



Hackensack Meridian  
JFK University Medical Center

# Position Specification

## **Hackensack Meridian Health**

Chief Clinical Officer for Primary Care, Hackensack Meridian Health  
Medical Group  
Chair, Family Medicine for the Central Region

## **Hackensack Meridian School of Medicine**

Chair, Department of Family Medicine

## **JFK University Medical Center**

Chair, Department of Family Medicine

## The Opportunity

Hackensack Meridian Health (HMH), the Hackensack Meridian School of Medicine (HMSOM), and JFK University Medical Center (JFKUMC) invite applications and nominations for the multi-faceted position of Chair of the Departments of Family Medicine for HMSOM and JFKUMC, Chair of Family Medicine for HMH's Central Region, and the Chief Clinical Officer for Primary Care for the HMH Medical Group. As the System's inaugural service line leader within the Medical Group, this visionary board-certified family medicine physician will be instrumental in driving HMH's continued evolution into an integrated multi-specialty network, strategically coordinating efforts to deliver top-quality primary care across the vast and growing HMH footprint. This leader will simultaneously oversee the academic Department of Family Medicine of the Hackensack Meridian School of Medicine; the Family Medicine Department of JFKUMC, the 499-bed academic tertiary hub for the Central Region; and Family Medicine across the Central Region.

Reporting to the Dean of the Hackensack Meridian School of Medicine, Dr. Jeffrey Boscamp; the Chief Clinical Officer of the HMH Medical Group, Dr. Thomas Bader; and the Chief Medical Officer of JFKUMC, Dr. Joseph Landolfi, this critical leader will spearhead the continued pursuit of the highest possible standard of patient care quality and academic achievement for Family Medicine at HMSOM, JFKUMC, and the Central Region while driving a coordinated primary care strategy across the Medical Group. As an academic, regional, and hospital-based Chair, this leader will have full oversight over Family Medicine medical school and graduate teaching programs at HMSOM and JFKUMC. As the academic Chair, this leader will oversee 106 high-performing Family Medicine faculty spanning numerous inpatient and outpatient sites that house HMSOM faculty across HMH's clinical footprint. This leader will simultaneously oversee four family medicine residency programs, including JFKUMC's renowned program, which has been educating residents since 1976. This Chair will also hold regional oversight over the Central Region's family medicine academic and community-based providers, including JFKUMC's 11 core academic physicians and 55 total providers, plus additional providers across the region, ensuring care is highly coordinated and in-line with regional and system-level goals. As the Chief Clinical Officer for Primary Care for the HMH Medical Group, this leader will oversee approximately 400 primary care physicians employed by the Medical Group who deliver premier care in internal medicine, family medicine, and pediatrics across the HMH enterprise.

The Chair will provide inspirational leadership across its faculty members, students, and administrative support to continue to elevate the national reputation of Family Medicine at HMH. This leader will continue to create a seamlessly integrated program across JFKUMC and its footprint, driving continuous improvement and connectivity across HMH. This visionary physician leader will bring clinical perspective, business acumen, and leadership to advance the Family Medicine Department through an unrelenting commitment to clinical excellence and innovation. Critically, this leader will be a forward-thinking innovator, spearheading the strategic vision for growth of primary care across the HMH Medical Group while positioning this service line to meet the evolving needs of patients in New Jersey.

## The Organization

[Hackensack Meridian Health](#) (HMH) is a leading not-for-profit health care organization that is the largest, most comprehensive and truly integrated health care network in New Jersey, offering a complete range of medical services, innovative research, and life-enhancing care. In 2016, **Meridian Health** merged with **Hackensack University Health Network**, parent of Hackensack University Medical Center, to create Hackensack Meridian *Health*. The following year, Hackensack Meridian acquired another not-for-profit network, **JFK Health**. As of Fiscal Year 2023, annual revenues are approximately \$7.8 billion with an operating margin of 3.0%. This year, Fitch rated HMH as AA- with a stable outlook.

### At a Glance

HMH employs **37,000 team members** and more than **7,000 physicians** and is a distinguished leader in healthcare philanthropy, committed to the health and well-being of the communities it serves. The network is comprised of:

- 18 Hospitals
- 3 Academic Medical Centers

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- 1 University Teaching Hospital
- 8 Community Hospitals
- 2 Rehabilitation Hospitals
- 2 Children's Hospitals
- 1 Behavioral Health Hospital
- 1 Long Term Acute Care Hospital
- 1 Center for Discovery & Innovation
- 1 School of Medicine

Additionally, the network has more than 500 patient care locations throughout the state of New Jersey which include ambulatory care centers, surgery centers, home health services, long-term care and assisted living communities, ambulance services, lifesaving air medical transportation, fitness and wellness centers, rehabilitation centers, urgent care centers and physician practice locations. The Hackensack Meridian School of Medicine opened in 2018, the first private medical school in New Jersey in more than 50 years with its campus located in Nutley and Clifton. HMH's extensive breadth of services enables the Network to provide care to two-thirds of New Jersey residents.

