



Job Code: 8013

Grade: 24

HCWR: Exempt

Job Title

Chief of Clinical Integration

Department

Administration

This position is exempt from Career Service under the CCH Personnel Rules.

Job Summary

The Chief of Clinical Integration (CCI) is a Physician Executive advising the Chief Executive Officer (CEO) and representing the organization to achieve an effective, highly integrated system of primary care, specialty care, acute care and behavioral health in an environment that promotes education of the next generation of health care professionals and contributes to meaningful discovery that improves the health status of the community it serves. The CCI reports to the CEO and is a central position in the leadership team. The sets guidelines/standards for system-wide delivery of high quality care and operational excellence, and ensures a standard practice/performance across the system.

General Administrative Responsibilities

Collective Bargaining

- Review applicable Collective Bargaining Agreements and consult with Labor Relations to generate management proposals
- Participate in collective bargaining negotiations, caucus discussions and working meetings

Discipline

- Document, recommend and effectuate discipline at all levels
- Work closely with labor relations and/or labor counsel to effectuate and enforce applicable Collective Bargaining Agreements
- Initiate, authorize and complete disciplinary action pursuant to CCH system rules, policies, procedures and provision of applicable collective bargaining agreements

Supervision

- Direct and effectuate CCH management policies and practices
- Access and proficiently navigate CCH records system to obtain and review information necessary to execute provisions of applicable collective bargaining agreements



General Administrative Responsibilities

Management

- Contribute to the management of CCH staff and CCH' systemic development and success
- Discuss and develop CCH system policies and procedures
- Consistently use independent judgment to identify operational staffing issues and needs and perform the following functions as necessary; hire, transfer, suspend, layoff, recall, promote, discharge, assign, direct or discipline employees pursuant to applicable Collective Bargaining Agreements
- Work with Labor Relations to discern past practice when necessary

Typical Duties

- Identifies and analyzes the design of jobs, work processes and work flows for the clinical staff and entities, and implements appropriate changes to improve effectiveness, productivity, and efficiency that support the overall goals of CCHHS
- Evaluates the clinical operations of CCHHS and focuses on areas requiring negotiation, intervention and problem solving to achieve a highly integrated, efficient, and patient-centered health care system
- Selects, trains, motivates, supervises, and evaluates assigned staff to ensure maximum utilization of individual and group capabilities, while providing optimal service to patients in health system, fellow staff members and affiliates
- Develops, implements, monitors, and revises annual goals for the clinical entities that support the missions and objectives of CCHHS
- Recommends strategy related to development of a diverse and effective clinical workforce
- Promotes the free flow of information among and between hospital clinical departments, their clinical leaders, and administrators to address day-to-day health system issues as they arise
- Defines ongoing processes to develop, identify and disseminate learning and best practices across all operations in CCHHS
- Collaborates with CMIO/CIO in the creation of the information infrastructure that will support proper analysis of clinical and financial data. Makes recommendations for more efficient and cost effective delivery of care based on report analysis
- Develops and monitors annual budgets that ensure the assigned department has the necessary resources to carry out their goals and objectives
- Executes the annual budget for the operations organization that is within the budgetary guidelines and timetables established by the system
- Ensures that the facilities utilize their resources in a fiscally responsible manner so as to assure the facility's long-term sustained success in the future
- Works collaboratively with other clinical leaders, senior staff and directors to ensure clinical quality and safety programs meet or exceed all pertinent regulatory and accreditation bodies (Illinois Department of Human Services, Medicare, OSHA, HIPPA, CLIA, JCAHO, etc.)
- Sets guidelines and oversees the effort to improve patient safety. Leads the operational organization in ongoing quality improvement by developing, implementing and supporting organizational performance improvement and patient safety initiatives



Typical Duties

- Collaborates with the Executive Medical Director and Executive Director of Nursing to deliver an integrated care model in all CCHHS facilities
- Advises health system on resources needed to achieve high quality health care delivery
- Decides CCHHS-wide clinical and operational strategies, consistent with CCHHS vision and long-term strategy. Provides clinical and operational inputs into CCHHS vision and long-term strategy
- Develops effective internal controls that promote adherence to applicable state/federal laws, and the program requirements of accreditation agencies, and federal, state, and private health plans
- Owns the process to track performances and measure clinical and operational outcomes
- Serves as a member of senior management to develop and implement policies and strategies related to the health system as a premier site for graduate medical education and clinical discovery
- Serves as a member of senior management to plan and manage the clinical affairs of the health system and assist with medical school and clinical leadership interrelationships
- Assures alignment of clinical, academic and research activities and affiliations to advance health system objectives
- Participates in a staff role in meetings for the Board of Directors
- Represents operational interests on assigned internal/external committees, task forces, commissions, agencies and promotional or public relations efforts for CCHHS primary care clinical affairs
- Other related duties as required for the efficient operation and performance reporting

Reporting Relationship

The Chief of Clinical Integration reports to the Chief Executive Officer.

Minimum Qualifications

- Doctorate degree from a recognized and certified professional school
- Valid State of Illinois Medical License
- Credentialed and privileged member of the Medical Staff
- Five (5) years of academic health center leadership experience at the Senior Management or Department Chair/Division Chief level

Preferred Qualifications

- Knowledge of applicable rules, regulations, policies, laws and guidelines impacting health system status, including quality, safety, graduate medical education, clinical investigation
- Prior work experience in a union environment
- Prior relevant experience in a comprehensive healthcare delivery system with inpatient, ambulatory and community clinics

Knowledge, Skills, Abilities and Other Characteristics

- Must be able to demonstrate patient centered/patient valued behaviors
- Must possess excellent verbal and written communication skills
- Must use a collaborative leadership style that develops and motivates team members but



Knowledge, Skills, Abilities and Other Characteristics

assures accountability

- Must be able to demonstrate exceptional interpersonal skills and understanding of the interdepartmental roles of the various health professions
- Must be familiar with personal computers, data compilation, and data analysis
- Must demonstrate ability to work with health system governing body, community organizations, the media, and various political entities

Physical and Environmental Demands

This position is functioning within a healthcare environment. The incumbent is responsible for adherence to all hospital and department specific safety requirements. This includes but is not limited to the following policies and procedures: complying with Personal Protective Equipment requirements, hand washing and sanitizing practices, complying with department specific engineering and work practice controls and any other work area safety precautions as specified by hospital wide policy and departmental procedures.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of the personnel so classified.

For purposes of the American with Disabilities Act, “Typical Duties” are essential job functions.