

Chief Clinical Officer (CCO)

A \$10,000 sign-on bonus will go to the new hire for this position that reports directly to the CEO and interacts substantially with all managers. They will serve in a leadership capacity for assigned clinical services of the hospital. Has primary accountability for the development of a seamless continuum of care that meets or exceeds customer expectations, managing and coordinating care across all service delivery sites to provide consistent clinical outcomes and quality service in a cost-effective manner. Ensures compliance to policy and standards set forth by state, federal and hospital regulatory agencies.

ESSENTIAL FUNCTIONS:

- Responsible for the management of all clinical departments at Adair County Health System.
- Assists CEO in developing long and short-range plans designed to enhance Adair County Health System. Participates in the formulation of objectives and operating goals for recommendation and adoption by the governing board.
- Collaborates with leaders of Adair County Health System, Mercy Network, board of trustees, senior management, medical staff, and clinical areas to create decision-making structures and processes to support organizational mission and goals. This includes developing, implementing, reviewing, revising, and monitoring the organization's mission, strategic plans, budgets, resource allocations, operating plans, policies, programs, performance improvement activities and plan(s) for patient care and nursing care.
- Collaborates with the CFO and Human Resources to ensure that fiscal and human resource goals are met across the organization.
- Evaluates Adair County Health System's organizational efficiency and effectiveness. Recommends organizational and process changes to the CEO as necessary and implements changes to help achieve goals and objectives of the organization.
- Implements an effective ongoing program to measure, assess, and improve the quality of care delivered to patients to assure quality clinical outcomes for Adair County Health System. Charters CQI and process teams to improve processes, redesign services to improve care and customer service.
- Oversees the risk management process and program including the settlement of minor claims and making recommendations on major claims to the CEO.
- Participates in evaluating, selecting, and integrating healthcare technology and information management systems that support patient care needs and effective use of nursing and patient care provider resources.
- In cooperation with teams, develops Adair County Health System and network patient care programs and practice standards, including standards of practice, policies, and procedures that describe how the care needs of patients and patient populations are assessed, evaluated, and met. Also, can describe how staff and/or delivery of care are impacted by plans, policies, and procedures.
- Ensures compliance with Adair County Health System policies and ensures that such policies remain in conformance with all state and federal licensure requirements and Adair County Health System accreditation and regulatory requirements.
- Represents Adair County Health System in community activities and with other health agencies. Attends executive and general staff meetings of the medical staff and attends board meetings to address governance concerns such as capital formation, corporate structure, and other topics of major interest.
- Serves as resource and/or consultant on key medical staff, Board committees to assure

consistency of programs and activities within Adair County Health System to meet organization objectives.

- Ensures the availability of competent personnel and promotes the recruitment selection, retention, development, continuing education, and advancement goals of professional clinical staff.
- Supports and abides by all Adair County Health System departmental and safety policies and procedures.
- Coordinates quality improvement initiatives consistent with the needs of the Hospital within budgetary guidelines. Designs and educates Hospital staff in the implementation of patient focused quality improvement systems which integrate all members of the organization. Maintains awareness of applicable laws and/or regulations affecting the Hospital with respect to quality improvement initiatives and assures compliance. Coordinates risk management activities consistent with the needs of the hospital and in consult with liability carrier. Coordinates discharge planning, working with utilization review and other disciplines to assist patient in receiving appropriate post hospital care.
- Performs other responsibilities as requested by the CEO.

EDUCATIONAL/EXPERIENCE REQUIREMENTS:

- BSN or bachelor's degree in a related field is required; master's degree preferred. Three years healthcare leadership experience required; 5-10 years preferred.
- Current licensure in the state of Iowa as a registered nurse.
- Demonstrated ability to effectively communicate with people from diverse professional, educational and lifestyle backgrounds both orally and in writing.
- Ability to give, read and understand/follow written and verbal directions.
- Must be able to direct the work of others while personally handling multiple tasks in a variety of situations.
- Requires organizational and self-motivational skills in prioritizing and managing multiple tasks.
- Must demonstrate ability to utilize effective decision-making and problem-solving techniques.
- Ability to work independently as well as collaborate with the healthcare team and community resources.
- Ability to remain calm and professional in stressful situations and focused amid interruptions in a fast-paced environment.