Vice President of Nursing
Harvard Vanguard Medical Associates
Atrius Health

Newton, MA
The Opportunity

Harvard Vanguard Medical Associates (Harvard Vanguard) is a founding member of Atrius Health, which is a Pioneer Accountable Care Organization (ACO) and at the cutting edge of health care reform. Harvard Vanguard seeks a Vice President of Nursing (VPN) who will help drive the development of ambulatory care models under health care reform. Harvard Vanguard/Atrius features:

- A progressive, dynamic organization at the forefront of health care reform;
- Being stable, financially healthy and growing;
- High prevalence of Global Payment;
- An innovative culture that takes great pride in the quality of care and safety;
- Strong operational systems and solid infrastructure;
- An intellectual and professional vibrancy.

The VP Nursing role:

- Is positioned to develop new care models under health reform;
- Entails being a visible force on Harvard Vanguard’s Senior Leadership team;
- Requires a credible senior nursing leader with great breadth and organizational skills.

The Organization

Harvard Vanguard Medical Associates is a non-profit, $1.3 billion multi-specialty medical group practice providing care to about half million adult and pediatric patients at more than 20 locations across eastern Massachusetts. Their 4,100 employees, including more than 630 physicians and 1,000 other healthcare professionals (including over 700 nurses), are committed to making it easier for their patients to be and stay healthy. Harvard Vanguard practices are among the highest rated in the state for clinical quality. See www.HarvardVanguard.org.

Harvard Vanguard's outstanding physicians, nurses, physician assistants and medical teams work together in internal medicine, pediatrics, OB/GYN, and over 35 specialties to effectively coordinate our patients' care, linked by a state-of-the-art electronic medical record system. Most of their locations offer radiology, laboratory and pharmacy on-site, as well as evening and weekend urgent care hours and 24/7 telephone medical advice. For those limited times when patients require hospital-based services, their providers are affiliated with leading teaching and community hospitals. Harvard Vanguard accepts most health insurance plans.

The culture of Harvard Vanguard emphasizes quality of care and service excellence. Harvard Vanguard is increasingly decentralized, which requires great teamwork and collaboration. Their culture values respect, consensual decisions, initiative and creativity, high standards and high levels of professional commitment. Great value is placed on mentoring and professional development.
Atrius Health

Harvard Vanguard is an affiliate of Atrius Health (www.AtriusHealth.org), an alliance of six leading non-profit community-based medical groups in Massachusetts. As a Pioneer Accountable Care Organization (ACO), Atrius Health is exceptionally influential as a leader in health care reform. Atrius Health is a not-for-profit organization comprised of Harvard Vanguard, Dedham Medical Associates, Granite Medical, Southboro Medical Group, South Shore Medical Center and Reliant Medical Group (formerly Fallon Clinic). With close to fifty practice locations, Atrius member groups serve nearly 1 million adult and pediatric patients in over 3.8 million visits annually. Atrius member groups include more than 1,000 physicians and 1,425 other medical professionals, with a combined total of almost 7,200 employees.

While each of the Atrius Health medical groups serves its own patients, they act in concert to bring a broader range of needed services to their communities. All groups utilize an electronic medical record, increasing the ease with which patients access the wide range of specialists and diagnostic services at each Atrius Health medical group. Their practices work together to meet aggressive goals on issues ranging from diabetes treatment and cancer screening to decreasing wait time for patients and improving physician communication skills. The combined Atrius Health practices offer over 35 specialties, from obstetrics to pediatrics, including dental services, oncology, cardiology, ophthalmology, sports medicine, allergy, dermatology, surgery and behavioral health - as well as labs, imaging and pharmacies which are conveniently located on-site in many of our offices.

The Position

Reporting to the Clinical Executive Vice President of Harvard Vanguard, the Vice President of Nursing (VPN), will be a member of Harvard Vanguard’s Senior Leadership Team. The VPN will help drive the development of ambulatory care models under health care reform.

The VPN must provide executive leadership, oversight and strategic planning for nursing at Harvard Vanguard. He/she will oversee a geographically dispersed, matrixed nursing service, which supports a team-based approach to patient care. The VPN will develop and implement a vision for nursing practice, setting overall policy regarding nursing, and developing guidelines for nursing practice consistent with the organization’s mission, vision and values.

In partnership with the Chief of Human Resources, the VPN will develop strategy for contract negotiation and implementation. In partnership with Site Medical Directors and Site Administrators, the VPN will be responsible for monitoring and managing the performance of Site Nurse Leaders, specifically addressing their oversight of issues that involve scope of practice, professional affairs, and practice safety. He/she will have responsibility and accountability for planning, organizing, directing, and evaluating nursing services across the health care continuum in collaboration with other senior management team members. Specific responsibilities include:
Overseeing the development, implementation, and clinical management of nursing for Harvard Vanguard in collaboration with the Clinical Executive Vice President and other clinical and administrative leaders. Providing the necessary executive leadership, operational and technical skills to establish and implement the organization’s nursing strategy for all levels of nursing, including Advanced Practice Nurses, Registered Nurses and Licensed Practical Nurses.

