

**Chief, OB/GYN**  
**South Shore Hospital**  
Weymouth, MA

**The Organization**

South Shore Hospital ([www.sshosp.org](http://www.sshosp.org)) is the leading regional provider of acute, outpatient, home health and hospice care to the approximately 725,000 residents of Southeastern Massachusetts. South Shore Hospital is a subsidiary of South Shore Health and Educational Corporation. Both are charitable, not-for-profit, tax-exempt organizations, governed by a volunteer board of directors. South Shore Hospital's home health care division includes South Shore Visiting Nurse Association, Hospice of the South Shore and Home and Health Resources. South Shore Health and Educational Foundation generate philanthropic support for South Shore Hospital and its not-for-profit programs.

South Shore Hospital's main campus is located 16 miles south of Boston, Massachusetts on a site of approximately 10 acres in South Weymouth, one mile south of Route 3, the major route between Boston and Cape Cod.

South Shore Hospital was founded in 1922 as the 20-bed Weymouth Hospital and has been in continuous operation in South Weymouth. In 1945, the hospital's name was changed from Weymouth Hospital to South Shore Hospital to reflect its regional scope of care and services.

South Shore Hospital's 888-member medical staff represents all leading medical specialties, from allergists to urologists. All active medical staff members must be board-certified within seven years of completion of an approved residency or fellowship program. A total of 94 percent of the Hospital's affiliated physicians are board-certified and six percent are board-eligible. South Shore Hospital is the only hospital in Southeastern Massachusetts with employed physician leaders of emergency medicine, obstetrics/gynecology, surgery, internal medicine, pediatrics, critical care medicine, infectious disease, and cardiovascular and hospitalist medicine

South Shore Hospital employs 3,793 people, with a \$185M annual payroll. South Shore Hospital's volunteer services department organizes the activities of more than 600 volunteers in the hospital, in private homes, and in the community. The hospital has the largest volunteer team in the region. Volunteers are an integral part of the hospital's team, providing support to hospital staff, physicians, patients, families, visitors and community residents. In fiscal year 2009, hospital volunteers contributed more than 80,000 service hours in the community and at the hospital; the equivalent of \$2M.

South Shore Hospital offers a comprehensive range of health care services to meet diverse community needs.

**Emergency care:** South Shore Hospital's emergency department is the third busiest in Eastern Massachusetts and the fourth busiest in the Commonwealth, with more than 82,000 patient visits each year.

**Trauma care:** South Shore Hospital is licensed by the Commonwealth of Massachusetts Department of Public Health as a Level II trauma center. American College of Surgeons approved.

**Acute care:** The hospital provides acute medical, surgical, obstetrical/gynecological (OB/GYN), pediatric, cardiovascular, and cancer care. The hospital's critical care units are staffed by an intensive care physician 24 hours a day.

**Maternal and newborn care:** South Shore Hospital's maternal/newborn program is licensed by the Commonwealth of Massachusetts Department of Public Health as a Level III provider, in recognition of the advanced care provided to mothers and infants. The OB/GYN program is the busiest in the region with almost 4000 deliveries and the 6<sup>th</sup> busiest in the Commonwealth.

**Pediatric care:** South Shore Hospital's 15-bed inpatient pediatric unit features a nursing team expert in caring for children. The hospital's pediatric emergency service is the only one of its kind in the region, staffed by board-certified pediatric emergency physicians affiliated with both South Shore Hospital and Children's Hospital.

**Surgical care:** South Shore Hospital's surgical team is the region's largest, with 120 board-certified surgeons, 24 board-certified anesthesiologists, 28 certified registered nurse anesthetists, and more than 245 nurses, technicians and other perioperative staff members who perform about 15,000 surgeries each year.

**Cardiovascular care:** Cardiovascular complications are a primary reason why patients seek care at South Shore Hospital. The hospital's cardiovascular center — the only one of its kind in the region — are offered in clinical affiliation with Brigham and Women's Hospital. Among their many services is providing emergency angioplasty.

**Cancer care:** South Shore's Cancer Care program, in clinical affiliation with Dana Farber Cancer Center and Brigham and Women's Hospital, is accredited by the American College of Surgeons. Only 25 percent of US hospitals earn the Commission on Cancer approval.

**Medical care:** South Shore Hospital has seven inpatient nursing units to care for adults with acute and chronic medical conditions.

