

## UW HEALTH JOB DESCRIPTION

### Director, IS Applications

Job Code: 113303	FLSA Status: Exempt	Mgt. Approval: J. Long	Date: November 2022
Department: Information Systems		HR Approval: M. Grayson	Date: November 2022

#### JOB SUMMARY

The Director of IS Applications is a forward-thinking leader accountable for driving value, innovation, and growth across the UW Health academic health system. Working in close partnership with operational leaders and IS colleagues, the Director of IS Applications leads the development and adoption of application platform strategies, roadmaps, and solutions. The Director of IS Applications is a system-wide change leader, driving organizational change management to ensure successful adoption and to maximize value. The Director is also a system-wide thought leader and change champion for data literacy and data governance.

The Director, IS Applications is responsible for the direction and leadership for a broad portfolio of clinical and/or business products and platforms, aligned with the strategic goals and objectives for UW Health. The Director effectively balances technologies, talent, and financial management in the development of strategies and roadmaps. The Director drives the evolution of modern, secure, sustainable architecture, platforms, and solutions. The Director ensures a balanced portfolio of product and project management for solution delivery and leads improvement in product management capabilities.

The Director, IS Applications attracts, develops, and retains a best-in-class team. The Director promotes and evolves a culture centered on service, empowerment, and accountability. The Director develops and sustains consultative, trusted advisor relationships with stakeholders, colleagues and leaders across UW Health, UW School of Medicine & Public Health, partners and affiliates. The Director and their team contribute to a learning environment and a learning health system, across the missions of an academic medical system.

The Director sets high standards for improvement in leadership, technical leadership, and domain-specific competencies. The Director ensures and drives improvement in information security culture and practices, including regulatory awareness, privacy, and security.

#### MAJOR RESPONSIBILITIES

##### **Perform the responsibilities expected of all UW Health Directors**

##### **Departmental Leader**

- Provides an experience and environment of patient- and family-centered care.
- Interprets impact of broad scope organizational change for staff and develops change strategies for successful implementation.
- Incorporates UW Health's vision, missions, and values in goals and programs within IS Solution Delivery.
- Develops and manages operational initiatives with measurable outcomes.
- Formulates objectives, goals, and strategies collaboratively with other stakeholders.
- Prepares and delivers reports to operational leadership outlining progress toward meeting annual goals and objectives, to include performance related to finance, clinical activity, quality, safety, marketing, and human resources.

##### **Financial Manager**

- Actively seeks opportunities to improve financial outcomes, engaging staff in the process.
- Establishes annual financial goals and actively uses benchmarking to high performing systems in similar area of expertise to set annual targets.
- Monitors and analyzes financial data and utilizes for decisions regarding FTE's, staffing and operational budget.
- Establishes an annual operating and capital budget, demonstrating fiscal responsibility through meeting budget targets.
- Creates business plan(s), justifying variances and analyzing cost benefit of programs.
- Directs and provides guidance to managers to effectively allocate resources based on patient volume, space availability, budget constraints, and program priorities, goals and objectives.
- Articulates to staff the budget and the context within the organizational financials.

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### **Administrative Leader**