The Chief Executive Officer of HMH, Robert C. Garrett, has been a visionary leader within the organization since 2009. With his guidance, the network has forged exceptional partnerships to advance cancer treatment, behavioral health care, medical education, and innovation. In December 2016, HMH made history by announcing a 10-year strategic partnership with Memorial Sloan Kettering Cancer Center to develop an exceptional network-wide standard of care and enhance research and discovery in New Jersey. Together, HMH and Memorial Sloan Kettering serve the most patients with cancer in the region. Committed to improving behavioral health care, Mr. Garrett also led efforts for the Network to merge with Carrier Clinic, New Jersey's largest and most respected provider of mental health and addiction treatment. The merger, which took place in January of 2019, resulted in more coordinated and advanced treatment for behavioral health, as well as a new addiction treatment center that opened in 2019.



HMH also launched a partnership with the New Jersey Innovation Institute, an affiliate of the New Jersey Institute of Technology, the state's leading technology university, to help companies develop trailblazing products and services. The fund's first investment was in Pillo, a health robot that empowers patients to better manage their health at home while connecting them with caregivers and family members. These recent affiliations have joined the ranks of the Network's already-established partnerships with organizations including: AllSpire Health Partners, the largest interstate health care consortium of its kind in the country, which focuses on the sharing of best practices in clinical care and the achievement of efficiencies.

The mission of Hackensack Meridian Health is to provide the full spectrum of life-enhancing care and services to create and sustain healthy, vibrant communities, and its vision is to lead the pursuit of excellence in health care. For further information, please visit <https://www.hackensackmeridianhealth.org/>

## Mission, Vision and Beliefs

### Mission

Transform health care and be recognized as the leader of positive change.

### Vision

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Innovation is in our DNA, compelling us to create a world where: the highest quality care is human-centered, accessible and affordable; we deliver outcomes that matter most; and excellence is the standard.

## Beliefs

Creative ... I will do my part to make things better.

Courageous ... I will do the right thing.

Compassionate ... I am the human experience.

Collaborative ... I embrace teamwork.

Connected ... I am part of something bigger.

## **Hackensack Meridian School of Medicine (HMSOM)**

Hackensack Meridian School of Medicine, which opened in 2018, is New Jersey's only private medical school. Originally affiliated with Seton Hall University, the Hackensack Meridian School of Medicine became independent in 2020, graduated its first class of doctors in 2021, and received full accreditation from all governing agencies in 2023.

HMSOM has experienced tremendous growth since its inception with continued forward momentum, offering a cutting-edge curriculum with growing influence in the medical education field. Since its inaugural class of 18 doctors in 2021, the School has seen annual growth in both class size and admissions. In June 2024, HMSOM awarded medical degrees to 102 graduates in its fourth graduating class with an upcoming incoming class of over 160 students selected from more than 6,000 applicants.

Students are accepted to leading residency programs at prestigious institutions, including Stanford Health Care, NYU Langone, Yale – New Haven Hospital, New York Presbyterian, and Hackensack Meridian Health. Graduates match into various specialties, including internal medicine, family medicine, pediatrics, diagnostic radiology, surgery, neurology, and emergency medicine.

The Hackensack Meridian School of Medicine has a cutting edge 3+1 curriculum, with a three-year core curriculum and an individualized fourth year (Phase 3), where students build an individualized educational plan that meets their professional goals and developmental needs. Students build a program from a variety of options including graduate degrees, clinical immersion, community-based projects, research, and entry into residency after 3 years, accelerating entry into the physician workforce.

The frame for the entire HMSOM curriculum is the Determinants of Health - the many factors that we know impact health outcomes, including the biologic/genetic, but also critically the behavioral, social, healthcare, and environmental determinants. From day 1, students learn, think about, and use all the Determinants as they learn and apply basic science, clinical medicine, and health systems science.

At the heart of the curriculum is a three-year longitudinal Community Engaged medical Education program called the Human Dimension. Through service-learning experiences and an integrated curriculum, students observe, learn, and engage with the social determinants of health as well as the personal, economic, and environmental determinants. The goals of the course are to create physicians who practice healthcare with humanism and cultural humility and have the skills necessary to promote health equity and address all determinants of health.

Students are matched with families from underserved areas and become involved in all aspects of the family's life, in an effort to understand the drivers of health outcomes, provide education, and navigate community resources. Students are also matched to a community and partner with key parties to design and implement a community health initiative.

The HMSOM campus is also home to the Hackensack Meridian Center for Discovery and Innovation which researches cancer treatment and prevention, immunology, infectious diseases, and other disciplines to accelerate science from "bench to bedside." The Center attracts leading researchers from around the globe. The Institute for Multiple Myeloma

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has already opened as a result of a research partnership between the Hackensack University Medical Center John Theurer Cancer Center and Georgetown Lombardi Comprehensive Cancer Center, a National Cancer Institute-designated Comprehensive Cancer Center.

The School of Medicine is led by an innovative, forward-looking leadership team, spearheaded by Dean Jeffrey R. Boscamp, M.D., who has served as Dean since December 2022. Dr. Boscamp previously served HMH as co-chief academic officer (CAO). As Dean, Dr. Boscamp continues to promote lifelong learning across the continuum of undergraduate medical education, graduate medical education, and continuing medical education.

