



WHITTAKER GROUP

Healthcare Recruiting & Executive Search

ASSISTANT CHIEF NURSING OFFICER (ACNO)

for

South Georgia Medical Center

(400 bed, 2 hospital system)

On behalf of our client South Georgia Medical Center (SGMC), we extend an invitation to qualified professionals to discuss this career opportunity for an Assistant Chief Nursing Officer (ACNO).

Based in Valdosta, Georgia, SGMC is a regional referral hospital that serves a multi-county area in South Georgia and North Florida. A full-service, acute care hospital, SGMC provides broad services through a growing medical staff of more than 200 physicians and 2300 staff. Patient Care Services (with 510 FTEs and an operating budget of \$30 million) are organized into four departments (Critical Care, Women and Children, Medical and Surgical) and includes all inpatient care units – Dialysis, Endoscopy, Wound Care, IV Therapy, Diabetes Education, Traction and Lift Team. SGMC practices a Holistic Care Continuum approach to proactively ensure care to the entire patient.

SGMC has demonstrated repeatedly that they are an extremely progressive organization and are continually assessing new avenues of providing better service to not only their patients and families but also to the team that works there. They have numerous projects in process including the construction of a new parking deck and several nursing station renovations.

However, their largest endeavor at this time is the construction of a brand new 5-story tower of which the main floor will house the Dasher Heart Center diagnostics and cath labs. The second floor is proposed to house the Cardiac Progressive Unit. The third floor the CICU and the fourth floor will house the M/S ICU. Lastly, a specialized surgical unit will be on the fifth floor. Bridges are being considered to connect the towers. A new centralized registration area for the Outpatient Center (OPC) and the tower will be located in a front atrium-like area that runs the distance from the existing OPC over to the new structure. To enhance feelings of wellness and peacefulness, many green spaces and gardens with water features are proposed.

The CNO that this position reports to, Ken Kiser, has been honored for his dedication and passion to raising the bar in unsurpassed patient care. He takes this same empowered approach to mentoring and developing his team. This is a rare opportunity to be mentored and primed by Mr. Kiser.

The selected leader will have strong critical thinking skills with a visionary and big picture focus.

Equally important is the ability to break down position and departmental functions to troubleshoot and maximize operational effectiveness and eliminate redundancies.

Succession Planning implementation for the key management positions as well as establishing strong and trusting working relationships with the nursing leadership team, physicians, staff and administration will be a vital component of the position.

They are also proactive in staying ahead of the adoption of technology demands. The facilitation of the adoption of targeted technology (smart pumps, EHR, CPOE, Vocera, Rawland Nurse Call, etc.) will also position the ACNO to thrive within the organization.

This key leader will also be well versed in establishing goals and metrics to evaluate performance effectiveness.

Overall goals for this position include developing the role of department directors, facilitating service line development strategies, advancing the effectiveness of nursing unit based councils and inpatient care delivery models, and achieving national recognition for nursing excellence.

This position carries the responsibility of financial and quality operations and outcomes. This includes maintaining inpatient division in accordance with the hospital objectives, representing the organization in various activities, ensuring compliance with all regulatory and accrediting standards, and ensuring that patient safety, quality goals, budget goals and customer service goals are met. This position is also expected to maintain excellent quality outcome scores (HAPU, HAI, VAP), as well as patient and staff satisfaction scores. Qualified candidates must show leadership in the areas of inpatient care, human resources management, staff development, financial planning and quality assessment/performance improvement.

A strong personal presence that is characterized by a sense of honesty, integrity and caring with the ability to inspire and motivate others at all levels of the organization is important. The ACNO needs to be comfortable in working in an 'open door environment' and closely working with and developing the team that reports to them. The selected professional will be someone with experience in expanding and/or restructuring nursing services, whether it's from the ground floor or internal reengineering.

My clients' web site address is www.sgmc.org. Under the Career Opportunities tab you will find their facilities and locations, a synopsis of their generous benefit package and details as to why Valdosta, Georgia offers unsurpassed quality of life for families, seniors and professionals alike.

A minimum of ten years of progressive clinical practice experience as a Registered Nurse with increasing responsibilities including a minimum of five years in a management / leadership capacity is required. A BS in nursing and a Master's degree in nursing or related area (such as a MHA, MBA, MPH) is required.

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Our client offers an excellent compensation package and is an equal opportunity employer.

If you or a colleague would like additional information about these and other opportunities, please contact me at the address below. All contacts and correspondence will be kept strictly confidential.

THE WHITTAKER GROUP HEALTHCARE SEARCH CONSULTANTS

Mrs. Michelle Whittaker-McCracken

Managing Partner

1876 Westbourne Court, Suite 102

Chelsea, Michigan 48118

(734) 475-9300

mwhittaker@wgsearch.com

www.wgsearch.com