- Contribute to the success of the UW Health by providing leadership, direction and coordination of operations, finances and human resources for area of responsibility.
- Manage and direct all activities within area of responsibility.
- Continually assesses all services, identifies problems, utilizes data to analyze and propose innovative approaches for solutions.
- Maintain records related to operations and services that are complete, accurate, available, and in compliance with all legal, regulatory, and policy requirements.
- Engages staff and other stakeholders in continuous improvement of systems and processes; manages resources for staff participation in improvement work activities.
- Ensures effective facilitation of improvement teams and development of leadership skills to ensure overall effectiveness of the meetings.
- Organizes and prioritizes time and resources to manage efficiency. Appropriately delegates.
- Remains current of new trends and best practices and incorporates into IS Solution Delivery practices and programs.
- Articulates and enforces standards for quality/safe patient care
- Develops and implements innovative systems and processes that improve staff and patient quality and safety
- Demonstrates achievable and measurable results and develop action plans for improvement
- Initiates, monitors, and enforces regulatory requirements
- Holds self and others accountable to policy, standards and commitments and provides timely follow through on questions and concerns.
- Ensures development of IS Solution Delivery initiatives to improve patient satisfaction and family centered care.
- Develops and implements clinical outcome measures for quality improvement, cost and complication reduction, and the implementation of evidence-based medicine.
- Incorporates the use of evidence-based practice and appreciative enquiry into program development and improvement activities
- Actively listens to staff ideas and concerns, assesses others communication styles and adapts to them.
- Effectively facilitates meetings at IS and organizational level.
- Creates bi-directional systems that effectively communicate information and data, utilizing multiple methods.
- Articulates and presents data, information, and ideas in a clear and concise manner.
- Communicates opinions and ideas in a nonthreatening and nonjudgmental manner to staff, peers, and others.
- Communicates with physicians, academic department leaders, and senior administrators to maintain coordination with other UW Health programs.
- Demonstrates empathy and concern while ensuring IS goals are met.
- Manages the complex interdepartmental and interdisciplinary relationships to assure collaboration and effective/efficient operations within UW Health IS.
- Creates an environment that encourages diverse opinion, recognizes differences, and incorporates into process and services.
- Exhibits awareness of personal attitudes and beliefs, recognizing their effect on response to others.
- Creates a culture and systems for recognizing and rewarding staff.

### **Resource Manager**

- Creates and maintains a satisfying workplace that fosters professional growth and job satisfaction for all members of the healthcare team.
- Interviews to select top talent, matching IS Solution Delivery needs with appropriate skill sets.
- Develops and implements recruitment and retention strategies that support a culture of leadership.
- Identifies and addresses own professional growth needs.
- Assesses manager and staff development needs, identifies goals and provides resources.

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- Identifies lack of competency in performance and establishes a plan which includes goals, interventions, and measures.
- Maintains membership in professional organization(s) to develop knowledge and resources through networking, continuing education, and participation in national, regional, and/or local activities.
- Ensures integration of ethical standards and core values into everyday work activities.

### **Educator/Research Facilitator**

- Provides opportunities to aspiring clinicians and leaders to develop skills to meet career goals.
- Contributes to a learning environment by providing educational and research experiences to students, residents, fellows, and faculty.

### **Critical Interfaces**

- Leads and/or serves on a variety of appropriate internal and external committees to represent the UW Health IS.
- Serves as a representative of UW Health IS to UW Health in order to facilitate the shared interests and relationship between the parties.

**ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.**

### **JOB REQUIREMENTS**

Education	Minimum	Bachelor's degree in Healthcare, Information Technology, Business, Health Administration, Engineering, or related field.
	Preferred	Master's degree in Healthcare, Information Technology, Business, Health Administration, Engineering or related field strongly preferred.
Work Experience	Minimum	<ul style="list-style-type: none"> <li>• Demonstrated success leading the design, development, configuration, support, and adoption of large and enterprise-wide solutions including examples where leading without direct authority was a critical success factor.</li> <li>• Demonstrated success driving significant enterprise-wide organizational change management, in collaboration with operational partners.</li> <li>• Demonstrated success driving the adoption of innovative IT capabilities resulting in significant realized value.</li> <li>• Demonstrated success leading the maturity of data literacy and data governance.</li> <li>• Demonstrated success forming and sustaining collaborative, trusted-advisor relationships with stakeholders and IS colleagues.</li> <li>• Demonstrated success as a financial manager and steward.</li> </ul>
	Preferred	<ul style="list-style-type: none"> <li>• Demonstrated success delivering a balanced portfolio of products, projects, and recurring operations.</li> <li>• Demonstrated success managing vendors, partners, and/or managed services.</li> <li>• Demonstrated success growing your versatility as a leader, successfully supporting areas and teams that were at the time outside your area(s) of expertise.</li> <li>• Ten (10) years progressive experience in IS or Informatics project, product, and solution delivery.</li> <li>• Seven (7) years of progressive leadership experience in large scale applications, analytics, clinical care, or clinical or business operations.</li> <li>• Five (5) years of experience in direct clinical care, health care operations, or health care administration.</li> <li>• Health care subject matter expertise including at least five (5) years data and/or analytics experience in a health system, academic medical center or health payer organization.</li> </ul>
Licenses & Certifications	Minimum	None
	Preferred	<ul style="list-style-type: none"> <li>• Registered Nurse, Registered Pharmacist, or other similar health care license or certification</li> <li>• Membership in and certification from professional associations such as ACHE, AMIA, HIMMS, PMI</li> </ul>
Required Skills, Knowledge, and Abilities		<u>IS Core Competencies:</u> <ul style="list-style-type: none"> <li>• Advanced proficiency in all of the following:                             <ul style="list-style-type: none"> <li>○ Communication</li> <li>○ Critical thinking</li> </ul> </li> </ul>

