

Job Description

Emory Healthcare - System Director of Advanced Practice Providers

Overview: Transformational, visionary leader that manages the integration of Advanced Practice Providers (APPs) into a successful practice that will implement state-of-the-art patient-care models aligned with Emory Healthcare's future vision and operational needs. Provides oversight, coordination, and improved integration of Advanced Practice Providers) across the Emory Healthcare (EHC) continuum of care. Functions as a primary resource regarding APP recruitment and retention, scope of practice, utilization and collaborative practice models, credentialing, orientation, regulation and policy issues, optimal billing, competency, professional development, student placement, compliance and research. Possesses strong leadership, team building, and decision-making capability. Demonstrates excellent communication, coordination, and collaboration with EHC leadership and departments throughout the system. Functions as APP Council sponsor.

Reports To: VP and CNO Emory Ambulatory Patient Services and Director and CEO of Emory Clinic

Essential Duties and Responsibilities:

1. Program Development

In collaboration with senior leadership, explore, recommend, develop, and implement new opportunities to optimize clinical care and enable better utilization of APPs. Establishes mechanisms by which APPs are reviewed by their appropriate clinical supervisor in partnership with their supervising physicians. Communicates regularly and frequently with APPs via e-mail, newsletters, and/or Intranet. Maintains system-wide data on all APPs at EHC. Participates in workforce assessment and needs-projections to develop workforce plans to meet APP needs in the future. Serves as a member of appropriate administrative and clinical committees at the Senior leadership level.

2. APP Productivity

Oversee structured APP-associated metrics for assessing productivity and outcomes of APP quality of care and use data to identify and implement changes to optimize care-delivery models. Improves and supports integration of APPs across inpatient and ambulatory settings at EHC. Identifies and implements innovation in APP collaborative practice models. Works in partnership with section administrators and physician supervisors to ensure APPs practice to the full extent of their license and education, within their scope of practice, as defined by their governing bodies. Leads and facilitates improving and optimizing APP productivity in partnership with clinical leaders. Develops and implements programs to support APP accountability and requirements regarding compliance, billing, and documentation in conjunction with physician and administrative leadership.

3. Recruitment and Retention

Coordinates with the Department of Human Resources and supports the active recruitment of locally and national APPs. Serves as the EHC lead in standardization of APP position classifications, compensation / incentive models, job descriptions and peer review. Serves as APP lead and resource for human resources for validating market data regarding compensation and compensation models.

4. Credentialing and Privileging

Appointed as a voting member to the EHC Credentialing Committee. Facilitates the appointment of APPs as voting members of individual facility Credentialing Committees. Working through and with the APP Council Credentialing Workgroup and medical staff credentialing, clarifies and standardizes the credentialing process.

6. Clinical Outcomes

Identify and develop process and outcome metrics specific to the practice environments to ensure the highest quality of care and patient satisfaction.
Ensure the completion of focused/ongoing professional-practice evaluation with appropriate leadership.

7. Professional Development

Foster an environment for continual learning by promoting, organizing, and leading APP continuing medical and professional education. Develop and oversee a comprehensive orientation/onboarding program and formal residency/fellowship program for APPs.

Develops professional advancement models specific to APPs. Facilitates APP function at the full scope of practice and license. Promotes leadership training and professional development for APPs throughout EHC.

Create a pipeline of talent to meet current/future needs by promoting APP clinical rotations. Develop and foster relationships with NP and PA programs and collaborate with Nursing Professional Development on academic affiliations within schools of nursing to support APP student placements

Ensure that Nurse Practitioners/APNs practice the tenets of Nursing's care-delivery model and adhere to ANCC Magnet standards, including participation in Nursing's shared-governance structure, peer review, and RN-satisfaction surveys.

8. Competency Evaluation

Develops a framework to ensure compliance with mandatory initial and ongoing performance competency evaluation.

9. Research

Fosters development of an organizational culture which encourages and supports APP research and publication efforts. Promote clinical inquiry by conducting research and translating research findings into practice, utilizing an evidence-based practice (EBP) approach.

10. Compliance and Health Policy Issues for APPs

Ensures and documents compliance with state medical and nursing boards regarding APP practice at EHC. Monitors APP practice and physician supervision agreements in accordance with state law and regulations. Develops and maintains local, state, and national relationships outside EHC in order to influence policy in APP practice.

11. Leadership

Serves as role model for MD/APP collaboration. Serves as resource to Physicians, APPs, Nursing and administrative leadership regarding APP models of care that are best suited for EHC, scope of practice of APPs and how APPs can best support the goals of EHC.

Education and Experience:

Education: Master's Degree in Nursing (DNP preferred) or Master's Degree in Physician Assistant Studies or related discipline

Certification: Currently-certified Advanced Practice Provider (Advanced Practice Registered Nurse or Physician Assistant)

Licensure: Eligible for clinical licensure and prescriptive privileges in the State of Georgia

Experience: Minimum 7 years of APP clinical experience, 3 years of leadership experience (5 years preferred). Maintains a patient care practice.