Developing organization-wide policies and procedures related scope of nursing practice and standards of nursing care. Assessing, evaluating, and implementing a range of nursing services to improve overall services to our patients. Establishing standards for qualifications and competencies for Advanced Practice Nurses, Registered Nurses, and Licensed Practical Nurses. Ensuring an effective program to measure, assess, and improve the quality of care and nursing services delivered to patients, including implementing patient safety initiatives.

Resolving issues at the site and practice levels, regarding scope of nursing practice, quality of nursing care and patient safety.

Developing and implementing a vision for nursing practice in a manner consistent with Harvard Vanguard’s mission, vision and values and other clinical programs across the organization. Ensuring the integration of nursing services with other clinical services and works in collaboration with clinical and operational leadership.

Assuring appropriate orientation, training, supervision, mentoring, and development for nurses at all levels within Harvard Vanguard.

Assuring compliance with all regulatory and credentialing requirements. Providing oversight and assurance of compliance with all appropriate clinical quality and safety policies.

Participating in Harvard Vanguard’s decision-making structures and processes with other senior managers, medical staff and clinical leaders, including development of organizational strategies and goals.

In partnership with the Chief of Human Resources, managing labor relations concerning nurses who are members of the Massachusetts Nursing Association (MNA) collective bargaining unit. Fosters a collaborative relationship among all nurses, the MNA and Harvard Vanguard Nursing Management Team.

Serving as a mentor and leader for the senior nursing leadership and general nursing population.

Demonstrating leadership that fosters a culture of learning and continuous process improvement within nursing.

Promoting and ensuring nursing adherence to Harvard Vanguard standards of Service Excellence. Promotes and engages in effective measures to maintain and improve the highest levels of patient satisfaction within Harvard Vanguard.

Establishing realistic operational and strategic performance targets for nursing and monitors progress; demonstrating an understanding of budgets and fiscal responsibility

Nursing workforce development, recruitment, continuing education, career and skill development.

Coordinating and overseeing relationships with nursing schools, nursing internships, nursing training and education.

Representing Harvard Vanguard in the external nursing community; participating in national and state societies and highlighting Harvard Vanguard’s leadership and innovation in healthcare.

Performing all job functions in compliance with applicable federal, state, local and company policies and procedures.
The Candidate

The right candidate will be a proven Nursing leader who has also earned an MSN, MPH, or MBA; a doctoral degree is highly desirable. He/she should have ten years’ experience in an executive level nursing leadership role, ideally with demonstrated success as an effective leader in a large ambulatory practice featuring a geographically disbursed work force. From a technical standpoint the right VPN will:

- Have a vision for the evolving ambulatory care model of the future, and the ability to manage toward that vision;
- Be experienced developing systems of care across patients’ acuity transitions;
- Have successfully worked in a managed-care, global payment environment;
- Operated effectively in a large, complex setting, ideally featuring matrix management;
- Have worked collaboratively as a member of interdisciplinary teams;
- Be familiar with LEAN process improvement methodology;
- Operate effectively in a unionized environment;
- Understand budgets and basic organizational finances, and be competent in planning, organizing, developing, and directing all aspects of nursing services in accordance with current federal, state and local standards, guidelines and regulations.

The right VPN must personally identify with being part of an organization that is shaping health care reform. He or she must be a true relationship builder and collaborative team player, both necessary to thrive in a matrix management setting. The VPN must thrive in a rapidly changing environment, and in fact be an effective manager and driver of change. He or she will:

- Thrive in a high visibility role;
- Have exceptional people skills at all levels;
- Project strong personal leadership credibility;
- Be practical, pragmatic, action-oriented and results-focused;
- Embody quality improvement and service excellence;
- Project a positive, can-do outlook;
- Be motivated by the professional advancement of ambulatory nursing and by participating in health care reform;
- Show initiative and progressiveness;
- Be comfortable engaging with surrounding communities;
- Have the organizational and political savvy to lead in a complex organization.

He/she must possess strong interpersonal, leadership and communication skills, as well as the ability to maintain energy and enthusiasm in dealing with the many challenges of the healthcare environment.

Compensation

A compensation package will be constructed commensurate with the background and experience of the selected candidate. Most significant is the opportunity to join a nationally respected organization on the cutting edge of health care reform in a critically important senior leadership role.
For More Information

Referral of prospective candidates and/or networking sources is welcome. Interested parties please send resume and cover letter to HarvardVanguardVPN2016@ZurickDavis.com. For additional questions please contact Ellen Mahoney or Jeff Zegas at 781-938-1975. All contact with our office will remain confidential.

EEOC Statement

Harvard Vanguard Medical Associates is firmly committed to providing equal employment opportunity. Harvard Vanguard does not discriminate in either their hiring practices or their employment practices on the basis of race, color, gender, age, national origin, ethnicity, ancestry, religion, disability, military status, sexual orientation, genetic information or physical characteristics. It is integral to their mission and vision that they provide a work environment that actively provides respect, dignity and equal participation, and facilitates job performance, job satisfaction and excellent patient care.