**Outpatient service:** The hospital offers multiple outpatient services to meet community needs.

**Home health services:** South Shore Visiting Nurse Association cares for patients with serious illness and complications. The hospital's Medicare-certified Hospice of the South Shore cares for terminally ill patients and their families.

**Community services:** The hospital offers dozens of community education and health programs and screenings for people of all ages.

South Shore Hospital has been recognized for excellence in patient care and safety by receiving the Gold Seal of Approval from the Joint Commission. Additional accomplishments and awards are:

- Achieving Magnet Recognition<sup>®</sup> from the American Nurses Credentialing Center. South Shore Hospital is one of only seven acute care hospitals in Massachusetts to receive the award and only the second organization in the state with a home care division.

- Earning accreditation by the Association for the Accreditation of Human Research Protection Programs (AAHRPP) in recognition of their commitment to the highest standards in human research.
- Ranking in the nation's top 25 percent of home care agencies, according to HomeCare Elite, a compilation of the nation's most successful home care providers by Outcome Concept System (OCS).
- First hospital in Massachusetts to earn full, three-year Cycle II accreditation by the Society of Chest Pain Centers.
- Earning Quality Respiratory Care Recognition (QRCR) from the American Association for Respiratory Care.
- Earning certifications from the American Stroke Association, American Diabetes Association and American Association of Cardiovascular and Pulmonary Rehabilitation for the quality of care provided to patients with these conditions.
- Receiving maximum, two-year accreditation by the College of American Pathologists (CAP) for the hospital's respiratory care department and laboratory.
- Continuing their role as a Mentor Hospital by The Institute for Healthcare Improvement. South Shore Hospital is among a select group of hospitals that other health care institutions can turn to for advice and information about best practices. Specifically, the hospital's mentor designation covers three areas that have previously achieved accolades: prevention of surgical site infections; central line infections; and ventilator-associated pneumonias.
- South Shore Hospital has been named a "Top Places to Work" in Massachusetts in 2010.

## **The Opportunity**

South Shore Hospital's OB/GYN program has a robust infrastructure, with hospital compensated laborists, maternal and fetal specialists and reproductive endocrine physicians on staff at South Shore and faculty at BWH, certified nurse midwives, a gynecologist, and a four physician OB/GYN group. In addition, it is the only hospital outside of the academic medical centers with a Level III NICU, staffed by neonatologists 24/7 from Children's Hospital, who are based at South Shore. The postpartum unit has just undergone a \$1.2M renovation.

This level of expertise and breadth of specialized staff is unique outside the academic centers. Many of the OB/GYN specialty physician and nursing staff are now beginning to collaborate effectively with each other to provide an integrated and patient centered program for OB/GYN patients. The Chief will direct the highest volume OB/GYN service in the region and 6<sup>th</sup> busiest in the Commonwealth. The next step in advancing the program will be to engage all the hospital based specialist to work well as a team. There are 40 community based OB/GYN physicians on staff at the Hospital. The integration initiatives for the new Chief must also engage the community based physicians as well to utilize the specialty infrastructure.

The scope of the services provided to Hospital patients is expansive and expert. The Chief has the challenge and the opportunity to bring all the staff and expertise together to enhance patient satisfaction and staff satisfaction in a program that will continue to grow. The facility platform will support additional volume. Innovative quality initiatives, safety metrics and peer review will also be a high priority for the new leader and he/she will have the full support of the Chief Medical Officer and hospital leadership team in these endeavors.

## **The Position**

Reporting to the Chief Medical Officer and working closely with the Chief Operating Officer, the Chief will be responsible for directing the activities of the OB/GYN department at South Shore Hospital. This strong and experienced leader will implement organizational and departmental initiatives that meet the South Shore Hospital standards, including access, service and quality standards. The Chief will create an environment that promotes accountability, teamwork and supports continued growth. The Chief is a role model for physician staff to foster values, vision and mission of South Shore Hospital, and supports hospital initiatives through service on committees.

The Chief will enjoy collaborating and mentoring a staff which includes hospital and community based OB-GYN physicians, Practice Managers, Certified Nurse Midwives, and Nurse Practitioners within the Department. He/she will lead the staff in setting goals for the OB/GYN program with the leadership of South Shore Hospital. In the spirit of collaboration, the Chief will manage an infrastructure where staff participates in goal setting and implementation.

