

Job Description

Job Title	Director, Rural Health Innovation		
Reports to	Vice President, Innovation and Clinical Excellence North Carolina Healthcare Foundation (NCHF)		
Effective Date	July 26, 2019	Manager of People	Yes
FLSA Status	Exempt	EEOC Class	2

ABOUT NCHA

NCHA is a statewide trade association representing more than 130 hospitals providing acute care, ambulatory care, sub-acute care, rehabilitative, home health and hospice services, behavioral health services, state psychiatric inpatient services and veterans' services. The association promotes and supports our members and associated partners by advocating for sound public policy, advancing collaborative partnerships, and accelerating innovation to improve the health of the communities where we live and work. NCHA achieves this work by leverage the scope and scale associated with a \$17+ million-dollar organization, which is funded by members' dues, grants, and shared service.

The NC Healthcare Foundation (NCHF) is one of the top 5 largest foundations affiliated with state hospital associations in the country. The Foundation's mission is "to foster and accelerate the collective impact of hospitals, health systems and community partners to improve the health of North Carolinians" to achieve a vision of a "North Carolina where high quality healthcare is equitable and accessible for all."

PURPOSE

Plan, develop and implement rural health programs and services that provide technical assistance to North Carolina's rural hospitals and the communities they serve. Engage partners to implement innovative, collaborative, community-focused health initiatives to improve the health of rural areas. Lead activities to enhance access, equity, and patient-centered outcomes for individuals served by the state's rural hospitals and rural health organizations. Offer expertise and provide assistance and consultation to hospitals and communities as appropriate. Ensure alignment with the overall NCHF goals and activities and contribute to the development, implementation, and monitoring of organizational strategies, policies and procedures, ensuring organizational effectiveness of the organization.

This position is partially grant-funded and contingent on continued availability of funding.

NCHF is committed to building a culturally diverse workforce. Candidates who will contribute to the diversity and excellence of the organization are encouraged to apply.

RESPONSIBILITIES

1. Manage rural health programs and services.
 - Develop and manage the implementation and evaluation of rural health programs in accordance with established goals and available resources (e.g. Rural Hospital Flexibility Program (FLEX), Small Hospital Improvement Program (SHIP), rural hospital/community technical assistance and support, etc.)

- Support the identification and creation of grant programs and activities that promote rural health improvement.
 - Prepare grants and associated reports per funder requirements.
 - Establish and maintain personal contact, working relationships, and ongoing liaison with relevant stakeholders, partners and organizations concerned with rural health issues in the state and nationally, with special attention to the small and critical access hospitals and associated community-based organizations, as well as the North Carolina Office of Rural Health and other funders.
 - Organize, manage, and provide technical assistance, consultation, and services to develop, support, and improve collaborative, community-focused rural health initiatives.
 - Prepare and oversee an annual workplan for rural initiatives that includes measurable goals, objectives and timelines. Provide substantive guidance for rural health strategic decision making.
 - Collaborate with NCHF and NCHA team members to prepare an annual budget to accomplish the strategic goals for rural health. Support budget maintenance and compliance.
 - Plan and conduct informational and educational sessions, workshops, and regional conferences as appropriate for rural hospitals and community leaders to achieve stated goals.
 - Evaluate and measure the successes and achievements of the rural health initiatives. Identify priorities and makes recommendations for initiatives to enhance rural health outcomes.
 - Supervise assigned team members and/or consultants by communicating clear expectations, coaching regularly for successful performance, providing performance feedback, and delegating and managing work assignments based on position and individual team member's abilities. Support recruitment and training of new team members as needed.
 - Network with other rural health associations, including other state and national organizations.
2. Foster rural health innovation and improvement.
- Research, collate, develop, and test innovative rural health strategies to promote equity and access and improved health outcomes.
 - Support improvement teams and activities as needed to meet rural health and other NCHF goals.
 - Support efforts to develop and sustain an innovation infrastructure focused on quality improvement.
 - Support communication of the vision and strategy for rural health performance improvement within the NCHF Health Innovation Institute.
 - Measure and evaluate data, in partnership with NCHF evaluation team, to determine the impact of rural health programs on key measures of success.
 - Provide consultation services as needed to members and allied groups to promote NCHF's innovation efforts.
 - Collaborate with other NCHA departments, such as advocacy and public relations as needed, to promote integration of rural performance improvement initiatives within programs and services within the association and to sustain improvements through policy efforts.
3. Perform other tasks and duties as may be identified by the Vice President, Innovation and Clinical Excellence.

MISSION/VISION/VALUES

- Support the vision shared by the NCHA and NCHF for “a North Carolina where high-quality healthcare is equitable and accessible for all.”
- Embrace the NCHA mission to “improve the health of the communities where we live and work by advocating for sound public policy and collaborative partnerships” and the NCHF mission “to foster and accelerate the collective impact of hospitals, health systems, and community partners to improve the health of North Carolinians.”

- Demonstrate the association's core values in all relationships, at all times. Respect. Integrity. Teamwork. Accountability. Perseverance.

INTERNAL RELATIONSHIPS

- Work principally with the VP, innovation and Clinical Excellence to meet the objectives established by the NCHF Board and funders relative to rural initiatives.
- Work with entire NCHF and NCHA teams to meet the overall objectives established by the NCHA and NCHF Boards and to access team members who may have special skills or knowledge that could support rural initiatives.
- Assist the entire team with the development of policies, procedures, and operational efficiencies.

EXTERNAL RELATIONSHIPS

- Develop and maintain good working relationships with rural hospitals, rural health organizations and providers, community-based organizations, other state and national associations and organizations, governmental agencies and funders.
- Work directly with communities and community leaders to encourage and create appropriate strategies that address identified community health improvement needs. Align strategic objectives with funder interests.
- Serve as a NCHF representative on external committees as directed.

EDUCATION AND EXPERIENCE

- Bachelor's degree in health related field is required. Master's degree in health related field is preferred (e.g. MHA, MPH, clinical practices, etc.)
- Minimum (5-7) years of experience developing and leading health programs and initiatives or serving as a leader in a rural hospital or community. Experience with both rural hospitals and community-based settings preferred.
- Managerial experience that reflects a collaborative supervisory style.
- Experience in building relationships, working collaboratively, facilitating and leading performance improvement in rural settings and teams is required.
- An equivalent combination of education, training, and experience may be considered.

KNOWLEDGE, SKILLS AND ABILITIES

- Demonstrated skills in rural program development and evaluation and knowledge of the complexity of rural health environments.
- Demonstrated skills in facilitation, coaching, service development, collaborative learning, quality improvement, change management, community organization, grant management, and rural community engagement and leadership.
- Strong critical thinking, problem-solving, and project management skills.
- Excellent interpersonal, communication, and collaboration skills reflecting the ability to work with diverse teams responsible for managing and advancing performance in rural settings. Established capacity to work closely with a diverse team of healthcare professionals in rural settings.
- Knowledge and proficiency in computer skills such as word processing, presentations, spreadsheets, project management software, and data analytics (e.g. MS Excel, MS PowerPoint and MS Word).
- Excellent written and oral communication skills in order to effectively communicate and build relationships with clients and give presentations as needed.

WORK ENVIRONMENT AND PHYSICAL DEMANDS

- Work performed mostly in an office environment.
- Use a computer throughout the workday.
- Travel required for hospital site visits, in-person learning sessions and meetings.

North Carolina Healthcare Association is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, age, sex, national origin, veteran status, disability, sexual orientation, sexual preference, or other protected status.

Please send cover letter and resume to HR@ncha.org by August 23, 2019.