

Our Client, a 900-bed academic medical center located in Washington, D.C. was seeking a Regional Director of Electrophysiology to join a nationally recognized Heart & Vascular Institute. The facility is part of a ten-hospital health system that provides the highest quality of care to the residents of Washington, D.C., Maryland, and Virginia.

Position Summary:

A Regional Director of Electrophysiology is needed to provide global oversight for the Electrophysiology laboratory operations at multiple facilities as well as at all outpatient clinical sites. This individual will be an integral part of the development and implementation of the International Electrophysiology training facility.



Position Requirements:

A Bachelor's Degree in Nursing and a Master's Degree in Nursing, Health Care Administration, Business Administration, or a related discipline was obligatory for the position. Due to the complexity and regional reach of the program, the candidate was required to have a minimum of five years management and leadership experience in Electrophysiology and Interventional Cardiology with knowledge of nursing theory, data management and analytics, fiscal management, and staff development.

Challenges /Barriers:



- Original position description did not reflect duties and responsibilities. Corazon worked with the team to draft a description that more clearly outlined this high-profile position.
- Compensation was below fair market value for the position and geographic region, which also required adjustment to secure viable candidates.
- Revised position description and benefit package required approval at multiple levels, which delayed the offer to the selected candidate.
- The COVID-19 pandemic caused the recruitment initiative to be placed on hold for four months.

Despite these and other challenges, Corazon was able to build a strong relationship with the leadership team at this facility, which helped with the recruitment process in the long-run. A strong collaborative effort to fill this key vacancy was essential, and a hallmark of Corazon's approach is to build rapport on both the hospital and candidate side of the equation to ensure the search and placement process is smooth and efficient.

A Unique Fact:

As the busiest and largest hospital in Washington, D.C. and surrounding area, the hospital serves as a referral center and central hub for the region's most advanced acute medical care. The Heart and Vascular Institute offers one of the largest teams of Electrophysiology specialists in the Mid-Atlantic region, and the physicians are internationally-recognized for their research and involvement with clinical trials.



Results:

A qualified candidate accepted the position on July 15, 2020 and was orientated on August 28, 2020. She is highly-regarded by the administrative and medical leadership teams and has gained high employee satisfaction rates in a short period of time. This candidate was able to improve first-case on-time start rates from 29% to 62% within 60 days, which in turn increased case volumes in all labs.

“ Corazon’s recruitment division consists of an attentive team that is extremely engaged throughout the recruitment process. My recruiter was able to articulate my needs and wants and the opportunities presented to me were spot-on, high caliber positions – nothing mediocre. The insight I was given into the organization and structure of the program made me feel prepared during the interview process.

-Hospital's Service Line Administrator ☺

For a more detailed explanation of this Electrophysiology Director Recruitment, call 412.364.8200.