

The image shows a close-up of the Northwestern University seal, which is a circular emblem featuring an open book and the text "NORTHWESTERN UNIVERSITY" and "1857". The seal is set against a background of a wooden surface.

Northwestern University Feinberg School of Medicine

Department of Pathology Presents

The Department of Pathology at Northwestern University Feinberg School of Medicine and the Department of Pathology and Laboratory Medicine at Ann & Robert H. Lurie Children's Hospital of Chicago seeks a full-time non-tenure-eligible Clinician-Educator at the rank of Associate Professor/Professor.

The Division Head, reporting to the Chief of the Department of Pathology and Laboratory Medicine at Lurie Children's Hospital, applies a strong and proven commitment to excellence in delivery of care, research, education, and advocacy. With responsibility for all clinical, educational, research, and operational functioning within the division, the Head, in partnership with administrative leadership, will oversee budgeting, staff management, patient services, facilities maintenance, and other functions relevant to effective division management. The division is comprised of general and subspecialty-trained pediatric pathologists who handle approximately 9,000 cases per year.

Leadership Accountabilities

The Division Head has the opportunity to lead and have impact in the following ways:

1) Develop a strategic vision and lead the Division

The Division Head joins Lurie Children's in furthering its commitment to ground-breaking research, innovative education, and excellent patient care. Slated with enhancing and further developing a culture of collaboration and inclusion, the Division Head builds strong relationships and partnerships across the division, the department, and the school of medicine in alignment with the strategic goals of Lurie Children's. The successful candidate will have the exciting opportunity to provide strategic leadership and oversight for digital pathology.

2) Support and foster excellence in patient care

Known for its patient-centered approach to clinical care, Lurie Children's physicians and staff are trained to provide a continuum of care with a high level of sensitivity to the needs of patients and their families. The Division Head is responsible for building upon this tradition, by fostering a highly collaborative and supportive culture that focuses on supporting patients through every contact guided by the caveat of providing the best medical treatments with the highest level of patient outcomes.

3) Recruit, retain, and develop distinguished faculty

The Division Head has the stature, the talent, and the institutional resources to attract exceptional faculty members from diverse backgrounds. To ensure success in this endeavor, the Division Head is responsible for promoting a positive, inclusive, and collegial community sustained through strong mentorship and support that promotes innovative thinking.

4) Strengthen the culture of academic and research excellence

The Division Head is responsible for fostering a culture of research excellence. Lurie Children's physician-researchers actively conduct research in clinical, translational and laboratory-based research activities, supported by significant funding in both federal and industry-based trials. Through building upon its strong reputation in its established areas, and growing programs in new areas of research, the Division Head raises the overall level of funding in the division's research.

- 5) **Cultivate educational opportunities** The Division Head is responsible for assuring the division's faculty participate in the educational programs of the department as well as its own training programs. The Division Head supports a culture of educational excellence.

Essential Job Functions

Strategic planning and leadership:

- Plan, organize, and direct the activities of the division in its diverse organizational settings. Develop and coordinate short- and long-range goals of the division.
- Establish and maintain high morale of the division by fostering and enhancing collaboration and professionalism among members of the division and external partners.
- Participates as a member of the Division Head/Program Directors group and meets routinely with the department leadership as appropriate
- Advocates for the programs and resources necessary to optimize outcomes of Divisional priorities and the pediatric patients the Division serves.

Divisional financial health:

- Develop and implement the annual and long-range budgets of the division. Assure program effectiveness and impact across the four domains of clinical care, advocacy, research, and education.

Clinical care:

- Provide clinical supervision of medical services and assure appropriateness, quality, and safety of patient care within the division, and assure appropriate supervision of trainees.
- Maintain program accreditation, ensuring that the service meets or exceeds local and national standards of outcome performance.

Research:

- Promote substantive research that leverages partnership opportunities within and outside the Department of Pathology and Laboratory Medicine and effectively integrates and translates the research platform with improved clinical care.

Teaching, mentoring and faculty development:

- Promote teaching by providing leadership for and participation in the education of medical students, residents, fellows, and staff. Provide leadership in area of expertise to the department and its affiliated institutions.
- Mentor faculty, ensuring that each member of the division/program receives an annual performance evaluation applicable to his/her job description. Leverage Departmental resources to develop and implement objectives for faculty career development.
- Assures the participation of the division faculty in the general educational programs of the department including instructing medical students, precepting residents and importantly increase the number and quality of fellow applicants consistent with the goals of the Dean of the Medical School, and by attending education conferences and participating in committees as requested.

Personal and Professional Attributes:

The Division Head possesses most of the following attributes:

- 1) An engaging and enthusiastic leadership style built upon a spirit of collaboration and teamwork, and support of others
- 2) An innate ability to set high standards and continuously strive for collective excellence in clinical care, advocacy, research, and education
- 3) The vision to create and implement a strategy to further build multidisciplinary relationships across a complex organization that encourages and develops collaborative research
- 4) An ability to recruit and inspire a diverse group of physician scientists and clinicians
- 5) A diplomatic, persuasive, and credible presence that relates well to a wide variety of audiences

- 6) Decision making processes driven by the highest personal and professional integrity

- 7) An influencing management style that invites creative problem solving
- 8) An open and transparent communication style that welcomes difference
- 9) A creative and innovative thinker, comfortable with thinking outside the box
- 10) Skillful, balanced, and measured negotiation skills that support collegiality
- 11) An ability to balance accountability while supporting a culture of risk taking and growth

Requirements:

- Qualified candidates will possess an MD or MD/PhD degree, Board Certification in Pediatric Pathology, a medical license, or eligibility for, in the State of Illinois, and an academic appointment at the Associate Professor level or higher.
- Demonstrated leadership in clinical care, development of research, and/or administration within pathology

The start date is negotiable, and the position will remain open until filled.

When applying, please upload a CV and cover letter describing your interest and alignment with the position.