



About Cincinnati Children's

Cincinnati Children's, a nonprofit academic medical center established in 1883, is one of the oldest and most distinguished pediatric hospitals in the United States.

Clinical Services

We offer comprehensive clinical services, from treatments for rare and complex conditions to well-child care. In the 2019-20 U.S. News & World Report survey of best children's hospitals, Cincinnati Children's ranks No. 3 among all Honor Roll hospitals.

With more than 600 registered beds, Cincinnati Children's had more than 1.3 million patient encounters and served patients from all 50 states and 58 countries, including 589 international patients, in fiscal 2017.

Education & Training

Through an academic affiliation dating to 1926, Cincinnati Children's comprises the Department of Pediatrics at the University of Cincinnati College of Medicine. We train more than 600 residents and clinical fellows a year in various pediatric specialties and offer some of the most highly ranked research-based education and training programs in the nation.

Research

We have been an important force in pediatric research since the opening of the Cincinnati Children's Research Foundation in 1931. Grant funding for our research has more than tripled in the last 15 years, supporting countless discoveries and the continued expansion of our areas of research.

Nutrition Therapy Department at Cincinnati Children's Hospital Medical Center

Infants, children and teens all have unique nutritional needs as they grow into adulthood. When medical complications exist, adequate growth is still a primary concern. At Cincinnati Children's, your child will receive individualized attention from our staff of nutrition professionals to assure that growth and nutritional well-being are sustained.

Our registered dietitians, dietetic technicians, certified lactation consultants and support staff have specialized training in pediatric nutrition for normal growth and development and therapeutic needs. Additionally, they practice family-centered care, taking into account the family's community setting and culture and how family members interact with nutrition and health. Thirty two subspecialty outpatient clinics are staffed by our dietitians at the main and satellite locations.

A Nutrition Clinic is offered at our main campus and several neighborhood locations. The clinic welcomes community physician referrals and families seeking nutrition counseling on an outpatient basis.

Why Choose Us?

All of our dietetics professionals maintain state and national credentials. Forty percent of the dietitians have an advanced degree and 40 percent have a specialty certification. Many of our dietitians have a certificate of training in childhood and adolescent weight management. All of our lactation consultants are internationally board certified.

Our formula room is state of the art with an extensive offering of specialized infant and child formulas.

Our kid-friendly menus include kosher, halal and vegetarian options, and we can accommodate a variety of food allergies.

Whether your child needs newborn care, transplant nutrition or help with weight management, our goal is to provide your child and family with the best evidence-based nutrition therapy available. We know that your child has somewhere to grow!

Job opportunity:

Clinical Director – Nutrition Therapy

Report to: Assistant Vice President

TOTAL NUMBER OF FTE's DIRECTLY OR INDIRECTLY SUPERVISED: 90+

Purpose of Position: To provide clinical practice leadership for the operation of specified patient services department(s) within a Medical Center dedicated to the care of infants, children, and adolescents. To direct clinical practice, coordinate patient service delivery, educate and develop staff, control budget(s), and manage the work environment. To serve as a resource for multidisciplinary divisions within the medical center and within the pediatric community.

MAJOR DUTIES AND RESPONSIBILITIES:

- **Strategic Planning** - Implementation of the Patient Services Strategic Plan aligned with the Medical Center strategic plan. Determine avenues to improve the value (qualitative) of care and services at CCHMC. Participate in efforts to refine technology to support patient care. Promote both internal and external customer service through the development and implementation of programs and standards which reflect the goal.
- **Leadership** - Maintain personal development plan and provide management development and coaching for other members of the team. Represent CCHMC at state, local and national level through involvement in professional associations and organizations. Participate in community service. Provide programmatic leadership of the clinical component of assigned areas to ensure quality patient care outcomes. Develop goals, standards, policies, procedures and practices of clinical care. Implement and monitor indicators of quality.

- Human Resource Management - Assure adequate quality and number of staff by assuring adherence to the Patient Services Recruitment and Retention Plan, the Patient Services Diversity plan, and department productivity measures. Maintain a focus on internal talent management and retention. Meet or exceed yearly goals for vacancy and turnover rate. Complete evaluations within the allotted timeframe. Assure that staff and managers are activity engaged in unit, divisional, and organizational shared governance activities as reflected in the minutes and other related documents. Manage the selection, development, motivation, evaluation and discipline of reporting personnel. Make job requirements and goals for each position clear to employees and provide sufficient training to achieve the desired level of competency; document evidence of competence on an annual basis. Ensure staff competency and assist with staff professional development through continuous education, literature and seminars. Monitor and manage staffing and scheduling process.
- Financial Management - Assure financial accountability for annual operating and capital expenditures and budgets. Meet yearly goals for contribution margin, percent variance from budget and overtime rate. Assure efficiencies in staffing and resource utilization by comparison with internal and external benchmarks as measured by productivity units appropriate for areas managed. Develop and maintain systems to capture all charges. Research and develop opportunities for revenue development for all services. Coordinate and approve purchasing requisitions, leases, vendor contracts and service contracts. Supervise the monitoring of inventory for the department; review service and maintenance contracts.
- Performance Improvement/Safety - Continually assess and improve the performance of care and services provided. Assure continual readiness for regulatory compliance. Maintain an environment that promotes patient safety. Ensure that work areas are organized and present a safe, accessible, effective and efficient environment for employees, patients and families. Support the CSI structure and other performance improvement activities. Meet annual safety goals as defined by the organizations' CSI structure. Ensure a high level of customer service, including family centered initiatives. Facilitate the development and implementation of evidence based practice and quality efforts. Monitor and ensure timeliness, accuracy, availability and security of information. Determine and enforce policies and procedures protecting patient rights for informed consent and the handling of confidential information as defined by Cincinnati Children's mission and applicable laws and regulations. Manage the development, implementation and assessment of departmental policies, procedures and philosophy as consistent with Cincinnati Children's policies and values.
- Regulatory Compliance - Areas of responsibility are in compliance with regulatory requirements and accreditation standards. Identify best practices as well as deficiencies to share with peers and make recommendations for improvement. Participate in the development of corrective action plans to guide needed and sustainable improvements.

EDUCATION/WORK EXPERIENCE:

Required:

- Bachelor of Science and Registered Dietitian with license to practice in the state of Ohio.
- Minimum 6 years' progressively responsible experience;
- Prior operational and supervisory experience within a complex medical center required.
- Master's Degree in a related discipline

Questions / interviews :
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