

Applicants are invited to apply for the role of CHIEF EXECUTIVE OFFICER reporting to the Board Chairman UHWI.

Description

The Chief Executive Officer's (CEO) role for the University Hospital of the West Indies (UHWI), based in Kingston Jamaica is one of the highest profile and important roles within the hospital network in the English-speaking Caribbean. The UHWI needs a compelling leader to fill the role of CEO and invites suitable candidates to consider this rewarding opportunity. It is a pivotal time to lead the UHWI, in partnership with the Board of Management, as the institution embarks



on new models of care and ambitious re-development plans that are already budgeted and underway to meet its mandate and changing demands.

Background

The CEO leads the integration and coordination of the UHWI's Teaching, Research and Healthcare delivery activities through its 584-bed public health facility with numerous outpatient units and diverse specialized services, including a nursery and the private Tony Thwaites Wing. UHWI is the premiere quaternary regional referral hospital in the Caribbean, offering affordable options for specialized and critical services. The hospital currently provides critical care services which include Accident & Emergency Services, an Intensive Care Unit (ICU), a Neonatal Intensive Care Unit (NICU), a Coronary Care Unit (CCU) and Specialist Care consisting of Cardiac and complex neurosurgical procedures. The UHWI is staffed by 2,476 employees, comprising 651 medical doctors 921 nurses plus 904 allied workers. The institution is also the largest regional training institution for a wide range of outstanding medical experts and healthcare professionals and is considered a centre of excellence for teaching and research in collaboration with the Faculty of Medical Sciences, in the University of the West Indies, which is ranked in the top 1.5% of universities in the world by Times Higher Education.



The institution is governed by an 18-member Board of Management with representatives from the University of the West Indies (UWI), the Ministry of Health, the Ministry of Finance, as well as professional and business interests. By virtue of its regional mandate through the adjoining University of the West Indies, the institution is funded in collaboration with UWI and fifteen (15) governments which support the University, with the Jamaican government providing, through its Ministries of Health and Education 68% and 23% respectively and the remaining 9% by the governments of the 15 contributing territories. The Chief Executive Officer (CEO), supported by a CEO Secretariat, is the Accountable Officer and exercises final authority on financial and administrative matters of the hospital in keeping with governing guidelines.

Current and Future Context

In the current context, of a growing patient population, challenging conditions, and pressure to be future-focused, the hospital's operations are considered fragmented and not coordinated like a modern hospital. The current layout of UHWI does not lend itself to seamless, efficient synergistic relationships between departments, for example, Accident and Emergency, Radiology and Critical Care. The streamlining of these services from emergency to admission is critical to the smooth and efficient operation of the hospital, and would lead to significant reductions in waste, duplication of tasks, seamless bed management and more effective provision of critical services such as scans, laboratory services etc.

In 2021 the UHWI announced its re-development and modernization project with a capital cost estimated at US\$33.6 million allocated as follows: US\$31.6 million for hard construction; and US\$2.0 million for professional services.



The redevelopment Programme consists of, inter alia, an upgrade of the existing medical facilities by demolishing old buildings and constructing five (5) new medical towers on a phased basis, a new hospital entrance, other infrastructure, and acquisition of new medical equipment. This initiative will give the UHWI the foundation it needs for moving into the future, along with continuing its mandate of teaching, research, and patient care. It is also part of UWI's overall strategic plan for the Faculty of Medical Sciences to increase the number of students who will be exposed to the various programs offered by the faculty. It is recognized that the hospital also needs to embark on a cultural and service transformation to match the re-development plans and programmes being considered for the institution. Any such tangible change in culture and institutional strengthening will be set from the capability, capacity and tone at the top, and therefore the role of the Chief Executive Officer (CEO) needs to be filled by a compelling leader with a

track record for delivering successful transformational change in a large organization. The UHWI's Management Team is excited about these plans and are already pursuing key initiatives.

