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| Job Title | VP of Mission for Physician Medical Group  |
| Reports To | Executive Vice President of Mission |
| Department | Mission  |

**Position Summary**

Works with the Executive Vice President of Mission and the CAO and CMO of Medical Group to maintain, strengthen and promote mission, values, and culture. Serves as an integral member of the medical group administrative team. Ability to travel on a regular basis to various sites around the system

**Essential Functions**

* Attends monthly clinic manager meetings and regularly visits medical group clinics around the system in order to develop and sustain relationships with medical group physicians and staff.
* Works to ensure a consistent, medical group-wide approach to mission, ethics, community benefit, etc., that promotes a culture in which the dignity of every person is recognized and appreciated.
* Participates in the hiring process of medical group senior management candidates to help evaluate their willingness and ability to promote mission and values.
* Has responsibility for coordinating medical group’s use of the Catholic Identity Matrix (CIM) assessment process and for helping guide the prioritization and implementation of CIM recommendations and action steps as part of the medical group strategic plan.
* Shares responsibility with the CAO and CMO of medical group for producing the annual Mission report for medical group.
* Provides mission orientation and ongoing education for medical group physicians, advanced practice professionals, nurses, clinic managers, administrative staff, volunteers, and others regarding the philosophy, mission, and values of the health ministry.
* Chairs the medical group mission Advisory Council and helps evaluate and coordinate mission initiatives that it recommends.
* Helps build and maintain a strong, mission-focused network of medical group providers who are champions of the mission.
* Coordinates and helps conduct Mission Leadership Development and other mission programs throughout medical group’s clinics.
* Works with the VP of Ethics to integrate and implement an ethics education plan for physicians, advanced practice professionals, and others throughout medical group.
* Assists the Executive VP of Mission to coordinate the participation of Mission Services Committee members on the steering committees of medical group’s various service lines.
* Participates in efforts to enhance the availability of advance care planning, palliative care, chaplaincy, and other mission-related services in clinics.
* Serves as a member of the core team of the Physician Academy, Mission Services Committee, and Ethics Committee.

**Qualifications**

* Bachelor’s Degree, preferably in theology or a health-related field is required; Master’s degree is strongly preferred.
* Minimum of five years of leadership experience; health care experience, including experience working with physicians is preferred
* Solid grounding in the Catholic theological tradition.
* Working knowledge of the Ethical and Religious Directives for Catholic Health Care.

**Responsibilities, Expectations & Standards:**

* Commitment to the daily application of mission, vision, core values and social principles to serve patients, their families and our community.
* Uphold standards of Communication, Attitude, Responsiveness and Engagement (CARE) with enthusiasm and sincerity.
* Maintain confidentiality.
* Work effectively in a team environment, coordinating work flow with other team members and ensuring a productive and efficient environment.
* Comply with safety principles, Federal and State laws, regulations and standards.
* May be involved on organization committees or boards.