## **JFK University Medical Center (JFKUMC)**

Founded in 1967, JFK University Medical Center (JFKUMC) has been a pillar in the community, offering advanced healthcare services to residents of Middlesex, Union and Somerset counties - and beyond. As the third largest hospital within HMH network, JFK University Medical Center is a 499-bed tertiary care hospital providing the most advanced medical and surgical interventions and the most advanced acute rehabilitation care to its communities.

JFKUMC has a proud tradition of clinical excellence in numerous medical and surgical specialties, including two world-class institutes under one roof – The Neuroscience Institute and the Johnson Rehabilitation Institute. The Neuroscience Institute has been rated as the number one hospital in New Jersey for the treatment of stroke and complex neurological disorders. Since 1992, the institute has provided a multidisciplinary approach to the diagnosis and treatment of adult and pediatric brain, spine, and nervous system disorders – all under one roof. The Johnson Rehabilitation Institute has received a national designation in rehabilitation medicine and traumatic brain recovery.

As an academic medical center, JFKUMC is a place where groundbreaking ideas are born, medical advancements are pursued, and future healthcare leaders are nurtured. Demonstrating its commitment to the future of medicine, JFKUMC offers residency and fellowship programs in family practice, physical medicine and rehabilitation, neurology, general practice dentistry, as well as brain injury, pain, and sleep medicine. The Internal Medicine Residency currently housed at Raritan Bay Medical Center will be relocating to JFKUMC in July 2025. JFKUMC has also applied to the ACGME to launch a new Surgery residency in July 2025.

JFKUMC offers a range of advanced services, including a state-of-the-art cardiac catheterization laboratory, enhanced digital mammography at the Breast Center, and the comprehensive Center for Wound Healing. From cutting-edge technology for diagnostic imaging and radiation therapies, a track record of more than 5,000 robotic-assisted procedures, and a pediatric and adult emergency department, JFK University Medical Center remains on the forefront of delivering high quality care for all patients within one of the most diverse populations in the state.

In 2023, JFK University Medical Center generated \$775 million in net revenue.

## JFKUMC Awards and Recognition

- *Nationally recognized for excellence in stroke, neuroscience care, and acute rehabilitation:* Healthgrades evaluation as a delivering superior clinical care and surgical outcomes.
- *Gold Plus Award for Improving Emergency Cardiac Care:* for six consecutive years, JFK University Medical Center's emergency medical services has received the American Heart Association's Mission: Lifeline® EMS Gold Plus Award for excellence in treating patients experiencing severe heart attacks.
- *Breast Imaging Center of Excellence:* JFKUMC is designated as a Breast Imaging Center of Excellence by the American College of Radiology (ACR), considered the gold standard in medical imaging excellence.
- *Leader in Bariatric Surgery:* JFK University Medical Center's JFK for Life program is accredited by the American College of Surgeons and is the only bariatric surgery provider in the area recognized for delivering the highest quality care by these leading insurance providers: Blue Cross, Aetna, and CIGNA.

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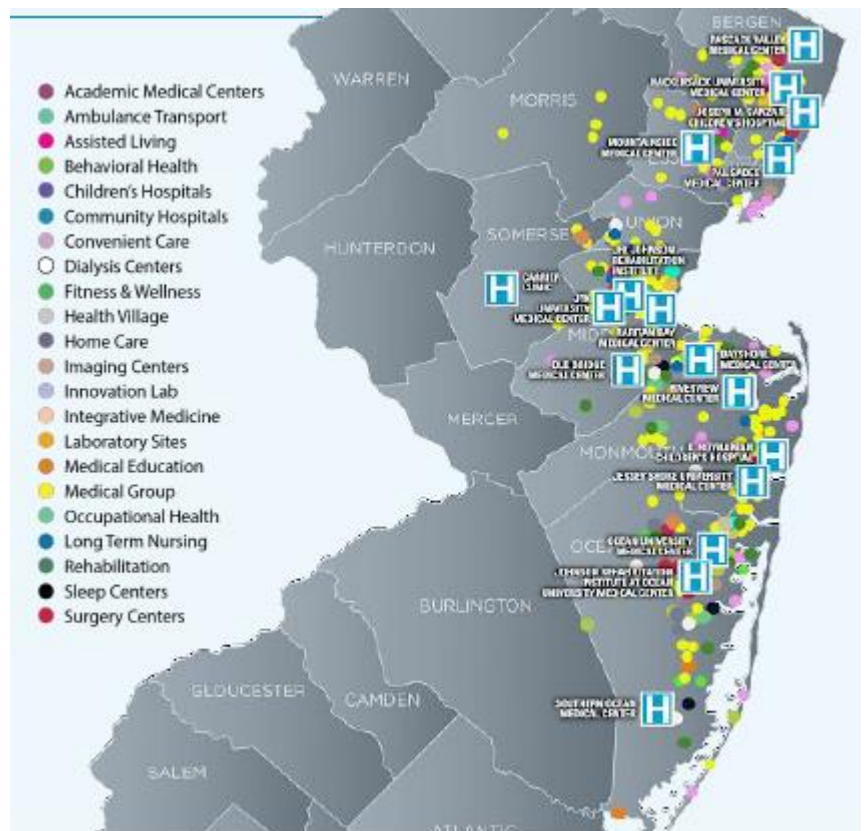
- *Comprehensive Cancer Care:* JFKUMC is one of only 30 percent of hospitals nationwide to be accredited by the American College of Surgeons Commission on Cancer (COC) as a Comprehensive Community Cancer Program. Additionally, JFK has received the COC's Outstanding Achievement award for ensuring high quality cancer care.
- *Advanced Cardiac Care:* JFKUCM is the first designated HeartCARE Center of Excellence in New Jersey, a national distinction from the American College of Cardiology, ensuring each patient receives the highest level of medical and surgical procedures.
- *The Joint Commission Gold Seal of Approval®:* JFKUMC's Stroke Center is designated as an Advanced Comprehensive Stroke Center by The Joint Commission, the first stroke center in the tri-state area to receive this designation.
- *Nationally Recognized for Excellence in Women's Care:* JFKUMC is a Baby-Friendly designated hospital, a distinction granted to facilities that support the Baby Friendly Hospital Initiative, developed by UNICEF and WHO. It is among the top 5 percent of hospitals recognized for superior care of women during and after childbirth and among the top 10 percent of hospitals recognized for superior surgical outcomes in gynecological care.
- *Leaders in International Research:* the medical center sits at the helm cutting-edge research and clinical trials that lead to new treatment discoveries in cancer, neurology, orthopedics and more.
- *Magnet Designation from the American Nurses Credentialing Center*
- *Joint Commission Certifications in wound care and sepsis; joint replacement hip and knee*