The Role and the Person

The UHWI CEO provides top level leadership, inspiration, vision, and enterprise-wide management including:

1. Leading strategic and operational planning, development of corporate and human resources policies and processes together with the Executive Management Team.
2. Leading day-to-day operations with the highest level of organization and coordination between patient care, facilities management and back-office operations and teams, ensuring that the culture, service, and reputation are on course for continuous improvement.
3. Being the Accountable Officer, ensuring reliable and timely financial management and reporting, as well as prudent management and control of limited resources, decision making, funding, procurement, safety, regulatory and other compliance.
4. Executing hospital development projects and strategic initiatives with best-in-class project management, astute negotiations, delivery within financial and time budgets, and in full compliance with public accountability standards.
5. Providing transformational and inspirational leadership to drive innovative, dynamic, and proactive culture change within the hospital, assuring high-

performance standards throughout departments and divisions including high-quality patient and customer care.

6. Being a stellar and collaborative partner to the Senior Director Clinical Services, Senior Director of Nursing, the Clinical Heads of Departments, other members of the medical staff and the Faculty of Medical Sciences while exercising overall responsibility for the direction and co-ordination of activities relating to the provision of specialist, medical and nursing services.
7. Ensuring that cost effective and relevant systems for constant surveillance and review of accounting, management information and internal control systems meet the highest level of management accountability.
8. Managing the public relations for the UHWI, building local and international networks, representing the Hospital at meetings with the Government, UWI, other Health Institutions and Private Sector Officials to advance the institution's mandate.
9. Maintaining direct contacts with the Dean, Faculty of Medical Sciences the Bursar and Registrar of UWI, to ensure effective co-ordination of teaching and research activities and liaising with counterpart CEOs at the Eric Williams Medical Sciences Complex, Trinidad, or other relevant health organizations concerning development of hospital administration in the Caribbean.
10. Providing advice to the Board of Management on all elements of the business and specifically on matters relating to probity, regularity, and administration.



The CEO of the UHWI is the Accountable Officer for governance and compliance, who provides strategic and operational leadership. The best suited candidate will have the following profile:

- A proven CEO track record for successfully managing a large and complex organization (public and/or private sector) with a multi-faceted skill set, business acumen, forward thinking and being an agile learner to develop healthcare expertise.
- The intellectual capacity to think strategically and have a track record for successful organizational change and CAPEX projects in large complex organizations.
- Excellent communication and negotiation skills, able to command respect at every level of interaction and be able to deliver win-win agreements.

- Results-oriented and able to lead and motivate diverse teams and professionals to keep workplace harmony and meet OSHE standards.
- Pragmatic, agile and solutions-oriented in taking rational and timely decisions.
- An established reputation for being trusted and highly organized.
- Excellent interpersonal and people management skills.
- PR Savvy and with a profile of high respect, gravitas, advanced emotional intelligence, collaboration, and pragmatism to find solutions.



Qualifications and Experience:

- Post Graduate qualifications in Management or a suitable combination of learned disciplines. Formal training or experience at the senior management level in hospital administration would be an asset.
- At least 5 years relevant experience at the senior management level with strong emphasis on leading change processes.
- Track record of performance as an excellent leader in a large organization interfacing with staff at all levels and across a wide multi-disciplinary spectrum.
- Experienced in delivering enterprise-wide solutions for technology, organizational transformation, business re-engineering and large infrastructure development projects.

How to Apply and Timeline

The Board's Human Resources Sub Committee will begin considering potential candidates immediately and will continue until the role is successfully filled.

Applications should include a letter of interest, curriculum vitae, and the names and contacts of three references (who will not be contacted without the consent of the candidate) and be forwarded in confidence to:

<mailto:confidential@greatpeoplesolutions.com> by April 28, 2023

With the subject line "UHWI - Chief Executive Officer".

A secondary screening will be required in the process of short-listing.

WE THANK ALL APPLICANTS FOR THEIR INTEREST, HOWEVER, REGRET TO ADVISE THAT ONLY SHORT-LISTED CANDIDATES WILL BE CONTACTED.

