

Vice President of Human Resources, Ellis Medicine



is pleased to announce we have been retained by



to recruit a

Vice President of Human Resources *Schenectady, New York*

Ellis Medicine in Schenectady, New York, has retained Tyler & Company for an exciting search for a Vice President of Human Resources.

Our Mission:

To meet the health and wellness needs of our community with excellence.

Our Vision:

- To attract patients who seek the best clinical experience in the Capital Region;
- To attract physicians, nurses and staff who want to work as a team to provide patients and their families with the best clinical experience, and safe and reliable care;
- To be a community partner that demonstrates responsible stewardship of resources.

Our Core Values:

- **Integrity:** We are transparent in our actions, respect all confidences and treat all with dignity and respect.
- **Safety:** We always strive, above all else, to keep our patients, visitors and healthcare providers safe.
- **Compassion:** We demonstrate empathy toward our patients, reinforce that we care for them as individuals and make them feel like they are the only patient in the world.

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- **Excellence:** We provide superior care and exceptional service to our patients, visitors, and medical and hospital colleagues. We continue to develop our skills and knowledge at a level to assure excellence in all we do.
- **Stewardship:** We effectively and efficiently utilize the resources of equipment, materials and time that the community has entrusted to us.

Our Aspirational Values:

- **Patient Satisfaction:** Create the highest level of patient satisfaction in regard to their clinical experience.
- **Clinical Excellence:** Have our clinical programs be recognized as the best in the region.
- **Physician Loyalty:** Generate loyalty among our medical community toward Ellis Medicine; convince our medical colleagues that Ellis is the very best place to practice.
- **Hospital Pride:** Make Ellis Medicine the best place to work, a workplace you are extraordinarily proud of and someplace you'd never want to leave.
- **Innovation:** Be the leading innovators in implementing new and effective models of care.

The Organization



Ellis Medicine is a 438-bed community and teaching healthcare system serving New York's Capital Region. With four main campuses – Ellis Hospital, Ellis Health Center, Bellevue Woman's Center and Medical Center of Clifton Park – five additional service locations, more than 3,300 employees and more than 700 members of the medical staff, Ellis Medicine is proud to provide a lifetime of care for patients. Ellis offers an extensive array of inpatient and outpatient services – including cardiac, cancer, emergency, neuroscience and women's services.

Ellis Hospital, a 368-bed, not-for-profit community teaching hospital, is a recognized leader in advanced medical procedures. The hospital offers medical/surgical, emergency, psychiatric, obstetrics/gynecology, primary care,

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long-term care and outpatient services, as well as a stroke center, a designated Bariatric Surgery Center of Excellence, and a full-service heart center. The facility features state-of-the-art diagnostic imaging and a modern 36-bed ICU. In addition, Ellis sponsors an excellent school of nursing, as well as family medicine and dental residency programs.

McClellan Street Health Center offers outpatient services, primary care, short-stay rehabilitation and long-term care (nursing home), with a focus on primary care and wellness medicine. The facility features a day-surgery program, medical imaging, laboratory testing, wound care and a sleep disorders center. The health center's innovative medical home program is improving access to care with a holistic approach to community health.

Bellevue Woman's Center, a trusted name in women's health for three-quarters of a century, is the region's only inpatient facility dedicated to the care of women and infants. Bellevue Woman's offers obstetrics and gynecology, breast care, surgery and pelvic health, and features the region's first obstetrics and gynecology hospitalist program to deliver enhanced care for pregnant women.



Medical Center of Clifton Park offers 24-hour urgent and emergent care. Services offered include primary care; bariatric care; cardiac care; diabetes; ear, nose and throat; general surgery; gastroenterology; neurology; nutrition; orthopedics; pulmonary medicine; rheumatology; medical imaging; and an onsite laboratory.

Ellis Medical Group is a multispecialty physician group comprised of 147 physicians and another 100 clinicians. The group was created in 2011 and expects to see continued growth. It is owned and operated by Ellis Medicine.

The Belanger School of Nursing prepares men and women for licensure as a Registered Professional Nurse. The program is registered by the New York State Education Department jointly with Schenectady County Community College. This hospital-based school awards an associate in science degree in nursing conferred by the Ellis Medicine Board of Trustees.

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Dental Residency at Ellis Medicine: Ellis Medicine sponsors this one-year residency in general dentistry, which serves as both a productive training program and a valuable community resource.