For more information, please visit: <https://www.hackensackmeridianhealth.org/en/locations/jfk-university-medical-center>

## HMH Medical Group (HMHMG)

As part of New Jersey's largest health network, the Hackensack Meridian Health Medical Group (HMHMG) includes approximately 1,750 physicians practicing at over 360 locations, supported by nearly 4,300 additional team members, including APPs, nurses, CMAs, MAs, office staff, and support staff. These professionals are distributed across 394 locations, reaching a broad patient base spanning 8 counties and over 88 towns. The Medical Group continues to expand, growing over 15% in 2024 to 1.75 million patient visits, translating into 9,000 daily appointments delivered.

The Medical Group has been recognized by NJBiz Reader Rankings as the "Best Physician Group" in 2022 and 2023 and has been awarded the highest level of case management accreditation status by the National Committee for Quality Assurance (NCQA). The Medical Group is the only organization in New Jersey and one of 49 in the nation to receive NCQA's three-year accreditation.



Out of its 1,500 employed physicians, approximately 70% are specialty providers and 30% are primary care providers. In its current organizational structure, the Medical Group leverages HMH's regional chairs for operational oversight of service lines, whereby regional CMOs across the Group partner with Northern, Central, and Southern region departmental chairs to ensure coordination of operations and care delivery.

Primary care is an area of high importance and investment for the future-looking strategy of the Medical Group, with an institutional emphasis on primary care physician recruitment and infrastructure building. Over the past several years, the Medical Group has entered into multiple forward-looking partnerships to deliver primary care across the state of New Jersey. HMH is the exclusive New Jersey partner for One Medical, which will result in over twenty new primary care sites in New Jersey across the next ten years. The Medical Group has expanded into virtual care, and, in September 2024, launched a partnership with K Health, which provides AI-driven 24/7 virtual care. Through these and other partnerships, physicians affiliated with partners become employees of the Medical Group, providing additional avenues of physician recruitment while driving innovation in primary care delivery.

## **Department of Family Medicine at HMSOM**

The Department of Family Medicine at the Hackensack Meridian School of Medicine is committed to the tripartite mission, advancing clinical excellence, educational advancement, and scholarly work.

### *Clinical Care*

The Department of Family Medicine at HMSOM consists of 106 academic physicians practicing family medicine within the system. These faculty members practice across nearly 10 hospitals and medical centers and a large number of clinics across HMH's clinical footprint.

### *Education*

HMSOM's curriculum includes an 8-week Family Medicine Clerkship, and interest is further garnered across the medical student population through a Family Medicine Interest Group. The Department of Family Medicine offers four family medicine residency programs across the HMH footprint, housed at the following locations:

- JFKUMC
- Palisades Medical Center
- Ocean University Medical Center
- Mountainside Medical Center

The Department recently received a grant from the American Board of Family Medicine Foundation to help establish a learning collaborative involving all four HMH family medicine residency programs.

Faculty from the HMSOM Department of Family Medicine are highly involved across all four years of the HMSOM curriculum. This includes in small group teaching (clinical skills, the Human Dimension (Community Engaged medical Education Curriculum), and the problem-based learning course), large group teaching in the pre-clerkship curriculum, anatomy lab, simulation center, clerkships, sub-internship, electives, and mentoring students in research and scholarship projects. The Family Medicine sub-internship is one of 4 sub-internships that meet the HMSOM sub-internship requirement.

Faculty are also highly involved in career advising and mentorship of students, including in the newly launched Primary Care Scholars Program. This innovative program provides select students with both a full scholarship as well as monthly living stipend for the entirety of their time at HMSOM. Students will then go into a primary care residency program and have a service obligation after residency to work in an HMH primary care practice.

### *Research*

Family Medicine faculty members are highly engaged in research initiatives, and there is a meaningful opportunity to expand Department-wide initiatives focused on providing research opportunities for faculty members. Research efforts

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are further supported by HMM's Center for Discovery and Innovation, which provides centralized resources to assist with grant writing, trial design, patient recruitment, and other support services.

