



Advanced Practices Service: Leadership, Goals, and Description

Overview: Advanced Practice Providers (APPs):

- Advanced Practice Nurses (NP)
- Physician Assistance (PA)
- Certified Registered Nurse Anesthetists (CRNA)
- Midwives (CMW)
- Clinical Nurse Specialist (CNS)

In partnership with physician and nursing leadership, the Chief/Director/VP of Professional Practice provides the overall leadership, direction and supervision for Advanced Practice Providers (APPs) in all inpatient and outpatient services at the hospital and system level(hospital, clinics and School of Medicine departments and can also include school based APPs). This responsibility includes development of strategic and operational plans, as well as operational execution through leadership oversight and direction of staffing models, recruitment, retention, credentialing, training, organizing, developing, directing, coordinating, and evaluating APPs. This includes building and supporting medical and nursing goals and team dynamics and managing the resources necessary for quality patient care and efficient operations. This position, will provide direction, measurement, assessment, and oversight of the billing and compliance functions for the APPs (as well as non-billable activities in the hospital, clinics and divisions). The Director of Professional Practice collaborates at the highest levels of the organization representing issues and future planning that impact advanced practice and the impact of advanced practice on the vision and mission of the organization.

Director (or other leadership title) of Advanced Practice (or Professional Practice) Job Description

Primary objective: ensure quality of care and service with a focus on evidence based practice and compliance with laws and regulations set forth by regulatory agencies.

Develop and lead strategic and operational plans to build an advanced practice structure to improve and optimize health care including:

- Billing for APPs inpatient and outpatient
- Development and oversight of recruitment and retention
 - Including job descriptions, measurement, assessment, and compensation levels.
 - staffing models and orientation processes
 - Transitional program for new grads
 - Role definition and Professional development structure
- Education of APPs and development of APPs as Educators of Nursing Staff
- Development and oversight of the tools and processes to measuring productivity, justify positions, forecast staffing needs, staff evaluation process and recommend staffing ratios
 - documentation and collection of data regarding clinical practice quality and outcome indicators, competencies and skills of the APP based on individual and team metrics (system wide and unit/specialty specific metrics)
 - Development and oversight of OPPE and FPPE data collections and processes of the APP on an individual basis



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- Design and implement Balance Scorecard (dashboard) to assess (pre and post data collection, evaluations, and feedback) clinical practice quality and outcome indicators, competencies and skills with alignment of individual care practices and skills to the
- vision and strategy of the organization, the competencies and skills of the role, effectiveness of internal and external communications, measure financial contribution to the organization, patient satisfaction, and contribution to the organization through education of nursing staff, and professional development of the APP on individual and team basis
- Develop APP organizational structure including creating and nurturing leadership roles and succession planning
 - Lead and supervise managers and leads in the APP structure
 - Organize, support, and attend APP Advisory Group (APP Council)
 - Develop and oversee mentor, residency, and preceptor programs
 - Provide structure and oversight of ongoing training and competency development for APPs
 - Streamline credentialing
 - Development and oversee communication of policies, procedures, and practices
- Work collaboratively with hospital leadership, physicians and physician leadership, nursing and nursing leadership to provide optimal patient care including right provider, right time, right team and team development and evaluation to achieve optimal patient care, outcomes and additional components of the mission and vision of the organization
 - Work collaboratively to address current obstacles and anticipate future needs and changes in the practice environment, regulatory environment, quality issues, staffing and retention, role changes or additions, and other future needs and opportunities to create strategic and operational plans
- Direct the planning, development, and implementation of an annual budget, including the preparation of budget feedback reports

Reports to: (All options are generally accepted, CEO is optimal) Chief Nursing Officer, Chief Medical Officer, Chief Executive Officer

Requirements:

Experience in an academic environment with graduate level education programs

MSN, DNP or APP credential required PhD Preferred

Managerial Experience (2-3 years)

Skills and characteristics:

Creative Problem solver and strategist

Analytical with basic statistical analysis skills

Strong program development skills

Leadership and communication skills including relationship building, networking, verbal and written skills

Please contact Melnic for Advisory and Consulting Services with a focus on recruitment and retention, bringing you best practices from a national perspective

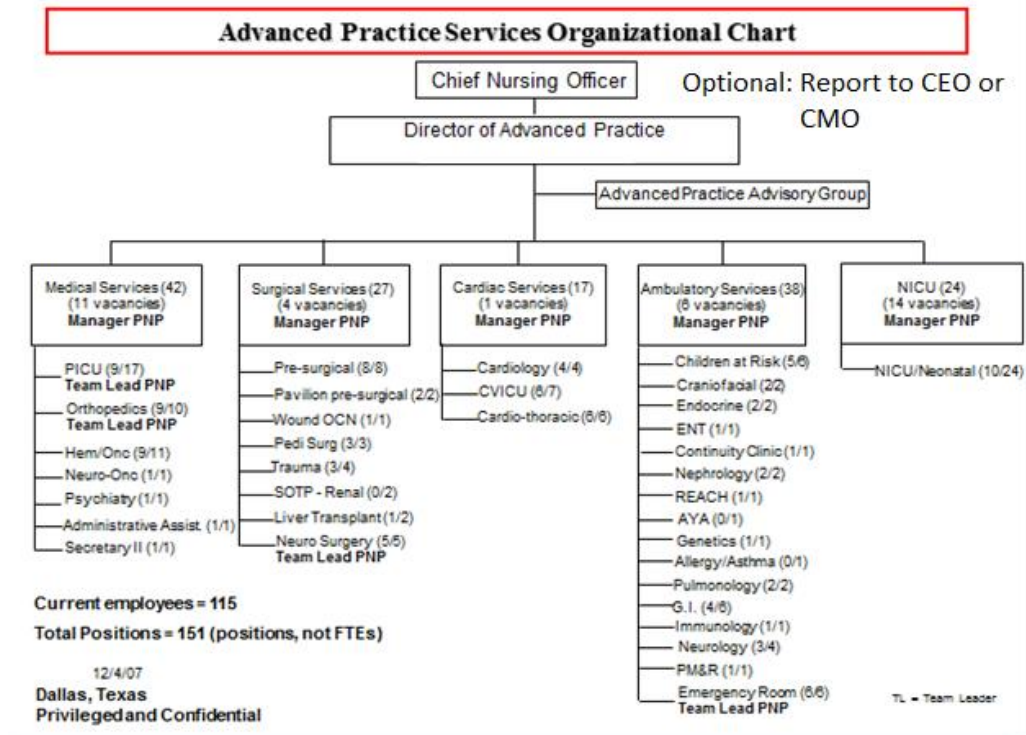
Thank you,
Jill Gilliland



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Sample Organizational Chart



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