



POSITION SPECIFICATION

POSITION: AVP, Nursing of Infection Prevention and Occupational-Health Services
(AVP- IP/OHS)

ORGANIZATION: Hospital for Special Surgery

Hospital for Special Surgery (HSS) was founded in 1863 and is recognized as a world leader in musculoskeletal medicine. Though located in New York City, HSS treats patients from throughout the New York City Metropolitan Area, New York State, the United States, and over 90 countries who seek its internationally recognized specialized care. HSS has 215 beds and 36 operating rooms and performs more than 30,000 surgeries per year. HSS performs more hip surgeries and more knee replacements than any other hospital in the nation. HSS surgeons who specialize in joint replacement perform, on average, 365 of these operations every year. In addition, it handles more than 360,000 outpatient visits annually. It is an affiliate of the New York-Presbyterian Healthcare System and Weill Cornell Medical College. It has one of the most sought-after residency programs and its graduates hold prominent positions in hospitals throughout the U.S.

HSS has been a leader in pioneering new procedures, including: pioneering the modern total knee replacement; designing a revolutionary fiber optic probe for distinguishing healthy and diseased cartilage during surgery; developing new imaging protocols for MRI evaluation of cartilage; pioneering the development of minimally invasive spine surgery techniques that eliminate the need for spinal fusion; perfecting surgical techniques for minimally invasive hip and knee procedures, minimizing hospital stays for qualified patients; and leading the world in the application of regional anesthesia techniques.

The Hospital's research division occupies an influential position in the world of musculoskeletal science. A major goal of the research division is to foster translational research through the establishment of teams that bring clinicians and basic scientists together to solve disease-related problems and to translate research findings and accomplishments into new technologies that improve patient care and outcomes.

HSS's excellence in patient care and innovation is reflected in the many awards and recognitions it has received. HSS is nationally ranked No.1 in orthopedics and No.2 in rheumatology by *U.S. News & World Report* (2016-17). HSS has been top-ranked for both orthopedics and rheumatology for 25 consecutive years. It was the first hospital in New York City to receive the Magnet Award for Nursing Excellence from the American Nurses Credentialing Center and the first Hospital in the State of New York to be redesignated with Nursing's highest honor four consecutive times. HSS has one of the lowest infection rates in the country and is a recipient of the HealthGrades Orthopedic Surgery, Joint Replacement, and Spine Surgery Excellence Awards.

HSS physicians are team doctors for the New York Mets, New York Giants, New York Knicks, New York Liberty, and New York Red Bulls. HSS is the Official Hospital of the New York Road Runners for the ING New York City Marathon; U.S. Basketball, Rowing, Swimming and Volleyball; St. John's Athletics; CUNY Athletic Conference; and other professional/college teams. HSS has been designated as the first National Medical Center of the U.S. Olympic Committee's National Medical Network.



For more information on Hospital for Special Surgery, please visit its website: www.hss.edu.

POSITION OVERVIEW:

The AVP of Infection Prevention and Occupational-Health Services (AVP- IP/OHS) is a critical member of HSS's Magnet Patient Care Services Department and provides direction for the hospital-wide program for the prevention of infections in patients, visitors, and employees. This role is responsible for the development and implementation of best practices for preventing and controlling the spread of infectious diseases. It is critical in helping to maintain and improve HSS's culture of excellence in patient care and in the care and well-being of its employees.

This senior leadership position requires the ability to effectively communicate and interact directly with staff to create partnerships and relationships across disciplines within the hospital. The AVP- IP/OHS is responsible for policy development and implementation regarding the prevention of infections. Through collaborative interactions with infectious-disease physicians, surgeons, department directors, and executive leadership, the AVP of IP and OHS works strategically to establish scientifically based infection-prevention goals and practices and to ensure their implementation.

The AVP-IP/OHS currently manages a department of 11 professionals and will support a shared-leadership philosophy and advance the professional-practice model for Patient Care Services. S/he will report to the Senior Vice President, Patient Care Services/Chief Nursing Officer.

This position requires a forward-thinking, innovative, and enthusiastic leader who is willing to achieve and negotiate change via research, dialogue, and collaboration.