## **Department of Family Medicine at JFKUMC**

Positioned within the Central region of HMM, JFKUMC is the academic family medicine hub for the HMM system and includes 8 full-time and 3 part-time core academic physician faculty members, 4 of whom are DOs, who practice family medicine and educate residents at the Family Medicine Center and JFKUMC. The JFKUMC Department of Family Medicine also includes 55 physicians and nurse practitioners who practice at privately owned or HMM owned or leased practices with hospital privileges at JFKUMC.

### *Clinical Care*

The Department at JFKUMC practices full-scope family medicine including prenatal care, women's health, and care for infants through the elderly. It maintains a busy inpatient service and a large nursing home and subacute rehabilitation practice while also providing home health and telehealth services. In 2023, the Department managed 24,820 visits and 243 deliveries. There is a meaningful opportunity for the Department to grow its OB patient reach and clinical practice, one of many areas for strategic growth for this high-performing Department.

### *Education*

JFKUMC routinely hosts medical students completing their Family Medicine Clerkship from Hackensack Meridian School of Medicine and St. George's University School of Medicine. In affiliation with the Rutgers Ernest Mario School of Pharmacy, JFKUMC also hosts pharmacy students completing their ambulatory care rotation.

The Department at JFKUMC trains 24 residents in this three-year program primarily at HMM's Family Medicine Center, located on the JFKUMC campus. JFKUMC's Family Medicine Residency Program has been training residents since 1976, serving primarily Middlesex and Union county, that is diverse in many ways including in socioeconomic status, race and ethnicity, health insurance and age distribution. Its mission is to provide compassionate and comprehensive patient care that takes into account the socioeconomic and cultural context of its patients. The program provides comprehensive training across outpatient primary care, hospital medicine, reproductive care, prenatal care, obstetrics, sports medicine, osteopathic manipulative treatment, community health, and behavioral health. This program is ACGME-accredited with no citations.

JFKUMC's Family Medicine Residency received ACGME Osteopathic recognition in 2024. Starting with the 2024-2025 academic year, the program is implementing a more formal osteopathic curriculum with the goal of teaching osteopathic principles and developing OMT skills for all residents and faculty.

### *Research*

Scholarly work within the Department of Family Medicine represents a meaningful area for further growth and investment. This Department has successfully obtained a modest level of grant funding, though there is much opportunity for additional attainment of external funding. Leveraging the HMM's Center for Discovery and Innovation as well as central research support resources, the Department is well-supported by robust resources to advance the research mission. Faculty members are supported by expert staff to assist in procuring grant funding and state-of-the-art equipment and technology for research. HMM continues to invest in these key resources and has launched a biorepository to supply the network with additional data for research. JFKUMC's diverse patient population with a wide range of conditions and disease states creates an ideal environment for innovative clinical research.

## **Family Medicine in the HMM Central Region**

HMM's Central region includes JFKUMC, Raritan Bay Medical Center-Perth Amboy and Old Bridge, Bayshore Medical Center and Riverview Medical Center. JFKUMC is the academic flagship of the region, housing 11 academic physician faculty members practicing family medicine at the Family Medicine Center at JFKUMC. There are 55 family medicine



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physicians and nurse practitioners across the Central region who hold hospital privileges at JFKUMC. Raritan Bay Medical Center's two campuses include family practitioners as well, but most are community-based physicians, as opposed to full-time academic practitioners. The region is led by Todd Way as Regional President and Dr. Edward Fein, Chief Clinical Officer for the Central Region, who reports to Todd.

## The Role

This dynamic leader will spearhead the advancement of Family Medicine at HMH through oversight of the Department of Family Medicine at the School of Medicine and JFKUMC while transforming the delivery of primary care across the System as the inaugural service line leader for the Medical Group.

As the **Chief Clinical Officer for Primary Care within the Medical Group**, this leader will be pivotal in leading the evolution to service line level leadership within the Medical Group, working to advance the critical mission of primary care delivery for HMH. The Medical Group includes 400 primary care physicians practicing internal medicine, family medicine, and pediatrics. This leader would oversee the integrated, coordinated strategy and delivery of top-quality care of these primary care physicians across the system. Over time, the System seeks to significantly expand primary care, eventually growing the service line to encompass half of all Medical Group physicians; up from approximately 30% today. This leader would play a central role in this growth, while ensuring that the service line is strategically aligned with system-level goals and has adequate resources and infrastructure to support this expansion. This leader will also ensure that a sustainable staffing model is deployed, including an increased ratio of advanced practice providers to primary care physicians.

Today, the state of New Jersey's primary care footprint is highly unconsolidated, and HMH's Medical Group mainly consists of small group or individual private practitioners. This Chief Clinical Officer for Primary Care will modernize HMH's primary care model with a focus on succession planning and continuity of practice-based care across the Medical Group. This dynamic creates a meaningful opportunity for the Group to be the employer-of-choice for primary care physicians and the provider-of-choice for patients, aligned under HMH's mission, delivering seamless, integrated care. This visionary leader has a unique opportunity to re-envision the way that primary care is delivered, making HMH the gold standard for primary care across the state of New Jersey.