Family Medicine Residency: Ellis Medicine is proud to sponsor a family medicine residency; as the first family medicine residency in northeastern New York, the program's scope, size and reputation for excellence have grown steadily over the years. Being the only medical/surgical residency program at Ellis Medicine, there are ample opportunities to pursue a broad spectrum of patient care experiences, as well as areas of personal interest. There is also an expanding network of community-based activities and facilities outside the hospital environment, which offer alternative training options and rotations.

Recent Ellis Medicine News:

- Ellis Medicine's new \$19.4 million Center for Surgical & Interventional Medicine is now open at Ellis Hospital, providing patients with expanded and enhanced cardiac and vascular treatment options, as well as greater comfort and convenience. The new center has brought together all of Ellis Medicine's cardiology, vascular surgery and cardiothoracic surgery services in one location. Interventional radiology services were relocated to the center in the spring of 2018. The centerpiece of the center is Ellis' first hybrid operating suite, equipped with all of the medical imaging and other technologies needed for both minimally invasive interventional procedures, as well as traditional surgeries.
- After a two-year evaluation process, the board of trustees of Ellis Medicine is pleased to announce that Ellis will remain an independent hospital and healthcare network rather than affiliating with another healthcare organization. "Ellis Medicine is clinically and financially strong. We are blessed with extraordinary, skillful physicians and staff. We are inspired every day by the strong support of our community. We believe that for the foreseeable future, an independent Ellis, with a single-minded focus on our community, best serves our patients," said Mark Little, Chairman, Ellis Medicine Board of Trustees, who led the evaluation process. "In this period of rapid consolidation in healthcare, we will seek to distinguish ourselves as an 'independent collaborator' – eager to work with physicians, insurers and other healthcare organizations in the community when doing so serves our patients and remaining strong and independent to protect and preserve the care and services vital to our community."
- Among all hospitals in New York state, Ellis ranked number one for lowest average length of stay for a 30-day episode of care for cardiac valve and other major cardiothoracic procedures, according to healthcare news and research service Dexur.
- In the spring of 2019, Ellis Medicine will convert its clinical IT systems to Cerner Millennium.

Reinventing Healthcare: Ellis Medicine is reinventing the way healthcare is delivered, committed to seeking new solutions that achieve better outcomes, reduce hospital stays and lower costs for every patient Ellis Medicine treats.

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Learn how Ellis is reinventing healthcare:

- Cardiac care: using minimally invasive cardiac procedures to reduce hospital stays.
- Cancer treatments: providing access to national clinical trials and the most promising cancer treatments.
- Ob/gyn hospitalists: introducing the region's first ob/gyn hospitalist program to ensure safer deliveries every day.
- Robotic surgery: using robotic-assisted surgical procedures to speed patient recovery.
- Neuroscience center: Creating a national model for treating stroke, brain, spine and nerve disorders.
- Medical Center of Clifton Park: bringing high level emergent care to the fastest-growing community in the state.
- Care central: coordinating medical and social services to help people with chronic conditions get the care they need.

For additional information regarding Ellis Medicine, please visit: <http://www.ellismedicine.org/>.

The Position

The Vice President of Human Resources (VPHR) reports to the President & CEO of Ellis Medicine and oversees the operation of the human resources department, as well as various other hospital functions and departments. The VPHR develops plans for continuous quality improvement of hospital services and operations; manages the hospital budget in accordance with stated objectives; establishes appropriate reporting and control and feedback concerning hospital functions to the president, administrative staff and board of trustees; and establishes effective communications with hospital employees, management staff, physicians, medical/dental staff and board of trustees.

This is a highly visible position that will work closely with the executive team, board, and human resources staff. The incoming VPHR will look at the structure of the department to ensure it best aligns HR practices with the goals of the organization.

The VPHR oversees an HR department of 20 FTEs (30 including occupational health). The VPHR will be responsible for a budget of approximately \$2.7 million, including occupational health.

Directly reporting to the VPHR include:

- Senior Director, Human Resources/Business Partner
- Senior Director, Human Resources/Business Partner
- Director, Human Resources – Central Services
- Director of Compensation
- Director, Employee & Occupational Health
- Director, Organizational Development
- Senior Administrative Assistant

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This is an outstanding opportunity to join a health system with multiple campuses, serve as a vital member of the executive team, continually seek ways to improve human resources, and help Ellis Medicine remain a successful, independent health system.

