

PHS VACANCY ANNOUNCEMENT—Director, Intrepid Spirit Center, GS-15/O-6 BILLET

\*\*\*FOCUS AREA\*\*\*

Agency leadership has determined that this position meets Criteria 4: Assignment requires regular engagement with other uniformed services.

\*\*\*POSITION TITLE\*\*\*

Multi-disciplinary (Physician, Physician Assistant, Therapist, Behavioral Health Provider) (O-6 Billet), Supervisory. Civilian Billet GS-15 equivalent.

\*\*\*LOCATION DESCRIPTION\*\*\*

This position is located at Intrepid Spirit Center, Womack Army Medical Center, Fort Bragg NC. Fort Bragg Intrepid Spirit Center opened its doors to service members in January 2016, the official dedication occurred on March 31. Funded by the nonprofit Intrepid Fallen Heroes Fund (IFHF), the Center provides treatment and support services for service members with traumatic brain injury or psychological health conditions.

The Intrepid Spirit Center, is a beautiful facility housing integrated team-based rehabilitative care for mild traumatic brain injury (mTBI), chronic pain, and behavioral health. Ft Bragg has a robust center with a very successful Intensive Outpatient Program, as well as multidisciplinary pipeline "a la carte" services for functional restoration. The Director is dual hatted as the Chief of Traumatic Brain Injury/Concussion Care for Womack Army Medical Center.

\*\*\*CLOSING DATE\*\*\*

**6 July 2016**

\*\*\* JOB DESCRIPTION\*\*\*

Specific duties and responsibilities include, but are not limited to the following:

This position will be held by a senior medical department officer or civilian equivalent and is responsible for the leadership and direction of the FBIS. The incumbent serves as the guiding force toward achieving the FBIS mission, vision and strategic plan. This includes maintaining the highest quality standards of professional services, regulating and ensuring the proper care of patients, ensuring the necessary training of the assigned technicians, corpsmen, nurses and physicians, developing Center-wide policies and procedures, developing the annual budget and supporting graduate medical education and the education of supported units.

**Mission Accomplishment and Initiative**

1. Champions outstanding patient and family Centered care and establishes the norm for all Center members to practice engaged customer service with superb patient experience; identifies and removes barriers to excellent patient experience.
2. Coordinates and integrates services across the Center. and advocates for resources to best support identified improvements to services and processes.
3. Ensures continuous regulatory readiness with The Joint Commission (TJC) and standards of care identified by best evidenced based guidelines.
4. Develops clinic policy and procedures to successfully achieve objectives and develop and evaluate programs.

## PHS VACANCY ANNOUNCEMENT—Director, Intrepid Spirit Center, GS-15/O-6 BILLET

5. Directs activities, and holds Center accountable, to ensure that all staff meet standards of practice and adhere to established policies, procedures and standards of care.
6. Directs the delivery of optimal healthcare within the framework of established standards, policies and command objectives.
7. Successfully supports GME and unit training.

### **Patient Safety and Performance Improvement**

1. Creates and promotes a culture of Safety First in all aspects of care.
2. Ensures full implementation of TeamSTEPPS and other clinical practices as approved by the Executive Committee of the Medical Staff (ECMCS).
3. Creates culture of continuous improvement to relentlessly improve systems and processes within the Center to enhance outcomes, improve trends and avoid near-misses and patient harm.
4. Leads all FBIS and partner organization personnel to develop behaviors of leaders, and effectively use these leadership skills to promote safety, improvement and collaboration as demonstrated in a high performance / reliability organization.

### **Clinical Oversight**

1. Establishes performance standards for the services and programs within the Center to optimally support the WAMC's mission and vision.
2. Employs applicable benchmarks from civilian institutions and other Intrepid Spirit Centers and the NICOE at Walter Reed National Military Medical Center (WRNMMC).
3. Oversees peer review and quality assurance activities in accordance with WAMC Medical Staff policy.
4. Oversees all care delivery and care providers within the Center to ensure full compliance with standard of care.
5. Monitors emerging healthcare advances to anticipate changes required within the FBIS and WAMC to enhance mission requirements and care.

### **Teamwork: Collaboration and Outward Mindset**

1. Ensures a collaborative environment that promotes partnership and synchronized efforts of civilian, military and contracted personnel within the Center.
2. Sets conditions for collaborative mutual respect and partnership among all personnel providing care and services within the FBIS – every one of the staff either touches a patient or enables someone who does.
3. Creates a climate of dignity and honor for all FBIS and partner organization personnel without preference or discrimination.

