

VP, Operations

Since 2001, Regent Surgical Health has been a leader in developing and managing successful surgery center partnerships between hospitals and physicians. We continually improve and evolve the ASC model based on changing market conditions to stay ahead of emerging trends. From this vantage point, our team has developed proprietary ASC ownership models that give both physicians and hospitals what they need to ensure long-term clinical and financial success.

Regent offers a comprehensive and competitive benefits package as one way to recognize our employee's contribution to the success of the organization and our role in helping you and your family to be healthy, feel secure and maintain a work/life balance.

We do not discriminate in practices or employment opportunities on the basis of an individual's race, color, national or ethnic origin, religion, age, sex, gender, sexual orientation, marital status, veteran status, disability, or any other prohibited category set forth in federal or state regulations.

We are an equal opportunity employer

POSITION SUMMARY:

Responsible for overseeing the operations, finance, and partnership management of multiple surgical facilities within designated geography. The VP of Operations is also responsible for growth in case volume and EBITDA, driven by recruitment of new surgeons and retention of existing surgeons, including active management of the equity held by all physicians in the partnership. The VP will work closely with development to identify and execute on opportunities to expand our presence in the market and will be responsible for ensuring a high Culture of Safety, Culture of Leadership, and a low rate of Employee Turnover at all facilities.

DUTIES/RESPONSIBILITIES:

QUALITY

- Must demonstrate an uncommon dedication to the delivery of the highest quality clinical care and patient satisfaction in keeping with Regent's Mission.
- Must be fully engaged and have a high competency with all aspects of Regent's clinical plan.
- Actively utilize the clinical reporting format to establish quality goals and objectives within the scope of responsibility.

REGENT

SURGICAL HEALTH

- Advocate for Regent's clinical plan with partners and teams and hold Administrators accountable.
- Report quality measure performance data to health system partners.
- React appropriately and in a timely manner to Regent's reporting event protocol.
- First response calls and follow-up.
- Oversee and hold facilities accountable for maintaining or acquiring accreditation within Regent's recommended guidelines.
- Utilize Patient Satisfaction surveys as a tool for ongoing improvement within region.

GROWTH

- Participate in the development of the annual strategic plan with assigned surgery centers while working in coordination with health system partner(s) overall strategic direction.
- Communicate and implement the strategic plan.
- Monitor and oversee the Growth Plans, coordinating with Administrators, Organic Growth Team, and Regent's Development team.
- Assist Regent's development team with projects by supporting new center development or acquisition transition.

LEADERSHIP

- Inspire confidence in partners, team and management through effective communication and priority setting, attention to detail, and strategic alignment.
- Have a strong, adaptable presence that enables effective relationships and aids in establishing credibility with both partners and team.
- Maintain an appropriate focus on organizational development and succession planning as well as employee recognition; understand peoples' strengths and opportunities and use them to plan an effective organization.
- Effectively get things done through others by setting clear expectations and holding people accountable; empower the team to make decisions and create a climate where they want to do their best; understand the organization well enough to minimize obstacles.
- Utilize Physician and Employee Satisfaction surveys as a tool for ongoing improvement within market; invite input and feedback from customers and team.

OPERATIONS

- Attend facility level Board Meetings and Health System Meetings where applicable.

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SURGICAL HEALTH

- Ensure Regent's clinical program is fully deployed, leading the effort to establish Regent's clinical program as the cornerstone for operational and financial processes.
- Ensure annual VP Audits of internal controls occur at each facility.
- Participate as lead executive on Monthly Operations Review calls, summarizing results to SVP.
- Prioritize/coordinate all Regent resources as needed in order for the facilities to achieve goals/objectives.
- Must have the functional and technical knowledge and skills related to financial statements, balance sheets and other operational reporting to make decisions and set priorities accordingly.

FINANCIAL PERFORMANCE

- Must have solid financial and analytical skills.
- Oversee the development of the annual budget.
- Accountable for financial performance of respective area of responsibility, with expectations that the budget is met or exceeded each year.
- Report in writing and verbally, clearly and concisely to senior leadership and health system partners on key drivers and trends in performance.

COMMUNICATION

- Facilitate communications between health system partners, physicians, and Regent.
- Communicate with all Partners consistently and effectively.
- Attend, Partners' Advisory Board, Governing Board and Partnership Meetings.
- Host operations meetings with the region team.
- Attend all Regent management meetings throughout the year.
- Perform other duties as assigned.

KNOWLEDGE AND SKILLS:

To perform this job successfully, an individual must be able to perform each essential responsibility satisfactorily. The requirements listed below are representative of the knowledge, skills and abilities required.

Education/Experience:

- Bachelor's Degree in one of the health professions, business administration, public administration, or other suitable field. Master's degree preferred.

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SURGICAL HEALTH

- Minimum five years of experience in a top administrative or management position in the ASC industry.
- Excellent verbal and written communication skills.
- Ability to work well with healthcare partners, physicians, employees, patients, and others.
- Ability to write reports, business correspondence and procedural manuals.
- Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.
- Ability to work with mathematical concepts for the purpose of financial budgeting, reporting and analysis.
- Candidate MUST be willing to travel and live in the mid-west.
- Travel up to 50%.