It is important that the leader of the Department create a culture that is responsive to the changing marketplace, values the customer, recognizes the importance of service, respects staff, and understands the current and future economics of the specialty. These issues will be addressed in anticipation of the ongoing changes in the regulatory, reimbursement and policy arena. In return, the Chief will enjoy recognizing and acknowledging the achievements of the physicians and staff that will be essential to the transformation of the culture.

He/she will be the face of the South Shore OB/GYN Department to the community. In collaboration with senior staff, the Chief will help develop business and marketing plans to promote the services of the Department, internally and externally. He/she will lead the medical staff in program development and enhancement consistent with South Shore Hospital's strategic plan. It will be important for the new leader to establish excellent working relations with hospital leadership to assure that OB/GYN needs are met.

This person will lead by example and ensure the highest standards of care for the Department are established, communicated and practiced by all physicians and staff within the Department. This includes the development, implementation and acceptance of clinical guidelines and protocols for the Department. He/she will direct the implementation of the Quality Improvement Plan and the performance of the Department's physicians.

The Chief will prepare capital budgets for the Department and ensure that the Department operates within budget and utilizes services appropriately. The Chief will work closely with the Service Line Administrator to monitor and improve operational supports for physician practices, including staffing needs and physician productivity. This leader will work with the physician recruitment staff to attract and recruit physicians as necessary.

Most importantly, this position needs a strong hands-on leader who is a role model working with the team.

## **The Candidate**

The ideal candidate will be a highly experienced, clinically outstanding, confident, and managerially skilled Board Certified OB/GYN physician with substantial experience and a track record of leadership in a complex and patient centered modern community hospital environment.

The successful Chief will:

- Have the clinically credibility to quickly gain respect from the hospital community
- Be able to recruit outstanding physicians to the department
- Focus on mission while driving effectiveness and efficiency
- Be an advocate for business/financial processes that is essential for quality and growth
- Possess excellent overall interpersonal skill to effectively manage relationships
- Enhance team cohesiveness and performance in an environment of high performing, capable, and independent minded colleagues
- Be a visionary and leader that can lead change in the healthcare environment
- Be collaborative, collegial, and quality driven
- Be an inspirational and creative Chief who is committed to excellence,
- Possesses strong verbal and written skills who can communicate easily
- Have high regard for physicians, non physician practitioners, nurses, and support staff and is an experienced and effective mentor
- Demonstrate the ability to work well in a collaborative management must be comfortable holding and expecting a high level of accountability for performance
- Be fair-minded, value diversity of opinion and approach; demonstrate skills that successfully achieve common ground, while being decisive when necessary
- Be an entrepreneurial and creative thinker, committed to innovation and growth

## **Success Factors**

The new Chief of OB/GYN will be considered successful if after one year the following criteria are met:

- Has gained the respect of the hospital community for leadership, clinical excellence, collegiality and good citizenship
- Is a visible and well regarded face of the department
- Clinical infrastructure has been integrated to accommodate growth to 4000 births
- Has produced reporting for department physicians to shift practice and reduce variation to achieve high grades for quality achievements
- Has developed innovative ways to create a cohesive department of colleagues who are determined to be the quality provider of OB/GYN services
- Has captured complex deliveries from the Cape and the region that could be well cared for by the OBGYN MFM and Neonatology staff and not be transferred to Boston
- Has created policies and processes that are transparent, standardized and operationally sound

## **The Community**

Weymouth, Massachusetts is a community of about 55,000 people, just minutes south of Boston. The town is part of a larger region known as the South Shore. Throughout the South Shore, historic sites abound, while miles of coastline offer natural beauty. Weymouth and its neighboring communities offer

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a variety of comfortable and pleasant neighborhoods and strong public and private schools. Rapid transit offers easy links to Boston and its cultural and educational institutions. For vacations or day trips, Cape Cod is less than one hour to the south, and the White Mountains are less than two hours north. More information on Weymouth and other South Shore communities may be found at [www.southshorechamber.org](http://www.southshorechamber.org)

### **For More Information**

We appreciate and value all referrals. Interested parties send resume and cover letter to [SSHChiefOBGYN1999@ZurickDavis.com](mailto:SSHChiefOBGYN1999@ZurickDavis.com). For additional questions please contact **Jacqueline Rosenthal** or **Myranne Janoff** at 781.938.1975. Contact with our office will remain confidential.