The Candidate

We are seeking human resource professionals with at least 10 years of progressive experience in the healthcare industry. The VPHR must demonstrate exceptional proven leadership, communication and interpersonal skills, and have a comprehensive understanding of all elements of healthcare delivery, including strategic business planning, operations and financial planning. The ability to relate to physicians and all other healthcare professionals must be present. Previous labor relations experience is highly preferred. Experience successfully leading an HRIS conversion is also highly preferred. A bachelor's degree is required.

Personal characteristics sought in candidates include:

- Leader who commands respect;
- Strong collaborator;
- Good listener;
- Trustworthy; credible; high integrity;
- High level of initiative; proactive; responsive;
- Humble; "low ego;"
- Transparent; and
- Holds people accountable.

The Community

Schenectady is one of New York's best kept secrets. In 1825, the opening of the Erie Canal changed the character of Schenectady from a riverfront town to a leader in the Industrial Revolution. Thomas Edison established his Edison Machine Works, later to become the General Electric Company, in Schenectady in 1886. Today, GE employs roughly 2,000 scientists, technicians and others like machinists at the GE research lab in Niskayuna, New York, GE's main research center. GE also employs 4,000 people at GE Power in Schenectady.

The Capital Region, which includes Albany, Rensselaer, Saratoga and Schenectady counties, is the center of New York's Tech Valley. More than 880,000 live in the metro area, and 1.1 million in the greater Capital Region. The Capital Region is known for its natural resources: skiing in winter; Saratoga, Lake George and the Catskills in the summer; and spectacular foliage in Adirondack Park in the fall are just some of the attributes that make this area so attractive.

Undergoing revitalization, Schenectady boasts recreational and cultural venues with beautiful Central Park and its nationally recognized Rose Garden. Proctors, the restored vaudevillian theater, recently underwent a multi-million-dollar expansion and renovation to accommodate Broadway's biggest shows.

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In 2017, Rivers Resort & Casino at Mohawk Harbor opened, bringing hundreds of jobs, as well as multiple restaurants, a banquet facility and hotel. The Mohawk Harbor project has completely changed the look and feel of the area along the Mohawk River. The 60-acre master planned community integrates luxury living, high-tech offices, restaurants and retail along one mile of waterfront. Mohawk Harbor consists of over one million square feet, including townhouses, condos, two hotels, harborside retail/dining, office space and one of New York state's first licensed casinos. This pedestrian-friendly waterfront development has created public access to the water for boating and recreation, and offers community areas with outdoor seating, landscaped green space and a direct link to the Mohawk Hudson Hike-Bike Trail. Year-round events are hosted at Mohawk Harbor, which draw thousands of people from the Capital Region and beyond.

Schenectady is a cornerstone in the Capital Region and is a short drive from its sister cities, Albany and Troy. Albany, the state capital, features the New York State Museum, the Palace Theatre and the Times Union Center.



Schenectady's proximity to major cities such as Manhattan, Boston and Montreal, as well as the recreational settings of Lake George (pictured above), Saratoga Springs (historic race course, national museums and Saratoga Performing Arts Center), Adirondack State Park and the Catskill Mountains provide an array of options for weekend getaways. Sports enthusiasts enjoy some of the finest skiing, boating, fishing, hiking and mountain climbing, all within an hour or two of the Capital Region.

Schenectady and the wider Capital Region offer a wide range of quality educational programs, including public, private and charter schools. The Schenectady School District serves more than 10,000 students in grades pre-K through 12. Schenectady High School provides extraordinary programs and options to its 2,950 enrolled students. There are more than 450 colleges and universities in New York state that offer a wide range of educational opportunities, including several prestigious colleges, such as Columbia, The Julliard School, New York University, Rensselaer Polytechnic Institute, Siena College, Skidmore College and Union College.

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For more information about Schenectady County and the surrounding region, please visit <http://www.schenectadychamber.org/>.

Compensation

A strong compensation package, including executive benefits and relocation assistance, will be offered.

Please Contact
TYLER

& COMPANY

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Thank you for emailing your resume in Word format.

Ellis Medicine is an equal opportunity employer and affords equal opportunity to all applicants for all positions without regard to race, color, religion, sex, sexual orientation, national origin, age, physical or mental disability (including pregnancy-related conditions), genetic information, predisposition or carrier status, gender identity, transgender status, marital or familial status, military or veteran status, domestic violence victim status, known relationship or association with any member of a protected class, or any other protected class under applicable law.