

Job Title: VP Medical Affairs, UNCFP

Job Code: TBD

Effective Date:

FLSA: Exempt

Location:

Job Summary

Work closely with UNC FP President, in conjunction with other members of Faculty Physicians, School of Medicine, & Medical Center senior executive leadership teams, in order to support the clinical programs of the 20 clinical departments that comprise UNC FP.

Description of Job Duties

Physician Liaison	<ul style="list-style-type: none"> Serves as a key UNCFP physician leader who liaisons with all components of the UNC Health Care System. Most importantly, this includes working closely with leadership in the clinical departments on the full spectrum of clinical care they provide (inpatient and ambulatory) to support alignment with medical center and health care system strategic initiatives. In addition to providing collaborative leadership around direct clinical programs, will provide leadership in areas of clinical documentation integrity, physician productivity, compensation plan development, ease of practice, and other components of physician practice management.
Quality & Strategy	<ul style="list-style-type: none"> Serves to align efforts around quality and safety, between the clinical departments, medical center, and broader health care system.
Throughput	<ul style="list-style-type: none"> Serves to align efforts around patient throughput, between the clinical departments, medical center, and broader health care system in order to maximize access for patients who need our services.
Leading People	<ul style="list-style-type: none"> Lead people toward meeting the organization's vision, mission, and goals. Provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts. Encourage workforce engagement by building a commitment to excellence and by promoting the organization's vision internally and externally. Delegate responsibility, clarify expectations and hold others accountable for achieving results related to their area of responsibility. Lead in a deliberate and predictable way and operate with transparency. Treat sensitive or confidential information appropriately. Develop the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods. Manage and resolve conflicts and disagreements in a constructive manner.

Leading Change	<ul style="list-style-type: none"> Act as a catalyst for organizational change. Influence others to translate vision into action. Bring about strategic change, both within and outside the organization, to meet organizational goals. Establish an organizational vision and implement it in a continuously changing environment. Open to change and new information and rapidly adapt to new information, changing conditions, or unexpected obstacles. Deal effectively with pressure and remain optimistic and persistent, even under adversity. Recover quickly from setbacks. Formulate objectives and priorities and implement plans consistent with the long-term interests of the organization. Capitalize on opportunities and manage risks. Take a long-term view and build a shared vision with others.
Results Driven	<ul style="list-style-type: none"> Exceed organizational goals and customer expectations. Make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks. Hold self and others accountable for measurable high-quality, timely, and cost-effective results. Deliver high-quality services and is committed to continuous improvement. Foster a culture of safe and compassionate patient care. Make well-informed, timely decisions, even when data are limited, or solutions produce unfavorable results. Position the organization for success by identifying new opportunities and builds the organization by developing and improving services. Lead the budgeting process. Use cost-benefit thinking to set priorities, monitor expenditures in support of programs and policies, and identify cost-effective approaches.

Qualifications	
Education/ Certification	<ul style="list-style-type: none"> Requires MD or DO from an accredited School of Medicine.
Licensure/Certification Requirements	<ul style="list-style-type: none"> Board certified/eligible physician licensed in the State of North Carolina.
Experience	<ul style="list-style-type: none"> Requires a minimum of twelve (12) years of clinical experience, with at least ten (10) years of leadership experience.
Knowledge, Skills and Abilities	<ul style="list-style-type: none"> Solves complex problems that may have a long-term impact on the business function/line of business. Develop innovative ideas and solutions with significance to the organization's future. Identifies problem areas and skill gaps proactively and addresses them appropriately. Excellent project management and change management skills for designing and implementing Entity, Triangle, or System initiatives in a complex environment.