### **Personnel Management**

1. Oversees, promotes and supports approved staffing plans for the Center in accordance with established performance goals and the annual business plan.
2. As a supervisor, provides first or second line direct supervisory and performance rating for all assigned FBIS personnel, including General Schedule, NSPS and Military members. Ensures completion of performance counseling and evaluations, review and approval of leaves, awards and ratings.
3. Provides clinical supervision and oversight to trainees as necessary.
4. Provides senior leadership and direction to ensure effective Center operation.
5. Leads from an Outward Mindset and negotiates and appraises performance standards of all Center staff in collaboration with the WAMC Human Resources and ECMCS teams.

6. Provides training and mentorship to Center leaders to enhance their leadership and management competencies.

**Resource Management and Business Operations**

1. Participates in the planning of and fully supports all relevant Womack Army Medical Center (WAMC) collaboration initiatives.
2. Prioritizes resource requirements to optimize mission success.
3. Exercises administrative supervision and control over FBIS space and equipment.
4. Ensures the adequacy, security, maintenance, proper use, economy, and accounting of facility, supplies and equipment.
5. Assists in developing WAMC's annual budget as it relates to FBIS resource allocation, reprioritization of programs, and annual planning figure. Coordinates with regional and OTSG personnel as required to define budget and resource allocations.
6. Collaborates with the partner organizations, Integrated Pain Management Center (IPMC), Defense Veterans Brain Injury Center (DVBIC) and the Division of Behavioral Health (DoBH) to develop and disseminate an annual plan within the Center to align with WAMC's mission, vision and strategic goals and objectives.
7. Anticipates financial and mission obligations to optimally match resources and services to support the projected population health needs consonant with WAMC's strategic goals and objectives.
8. Approves all Center business and marketing strategies and plans.

**Command and Organizational Climate/Equal Opportunity**

1. Promotes and ensures an environment where diversity is valued as a strength.
2. Creates a climate of respect and honor to fully support Army and WAMC Command Equal Opportunity, Equal Employment Opportunity and Sexual Harassment/Assault Response and Prevention (SHARP) policies while exemplifying values-driven integrity.
3. Promotes personnel retention through personnel counseling and mentoring to promote advancement, career development and professional satisfaction.

**Military Bearing/Character**

1. Holds all members of the Center accountable to uphold the Army Values, while exemplifying same.
2. Demonstrates personal accountability as an exemplary representative of the DoD by modeling exemplary uniform appearance, personal physical fitness and professional behavior.
3. Sets a climate of military professionalism within the Center for FBIS personnel and patients / clients.

**Communication**

1. Creates a culture of regular and clear communication to ensure that all FBIS and partner organization (DVBIC, DoBH, IPMC) personnel understand and support the annual plan, WAMC mission, Army Values and Standards of Performance.
2. Prepares and distributes appropriate and timely reports to tell the Intrepid Spirit story and to provide visibility of Center accomplishments and milestones to keep the WAMC Command, Regional Health Command – Atlantic (RHC-A), and Office of The Surgeon General (OTSG) TBI staff informed.  
and supporting graduate medical education and the education of supported units.

Performs other duties as assigned. 10%

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CONDITIONS OF EMPLOYMENT:

Unrestricted license to practice medicine in one of the 50 United States or territories.

Applicants must have requisite expertise in his/her medical or professional health specialty with documented educational and administrative experience.

The position is specialty immaterial - incumbent could be physician (neuro, PM&R, psychiatry, family medicine ...), physician assistant, therapist (PT, OT, ST), behavioral health provider.

Requisite expertise in his/her medical or professional health specialty with documented educational and administrative experience.

Current board certification in his/her medical or professional health specialty.

Experience with mTBI, rehabilitation, functional restoration is preferred.

Active Duty Medical Corps, Specialist Corps or Medical Service Corps with the rank of Lieutenant Colonel or Colonel or Public Health Service Officer with rank of Commander or Captain is preferred, but equivalent civilian professional will be considered.

Assignable to Womack Army Medical Center by 1 September 2016 (exceptions to this date will be considered on a case by case basis)

SECRET Clearance or ability to obtain a SECRET Clearance

**\*\*\*CONTACT INFORMATION\*\*\***

Interested USPHS Commissioned Corps officers should forward

- a. Statement of desire and commitment
- b. Curriculum vitae (with email address and contact phone number, pager or cell phone)
- c. Current copy of Officer Record Brief or equivalent record of service
- d. Two letters of recommendation

**Applications must be received no later than close of business 6 July 2016.**

If you have any questions, please contact CDR Jena Vedder, MH MOA Program Manager, at [Jennifer.a.vedder.mil@mail.mil](mailto:Jennifer.a.vedder.mil@mail.mil), 703-681-0362.