

Residency Program Director - Internal Medicine (232293)

The Department of Medicine at Hennepin Healthcare, a nationally renowned Level 1 Trauma Center and a safety-net hospital affiliated with the University of Minnesota Medical School, is seeking an Internal Medicine Residency Program Director. This is a key leadership position. The Internal Medicine Residency Program Director is responsible for activities related to the recruitment, selection, instruction, supervision, counseling, mentorship, evaluation, and advancement of our residents. The Program Director plays a vital role in shaping the educational experience of residents and provides educational guidance and administrative oversight, ensuring programmatic compliance with the Accreditation Council for Graduate Medical Education (ACGME) requirements and core competency areas.

The Program Director must demonstrate a strong interest in the education of residents, sound clinical and teaching abilities, support the goals and objectives of the program, a commitment to his/her own continuing medical education, and participation in scholarly activities. We are looking for a visionary leader who can foster an environment of continued excellence. This is an exceptional opportunity to make a lasting impact on the future of healthcare education and patient care.

For further information about our program and what sets us apart, see the link below:

[Internal Medicine Residency - Hennepin Healthcare](#)

Role Responsibilities:

- Curriculum Development: Develop and enhance a comprehensive curriculum that meets internal medicine training requirements, focusing on specialty-specific competencies
- Accreditation Compliance: Ensure compliance with Accreditation Council for Graduate Medical Education (ACGME) Institutional Requirements, Common Program Requirements (CPR), and Specialty-Specific Program Requirements
- Faculty Oversight: Select and manage program faculty to provide effective instruction and supervision for residents
- Performance Evaluation: Implement an evaluation system to assess competencies and document performance improvements
- Resource Allocation: Manage funding for trainees' stipends and benefits, ensuring adequate resources for scholarly activities
- Risk Management: Identify and mitigate potential program threats through effective communication and risk control measures
- Institutional Commitment: Oversee the annual review and approval of an institutional commitment statement to GME
- People Leadership: Lead and manage medical residents, including recruitment, work planning, and performance management
- Committee Participation: Actively engage in GMEC, subcommittees, and special review committees, representing the program
- Diversity and Inclusion: Contribute to our commitment to Diversity, Equity, and Inclusion, fostering an anti-racist and anti-oppressive culture

Skills:

- Effective professional management skills, including the ability to plan, organize and schedule work in an efficient and productive manner, focusing on key priorities and meeting deadlines
- Outstanding interpersonal, leadership, mentoring, and teaching skills
- A strong work ethic and desire to participate in a team-oriented health system
- Ability to communicate with others in a clear, understandable, and professional manner in person, virtually, and in writing. Excellent written and oral communication and interpersonal skills
- Ability to build and lead high-performing teams; must be able to provide clear and accurate direction and guidance.
- Ability to work effectively with diverse populations, including BIPOC and LGBTQ+ communities
- Ability to work within a team-based structure while working independently and managing multiple projects and deadlines
- High-level of attention to detail and ability to handle a variety of tasks with a high degree of accuracy.
- Creative and innovative problem-solving skills
- Ability to self-manage stress and multiple tasks within a fast-paced environment
- Strong commitment to Diversity, Equity and Inclusion
- Strong commitment to resident wellness

Qualifications of the Program Director:

- Must include specialty expertise and at least three years of documented educational and/or administrative experience, or qualifications acceptable to the Review Committee
- Must include current certification in the specialty for which they are the Program Director by the American Board of Internal Medicine (ABIM) or by the American Osteopathic Board of Internal Medicine (AOBIM), or specialty qualifications that are acceptable to the Review Committee. The Review Committee only accepts current Board certification in Internal Medicine from the ABIM or AOBIM
- Must include current medical licensure and appropriate medical staff appointment
- Must include ongoing clinical activity

PLEASE INCLUDE CV AND LETTER OF INTEREST ALONG WITH YOUR COMPLETED APPLICATION.

Hennepin Healthcare (a subsidiary corporation of Hennepin County) is a public, integrated system of care that includes HCMC, a nationally recognized Level I Adult and Pediatric Trauma Center. The comprehensive healthcare system includes a 473-bed academic medical center, a large outpatient Clinic & Specialty Center, and a network of primary and specialty care clinics throughout Hennepin County. We partner with our community, our patients, and their families to ensure access to outstanding care for everyone while improving health and wellness through teaching, patient and community education, and research. Learn more [here](#).

We believe equity is essential for optimal health outcomes and are committed to achieve optimal health for all by actively eliminating barriers due to racism, poverty, gender identity, and other determinants of health. We are deeply committed to the goals of health equity and antiracism by teaching and working in an environment characterized by celebrating diversity, equity, inclusion, and belonging. Applicants from diverse backgrounds or historically under-resourced communities are especially encouraged to apply.

You've made the right choice in considering Hennepin Healthcare for your employment. Build a career with an organization that's here for the community, transforming health and providing exceptional care with compassion. We offer great benefits, competitive salary, friendly and collaborative colleagues, and an opportunity to make a real difference. Thank you for considering Hennepin Healthcare as a future employer.

Offers of employment from Hennepin Healthcare are conditional and contingent upon successful clearance of all background checks and pre-employment requirements. Positions at Hennepin Healthcare are credentialed through the Office of the Medical Staff according to their policies.

As a 501(c)(3) non-profit organization, Hennepin Healthcare is a qualifying employer for the Public Service Loan Forgiveness program.