This leader will oversee the expansion of the physical footprint for HMH primary care, leveraging robust system-level support for growth through the construction of new, state-of-the-art facilities and corresponding hiring of physicians and advanced practice providers to join these facilities. In particular, HMH is leading the development of a new ambulatory primary care facility located in close proximity to JFKUMC, which is scheduled to open in 2026. This leader will be responsible for the development of such sites, ensuring that they have designated space for teaching and learning, in alignment with HMH's tripartite mission.

As the **Chair of Family Medicine for the Central Region**, the Chair will ensure that the highest standard of care is provided by all members of the Department of Family Medicine across the Central region and JFKUMC. This leader will partner closely with regional Chief Clinical Officers within the HMH Medical Group to help influence the delivery of top-quality family medicine care across the region's numerous clinics.

As the **Chair of the Department of Family Medicine at JFKUMC**, this leader is responsible for the visionary, strategic, and administrative leadership of Family Medicine at JFKUMC. Reporting to Dr. Joseph Landolfi, Vice President and Chief Medical Officer at JFKUMC, the Chair will ensure advancement of the overarching mission of HMH, working in concert with hospital, regional, and network medical staff and partner with operational, nursing, regulatory, quality, and physician enterprise leadership. This leader will be progressive, thrive on change and be passionate about spearheading an exceptional organization founded on excellence in academics and care delivery, with a meaningful opportunity to expand research. This Chair will oversee Family Medicine academic teaching programs, including undergraduate medical education and residency programs, and the administration of the Department at the Hospital, including

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outpatient services at the Family Medicine Center and inpatient care at JFKUMC. The Chair is expected to lead the development and enhancement of the department's clinical, educational, and research activities while partnering with JFKUMC's Chief Hospital Executive and Chief Medical Officer in improving the medical center's quality of care and goals. In total, the JFKUMC Chair will oversee 55 faculty members, inclusive of private practitioners in the region who hold hospital privileges. The Chair will work in conjunction with the JFK Family Medicine Center's Practice Manager on the overall planning, management and assessment of the quality of care at the JFK Family Medicine Center.

The **Chair of Family Medicine for the Hackensack Meridian School of Medicine** will serve as a visible and inspiring leader within a nationally recognized medical school. This role is expansive; the academic Department includes all HMSOM Family Medicine Faculty housed at HMH clinical sites, including those sites that are not wholly owned by HMH. In total, this Chair will oversee 106 Family Medicine faculty across 9 teaching and community hospitals as well as numerous outpatient medical centers and clinics. The Chair will partner with leaders in the School of Medicine to elevate and promote the academic mission. This Chair will foster an outstanding teaching environment while continuously improving the medical education curriculum and training programs with oversight over four family medicine residency programs, including the long-standing JFKUMC Family Medicine Residency program. A vital function will be to maintain an interactive and collaborative environment, one that fosters education, innovation, advances in technology, and research. This Department has a meaningful opportunity to more systematically and strategically advance its research capacity; numerous faculty members are involved in research though not through Department-led initiatives today. This Chair will support the faculty's research goals and secure funding for research initiatives, leveraging national and international connectivity to increase research opportunities within the Department. Historically, this role has an estimated time commitment of 15-20%.

The Chair of Family Medicine and Chief Clinical Officer for Primary Care will be a respected and courageous leader, someone regarded as an excellent clinician, faculty mentor, and collaborative partner. This leader will be an energetic and creative thinker, continuing to challenge the status quo and advance the Department's tripartite mission. This leader will mentor a community of physicians and students. The successful candidate should demonstrate the ability to strategically plan and continue to build programs that uplift the faculty and enhance the Department's academic and educational stature while doing the same for primary care delivery. This leader will be well-versed in leading large, dynamic departments with expert operational and managerial capabilities. Critical to this leader's success is deep experience driving results in matrixed environments where success is dependent upon the ability to build relationships, collaborate, and effectively leverage resources. The successful candidate will draw on a combination of robust clinical expertise and leadership skills, actively engaging in clinical responsibilities to ensure a firsthand understanding of the challenges faced by fellow clinicians.

## Key Relationships

### Reports to:

- **Thomas Bader, MD**, Chief Clinical Officer for the HMH Medical Group
- **Jeffrey Boscamp, MD**, Dean of the Hackensack Meridian School of Medicine
- **Joseph Landolfi, DO**, Vice President, Chief Medical Officer, JFK University Medical Center

### Direct Reports:

- Vice Chair, Department of Family Medicine, JFKUMC
- Vice Chair, Department of Family Medicine, HMSOM
- Family Medicine Residency Program Directors for JFKUMC, Palisades Medical Center, Mountainside Medical Center, and Ocean Medical Center
- Family Medicine Clerkship Director at HMSOM

- Director, Clinical Operations, Department of Family Medicine at JFKUMC
- **Total team at JFKUMC:** 11 academic physician faculty members faculty members, plus APPs.
- **Total team at HMSOM:** 106 academic physician faculty members in the Department of Family Medicine, plus APPs.
- **Total Team for Primary Care** (indirect supervisory relationship): Approximately 400 internal medicine, family medicine, and pediatrics primary care physicians, plus APPs.

