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Senior Director of Laboratory - The University of Kansas Health System

Presented by: Healthcare Management Group
Brooke Wedding, President
brooke@hmg.jobs / 614.774.3334
www.hmg.jobs

The University of Kansas Health System in Kansas City is a world-class academic medical center and destination for complex care and diagnosis. We offer more options for patients with serious conditions because of our expertise and leadership in medical research and education. Our physicians are researchers and educators expanding the boundaries of medical knowledge. Their major breakthroughs lead to the life-changing treatments and technologies of the future.

Vision:

To lead the nation in caring, healing, teaching and discovering.

Mission:

As an academic health system serving the people of Kansas, the region and the nation, The University of Kansas Health System will enhance the health and wellness of the individuals, families and communities we serve.

Values:

Our core values drive our decisions, our actions and our care.

- Excellence
- Compassion
- Diversity
- Innovation
- Integrity
- Evidence-based decision-making

Advancing Academic Medicine in Kansas City

The history of The University of Kansas Health System is a tale of triumph. From humble beginnings, we have evolved into a destination academic health system sought out by patients and top-notch medical professionals from around the country. Our reputation as the region's premier academic medical center was hard-earned through a collective vision and commitment to unmatched patient care.

Hospital origins

With his donation of land in 1905, Simeon Bell, MD, set the stage for academic medicine in Kansas City and the region. His gift led to the establishment of a hospital founded in 1906 as part of the University of Kansas School of Medicine.

The hospital marked an important milestone in 1998 when it became an independent hospital authority, receiving no state funding and no longer part of the School of Medicine. The hospital's official name became The University of Kansas Hospital.

Nearly 20 years later, the latest milestone occurred. The University of Kansas Hospital joined with the University of Kansas Physicians in 2017 to form The University of Kansas Health System.

The Academic Advantage:

At The University of Kansas Health System, you'll benefit from the exceptional strengths of an academic health system. The scope of knowledge, the depth of expertise, the breadth of scientific inquiry and the advanced technological resources you'll find here are available only at the best hospitals in the nation. We always put patients at the center of every decision we make.

The opportunity: Senior Director of Laboratory

Job Summary:

The Senior Director of Laboratory services will provide leadership, financial, operational oversight, and strategic direction for all the laboratory services being offered by University of Kansas Health System. This person will align the laboratory initiatives throughout the system to better improve quality and cost effectiveness. This includes Clinical Pathology, Anatomic Pathology, Blood Bank, Molecular Pathology, Phlebotomy, and LIS

Responsibilities

Organizational Performance Expectations

- 1) Performs job specific responsibilities; consistently supports patient centered environment.
- 2) Demonstrates accountability for own actions and decisions.
- 3) Follows policies, procedures, and standards; complies with Corporate Responsibility Program.
- 4) Assumes responsibility for risk and safety issues associated with position.
- 5) Participates in performance improvement activities.
- 6) Utilizes resources efficiently and effectively.
- 7) Takes responsibility for own learning needs.
- 8) Participates as a member of a team to achieve organizational goals.
- 9) Brings ideas/concerns to supervisor; participates in department decision-making.

Job Specific Responsibilities

- 1) Must be able to perform the professional, clinical and or technical competencies of the assigned unit or department.
- 2) Essential Functions: Demonstrates competence as a “system” thinker that provides leadership to all areas where the laboratory has a place in the care delivery process
 - a.Strategy.

- i. Responsible for developing laboratory strategic plans.
- ii. Evaluate and advise on the impact of long range planning, introduction of new programs/strategies and regulatory action as it relates to laboratory service line.
- iii. Provide recommendations to strategically enhance financial performance and business opportunities relative to laboratory service line.
- iv. Provide recommendations to integrate and enhance services that fit into system goals/strategies

b. Financial Acumen.

- i. Ensure credibility by providing timely and accurate analysis of budgets, financial trends and forecasts.
- ii. Oversee all aspects of finance and accounting functions of laboratory service line.
- iii. Provide executive management with advice on the financial implications of current business activities, projections from service changes, payer reimbursement changes relative to the laboratory service line.

c. Problem Solving.

- I. Ability to address problems that are broad, complex and abstract, often involving Health System-wide issues and requiring substantial creativity, resourcefulness, staff engagement, Lean diagnostic techniques, negotiation and diplomacy to develop solutions.
- II. The director coordinates with the Clinical Managers to facilitate and evaluate current programs and implement and develop new programs to ensure productivity while providing world class quality of care.
- III. Strong skills in process improvement, coaching leadership and prioritization.

d. Team Building/Teamwork.

- i. Establish and maintain strong relationships with senior executives to identify needs and seek full range of business, strategic and operational solutions.
- ii. Ensures appropriate people are in key positions, sets expectations and develops systems of accountability that align with The University of Kansas Health System's strategic plans and operational initiatives, ensuring stability, growth and the financial success of the service line.

e. Customer Service.

- i. Ensures efficient services that are designed to meet the needs of patients, physicians, trainees, the public and staff.
- ii. Responsible for marketing and coordination of services/care in the development and implementation of the Laboratory Service Line.

f. Operational Excellence.

- i. Ensure that effective internal controls are in place and ensure compliance with applicable federal, state and local regulatory laws and rules.
- ii. Works in partnership with the Hospital Medical Director for Laboratory to develop and execute procedures and policies that ensure quality, effectiveness, and efficiency in the provision of services to patients.

Skills and Experience

- 1) The Senior Director of Laboratory will have an undergraduate degree in Laboratory Science, Healthcare, Business or related field and a MBA or Master's in Healthcare or related field, and 5 years leadership experience in laboratory.
- 2) Experience in healthcare administration in a large and complex setting with a proven track record in organizational and collaboration management, at a level necessary to cultivate and steward resources on behalf of the Department.
- 3) Must be able to manage as well as influence across internal and external partner organizations, effectively aligning efforts to advance the mission of the Health System.
- 4) This position calls for an entrepreneurial and dynamic individual with a commitment to the overall development of the Health System and ability to identify and cultivate new revenue streams.
- 5) Demonstrate a clear ability to understand, connect with and represent stakeholder (patient, staff, physician, etc.) issues and needs.

Ideal Candidate:

The ideal candidate will have experience with a system wide scope in addition to a strong business, strategic and operational background within their tenure. Proven ability to align several locations under one direction while allowing for some flexibility knowing the markets and populations in each laboratory location. Need someone who is entrepreneurial and has the ability to capitalize on the current growth and direction of this system and bring more testing in house and reach more current and available patients. This leader must be able to work in a collaborative environment and develop a structure that will help to support all areas of the hospital. They will need to develop a strong strategic plan that will encompass all laboratory locations and staff to centralize all processes and procedures.