RESPONSIBILITIES: The specific responsibilities include, but are not limited to:

- Develop an extensive understanding of the institution and mission, as well as Patient Care Services' strategic plan; work to achieve the hospital's strategic plan for quality, regulatory, and infection control.
- Direct all infection-prevention and occupational-health-services activities throughout the organization.
- Direct surveillance and educational activities that promote safety and reduce infection risks. Examples include: surgical asepsis, hand hygiene, isolation precautions, laboratory safety, sanitation, construction, and sterilization and disinfection activities
- Manage the infection-prevention and occupational-health-services staff using a sound performance-management system; help build and sustain a highly capable and engaged team of professionals that are empowered to carry out their responsibilities; foster a team-centered culture that is wholly consistent with that of the hospital.



- Utilizing the EMR and staff to collect, aggregate, and analyze infection-prevention data, communicate results to leadership, prescribers, and staff quarterly, annually, and as needed.
- Provide leadership in the design and execution of all IP root-cause analysis (RCA) investigations; develop and implement corrective-action plans, as needed, to achieve expected goals.
- Create and lead teams in response to critical events, emergency preparedness, or infection reduction.
- Collaborate with infectious-diseases and pharmacy leaders to promote patient safety via the Antimicrobial Stewardship Committee; facilitate AU/AR reporting to NHSN in partnership with Pharmacy.
- Direct occupational-safety and health activities in collaboration with the OHS advanced-practice and RN staff. Such activities include: pre-placement evaluations, immunizations, the Annual Employee Influenza-Vaccination Program, workplace-injury assessments, and communicable disease-exposure management.
- Coordinate infection-prevention materials for new-employee orientation and onboarding through educational in-services and demonstrations. Provide ongoing education to staff to assess facility readiness.
- Develop program goals and conduct an annual evaluation of HSS's infection-prevention plan.
- Participate in emergency-preparedness activities, in collaboration with the Safety Director.
- Oversee the Infection-Prevention Committee, in partnership with the committee's co-chairs.
- Serve as a consultant or liaison to other HSS facilities, departments, or disciplines, as needed
- Participate in research activities in collaboration with Nursing or other departments and disciplines, as required.

EDUCATION AND CERTIFICATIONS:

- **A master's degree in nursing, public health, or microbiology is required; a doctorate is preferred.**
- **Current certification (CIC) by Certification Board of Infection Control and Epidemiology (CBIC) is required.**



- **Current licensure in the State of New York is required.**

EXPERIENCE AND COMPETENCIES:

- **Five years' progressive experience in infection-prevention and occupational health services leadership is required.**
- **In-depth knowledge and understanding of clinical operations in a hospital is required.**
- **A minimum of five years' management/supervisory experience is required.**
- Previous experience in a Magnet hospital and presenting there is desirable.
- Previous experience creating and scaling up a program is desirable.
- Having published in the field is desirable.
- Demonstrated knowledge and well versed in establishing best practices in infection prevention and occupational-health services in a hospital system.
- Strong understanding of typical intra- and interdepartmental relationships of hospital and/or infection-prevention departments
- Ability to work collaboratively in a team-focused environment; ability to effectively engage and interact with multi-discipline teams.
- Outstanding analytical and process skills. Capable of tracking and monitoring data, identifying trends, and making recommendations for improvement based on rational thinking and data.
- Experience resolving issues through innovative problem solving and solution development. Possesses a continuous-improvement mind-set.
- Well organized and disciplined, with the ability to manage multiple priorities and projects. Excellent project management capability. Can structure and lead business initiatives and meetings to achieve results.
- Excellent leadership skills and experience managing a department through well-established performance management skills. Proven success in developing a high-performance work environment and culture with highly diverse workforces.

PERSONAL CHARACTERISTICS:



- Commitment to professional growth; seeks opportunities for development; looks for ways to share knowledge with others.
- Self-starter with high productivity, initiative, professionalism, and customer-service attitude.
- Exceptional interpersonal skills; success at cultivating strong relationships and building trust with physicians, internal and external stakeholders, and creating partnerships at all levels within the organization.
- Smart and insightful – mentally tough and resilient. Highly confident, results-driven person who is focused on achieving the goals of the organization.
- Unquestionable personal integrity. Exudes credibility and professionalism. Very likeable. Builds confidence and trust in others. Team player - understands his/her role in relationship to others.
- A highly committed individual, with the necessary drive and stamina to respond to the demands of the institution and work collaboratively to achieve results.

COMPENSATION:

The compensation and comprehensive benefit package is competitive. The position offers opportunities for advancement.

APPLICATIONS AND REFERRALS:

Applicants should send a current resume in Word format with summary of relevant experience and credentials to:

Chiharu (Cara) Arai
Senior Engagement Director, 3D Leadership, LLC
carai@3dleadership.com

HSS is committed to diversity among its employees and encourages candidates from all backgrounds to apply.