## Internally Relates To:

- Regional Chief Clinical Officers
- Practice leaders across HMM Medical Group
- Central Region Family Medicine Medical Directors
- Peer Chairs and Vice Chairs of Family Medicine at Ocean University Medical Center, Palisades Medical Center, and Mountainside Medical Center
- JFKUMC Leadership
- Peer Department Chairs from other specialties at JFKUMC and HMSOM
- HMM network leadership
- HMSOM leadership
- Nursing leadership
- Nursing staff, physician assistants, and other care providers
- HMSOM medical students
- HMM Family Medicine residents

## Externally Relates To:

- Patients and families
- Community-based physicians and stakeholders
- National and International Professional Societies
- National Institutes of Health (NIH) and other federal funders
- Other external funders, such as foundations
- Government and regulatory bodies
- Additional state and national regulatory bodies
- Hospital and health system affiliates
- Alumni
- Donors
- Community stakeholders

**Location:** This role is based at JFKUMC which is located in Edison, New Jersey. As such, relocation to the central New Jersey area is required for this leadership role. Travel across the Medical Group and School of Medicine footprint will be required, as appropriate.

## Key Responsibilities

### ***Craft and Implement a Visionary Primary Care Strategy for this Premier Medical Group***

- Develop and articulate a shared vision for the strategic growth, innovation, and direction of the primary care service line in alignment with HMM and Medical Group strategic imperatives.
- Develop and operationalize an innovative clinical strategic vision rooted in population health and value-based care principles to deliver a future-proof 21st-century primary care model.

- Advance clinical care models that provide unparalleled access to care in every format that patients and providers expect.
- Foster collaborative partnerships with innovative organizations to improve patient access and progress this service line.
- Develop a compelling primary care physician and APP recruitment and retention strategy to support service line growth and create a sustainable primary care delivery model for HMH.
- Routinely work with the executive and senior administration, faculty, staff and volunteers to develop and implement institutional policies, policy initiatives and action plans that support the clinical missions of HMH.
- In partnership with HMH Medical Group Executive Leadership ensure that clinical entities remain viable providers of high quality, efficient, effective, accessible and responsive primary care services.
- Develop, implement and maintain a “patient focused service” focus that is pervasive throughout group practice operations for primary care and family medicine.

## ***Lead, Develop, and Recruit a High Performing Team to support the Department of Family Medicine at JFKUMC and HMSOM***

- Recruit, support, and develop a high-performing and vibrant team of Vice Chairs, Division Directors, Section Chiefs, and administrative leaders to unite and inspire the Department of Family Medicine at HMSOM, which spans across all HMH clinical sites.
- Similarly, recruit, support, and develop a high-performing team to lead the Department of Family Medicine at JFKUMC, including a Vice Chair of Family Medicine.
- Lead strategic hiring and workforce planning to achieve organizational goals, including those around diversity, equity and inclusion.
- Interview and write letters of recommendation for family medicine physicians applying for faculty appointments within the HMSOM.
- Develop and clearly communicate faculty research, teaching, and clinical expectations; and manage individual performance to expectations for faculty members.
- Support a growth-oriented culture that emphasizes the mentorship, development, and support of faculty across the junior, mid-career, and senior faculty levels.
- Create and implement programs to foster professional development, wellbeing, and advancement through promotion processes.
- Sustain and evolve a departmental culture, environment, and climate that consistently promotes a welcoming and inclusive environment throughout all levels of JFKUMC and HMSOM.
- Lead the Department’s efforts to foster diversity, equity, and inclusion for patients, trainees, staff, and faculty.

## ***Deliver Top-Tier Clinical Service and Optimize Clinical Operations for Family Medicine***

- Oversee the Family Medicine Department’s clinical care delivery for HMSOM, effectively delivering results across all inpatient and outpatient clinical sites that house HMSOM faculty across HMH’s dynamic and complex ecosystem.
- Develop and implement programs and protocols that promote excellent care delivery and seamless care coordination, centered around the patient, for both Departments of Family Medicine.
- Deliver on JFKUMC care quality goals and continue to bolster HMH’s national rankings in the U.S. News and World Report while maintaining top-tier safety ratings.
- Effectively manage clinical and administrative activities within the Department through cooperation with the Nursing Service and the hospital Administration in matters affecting patient care, including personnel, supplies, special regulations, standing orders and techniques within the department.
- Assist in the preparation of the JFKUMC and HMSOM Department budget, using mission-based budgeting to clearly delineate the clinical, administrative, educational, service and research units therein.
- Demonstrate an active clinical practice and presence by role modeling outstanding clinical care delivery.

## ***Direct and Develop Education and Training Programs for the Next Generation***

- As academic Chair for HMSOM and Chair for JFKUMC’s Family Medicine Department, continue to support an environment that embraces the importance of training the next generation of clinicians, including advocating on behalf of Family Medicine faculty for supported teaching time.