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- Leadership including leads with integrity, maintains strategic orientation, demonstrates business & financial acumen, champions innovation, manages execution, leading & developing people
- Mentoring and teaching
- Technical leadership
- Leading without direct authority
- Leading highly empowered and self-directed teams
- Lean management
- Agile methodologies

### Position Specific Competencies

- Advanced proficiency in at least 4 IS application competencies
- Advanced proficiency in all of the following
  - Technology awareness and strategic planning
  - Project management
  - Organizational change management
- Developing advanced proficiency in all of the following
  - Business relationship management
  - Product management

### Other Required Skills, Knowledge, and Abilities

- Excellent communication and interpersonal skills to include the ability to negotiate and resolve conflicts and build teams.
- Demonstrated creativity and flexibility.
- Ability to operate in high-pressure situations.
- Excellent organizational skills.
- Demonstrated innovative approach to problem resolution.
- Ability to work collaboratively across UW Health entities and disciplines.
- Demonstrated commitment to patient- and family centered care.
- Broad knowledge of modern health care administration practices and principles within a managed care environment and/or an academic medical center.
- Effective analytical ability in order to develop and analyze options, recommend solutions to and solve complex problems and issues.
- Demonstrated effective managerial and administrative leadership of clinical operations
- Knowledge of principles and techniques used in negotiation as applied to service contracts and equipment purchasing.
- Effective organizational, planning and project management abilities.
- Experience in financial and programmatic presentations.
- Ability to function independently and deal with multiple, simultaneous projects.
- Ability to recognize personal strengths and weaknesses and develop goals for professional growth and achievement.
- Ability to demonstrate a commitment to quality and excellence.
- Effective leadership abilities:
  - Ability to implement change in a positive, sensitive, and forward-thinking manner
  - Planning and problem solving
  - Developing goals and objectives, and establishing priorities
  - Inspires confidence, appropriate risk taking and achievement of high standards
  - Self-starter with a willingness to try new ideas
  - Positive, can-do attitude coupled with a sense of urgency
  - Good judgment and ability to act decisively at the right time
  - Ability to persuade others and develop consensus
  - Effective communication skills both in written and verbal presentation with a communication style that is open and foster trust, credibility and understanding.
  - Ability to effect collaborative and promote teamwork

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	<ul style="list-style-type: none"> <li>Ability to ensure a high level of customer satisfaction including employees, patients, visitors, faculty, referring physicians and external stakeholders</li> <li>Ability to create win/win solutions and relationships</li> </ul>		
<b>PHYSICAL REQUIREMENTS</b>			
<b>Indicate the appropriate physical requirements of this job in the course of a shift.</b> <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>			
Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
<b>X</b>	<b>Up to 10#</b>  	<b>Negligible</b>  	<b>Negligible</b>  
<b>Sedentary:</b> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	<b>Up to 20#</b>  	<b>Up to 10#</b> or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	<b>Negligible</b> or constant push/pull of items of negligible weight
<b>Light:</b> Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	<b>20-50#</b>  	<b>10-25#</b>  	<b>Negligible-10#</b>  
<b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	<b>50-100#</b>  	<b>25-50#</b>  	<b>10-20#</b>  
<b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	<b>Over 100#</b>  	<b>Over 50#</b>  	<b>Over 20#</b>  
<b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	List any other physical requirements or bona fide occupational qualifications: <ul style="list-style-type: none"> <li></li> </ul>		

**Work/Environmental:** Moderate noise level consistent with an office environment

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.