and collaboration between peers, Nursing Divisions, other NGMC departments, and Braselton Nursing/Surgical Services to provide safe and quality patient care.
- Demonstrates problem solving approach in resolving problems with other departments and the medical staff by:
A. Creation of ad hoc committees out of Surgical Section as needed.
B. Conference approach in dealing with other areas to resolve problems.
   • Develops and builds strategic external networks.

**THE CANDIDATE:** We are seeking candidates with at least seven years of perioperative leadership experience (Central Sterile and/or Endoscopy experience preferred), with at least two years of surgical services management experience. The selected candidate will be a strong leader who engages, motivates, and mentors staff. A Nursing degree (either BSN or MSN) is highly desired. System experience is beneficial, as is Lean experience.

Personal characteristics sought in candidates include:

- Collaborative;
- Transformational leader who is able to facilitate change;
- Strong business acumen;
- Thinks through things;
- Comfortable in a matrixed environment;
- Engages staff in the solutions;
- Excellent team builder and mentor; and
- Customer focused and customer driven.

**THE COMMUNITY:**

*Gainesville, Georgia,* is located in one of the top five fastest growing zip codes in the country! Just 53 miles north of Atlanta, Gainesville/Hall County lies at the foothills of the beautiful Blue Ridge Mountains, the southern-most chain of the Appalachians. The region is also spotted with a number of pristine lakes, ideal for fishing and sailing. Among them is Lake Lanier, 38,000 acres and 607 miles of shoreline that attract more than 16 million visitors each year. Gainesville is surrounded on three sides by Lake Lanier. In fact, Gainesville was home to the 1996 Olympic Rowing and Sprint Canoe/Kayaking competition, and the venue is still a popular site for world-class rowing events.
The area includes 47 public parks (more than any other U.S. county); eight championship golf courses; 34 tennis courts; 10 marinas; and more than 450 campsites. Of course, taking advantage of these great outdoor settings depends, in many instances, on climate. Mild winters, moderate spring and fall weather, and surprisingly temperate summers allow area residents to make the most of their surroundings. Yet, for those who seek the thrill of quality snow skiing in winter and the ocean surf in summer, both are within four- to six-hour drives of Gainesville and Hall County.

While Atlanta, the South’s premiere city with its abundance of entertainment (including the Atlanta Braves, Hawks and Falcons), is less than an hour away, Gainesville and Hall County offer ample pleasures to suit almost any lifestyle. The Gainesville and Hall County area is a wonderful place to earn a living and raise a family. Bordered by Lake Lanier and the foothills of the Blue Ridge Mountains, the beauty of the landscape brings families to the area, while the flourishing economic environment attracts shopping, medical, financial and educational institutions. Hall County has experienced growth in both population, now estimated at 200,000, and economic bases. Gainesville, the county seat, is a bustling city of more than 35,000 people. Gainesville is the trade, medical, educational, industrial, retail, cultural and recreational center of Northeast Georgia.

In addition to two public school systems, there are several private schools, a public two-year college, a private university and a technical college. There are also eight major universities located within an hour's drive of Gainesville-Hall County.

For additional information, please visit: http://www.ghcc.com/

**COMPENSATION:** An outstanding base compensation, incentive plan, executive benefits package, and relocation assistance will be offered.

**CONTACT:**

*Tyler & Company*
We prefer to receive resumes in Word format via e-mail.