- Oversee all aspects of HMH's Family Medicine's residency and fellowship programs including accreditation requirements and provide sufficient resources to maintain a high-quality teaching environment.
- Contribute to the development, and oversee implementation, of curricula and educational programs for medical students, residents, and fellows.
- Partner with HMSOM's Family Medicine Clerkship Director to develop a robust clerkship curriculum and to garner interest in family medicine amongst medical students, including developing the Family Medicine Student Interest Group.
- Recruit HMH Family Physicians working in the Physician Enterprise to teach for the Family Medicine Clerkship.
- Unify HMH's four family medicine residency programs through an exciting new learning collaborative supported through a recent grant from the American Board of Family Medicine.
- Drive continued improvement of educational programming for faculty, providers, and learners to ensure the Department of Family Medicine at HMSOM and JFKUMC continue to be at the forefront of educational innovation.
- Contribute to institutional efforts to ensure LCME accreditation requirements are met across the HMSOM.

### ***Advance Academia and Research in Alignment with Institutional Areas of Focus for JFKUMC and HMSOM***

- Embody and promote scientific excellence and a culture of discovery and innovation across the faculty and within training programs, encouraging research studies, industry sponsored trials or investigator-initiated projects, high-impact publications, and presentations at national and international meetings.
- Elevate the national and international reputation of the Department through leadership in relevant academic medical and research societies within and beyond the disciplines of Family Medicine.
- Facilitate and guide both physician scientists and PhD scientists in research careers supported substantially by extramural grant support, particularly from peer-review federal sources, such as the NIH.
- Encourage and facilitate faculty and student scholarship and identify opportunities for research, including collaborative research across departments and centers.
- Provide mentoring and guidance to faculty and students regarding opportunities for research including required qualifications and description of the protected time and/or funding available.

### ***Serve as a Financial Steward of Family Medicine at JFKUMC, HMSOM, and the Overall Enterprise***

- Oversee and improve the administrative and financial structure that will advance each component of the Department's overall mission and strategy.
- Ensure that the Department remains financially strong and maintain effective internal controls, ensuring that the integrity and reputation of JFKUMC and HMSOM are enhanced.
- Serve as a financial steward of the Department, while demonstrating business acumen when allocating resources across its components.
- Demonstrate the savviness and creativity to effectively build teams and leverage shared resources in a cost-effective and responsible manner across the broader HMH enterprise.
- Serve as a leader and active champion for donor and alumni engagement, while being an enthusiastic and convincing advocate to broaden and deepen the Department's fundraising efforts.

## **Candidate Profile**

The successful candidate will be a proven strategic leader with a track record of delivering results in dynamic, integrated academic medicine environments and matrixed enterprises. This leader will demonstrate exemplary clinical, teaching, and academic achievements, coupled with strong interpersonal and communication skills and an entrepreneurial spirit. The ideal candidate will be a dynamic physician leader with insight from experiential learnings which can be leveraged to convene a sustainable cohesive high-quality primary care service line capable of continued growth and expansion. This individual will be a nationally recognized physician with a forward-looking perspective on the future of Family Medicine and the potential of this Department. They will be a visionary for the future of primary care. This individual will have an outstanding track record of strategic leadership and operational execution, demonstrated through previous physician leadership roles. The ideal candidate will have an expansive and progressive view of what an integrated service line can deliver that spans the entire continuum of care and range of settings, from acute inpatient care to self-care and an understanding of the connection points with community

resources, primary care and population health strategies. This individual must be a savvy relationship builder, capable of leading through influence across the growing, evolving HMMH ecosystem. This leader will have an unrelenting commitment to excellence across the tripartite mission.

The Chief Clinical Officer for Primary Care and Chair of Family Medicine will possess the following qualifications:

- Medical degree (MD or DO) from a nationally accredited and recognized medical school.
- Fellow of the American Academy of Family Medicine and board-certified by the American Board of Family Medicine, or comparable credentials.
- 10+ years of post-residency clinical practice experience with at least 5+ years of prior healthcare leadership within a large complex system or academic medical center setting.
- Administrative and leadership experience at an academic health system or medical center, such as Chair, Vice Chair, and/or Section/Division Chief.
- Nationally recognized as a clinical leader in the field of family medicine.
- Interest in maintaining an active clinical practice.
- Research and/or teaching achievement, commensurate with appointment to the faculty at the rank of Professor or Associate Professor.
- Experience growing research programs and promoting scholarship.
- A magnet for talent with experience developing and mentoring clinical leaders; demonstrated ability to identify and recruit a high-performing, diverse faculty at all levels.
- Experience building innovative and integrated family medicine programs and services.
- Strong operations experience; track record of improving efficiency and quality of services.
- Distinguished track record of advancing clinical and education missions.
- Strong business acumen and communication skills; ability to influence and negotiate within a highly matrixed, large and complex organization.
- Ability to respond effectively to elements that drive competitive advantage under dynamic conditions, such as healthcare industry changes, competitor actions, and technological trends.
- Demonstrated ability to build and sustain collegial relationships with peers, faculty, departmental staff, hospital administration, representatives of outside organizations, and community stakeholders.
- Possess a broad understanding of national health policy, and the future challenges and opportunities for inpatient and outpatient surgical care.
- Candidate must meet requirements for medical licensure in New Jersey.

In terms of the performance and personal competencies required for the position, we would highlight the following:

## Setting Strategy

- The ability to create and articulate an inspiring vision for the department, not only for the areas they are directly responsible for, but the enterprise as a whole.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry.
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful.

## Executing for Results

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.

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- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

## Leading Teams

- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

## Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.

## Contact

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