

POSITION: Deputy Director, Center for Surgery and Public Health

ORGANIZATION: Brigham and Women's Hospital

REPORTING RELATIONSHIPS: CSPH Kessler Director

The Center for Surgery and Public (CSPH), Department of Surgery at Brigham and Women's Hospital (BWH) is a joint initiative of Harvard Medical School (HMS) and the Harvard School of Public Health (HSPH), located in Boston, Massachusetts. CSPH has been at the forefront of public health research of surgical care delivery within and throughout our nation's healthcare system. Utilizing innovative research methodologies grounded in clinical reality, we have developed surgical safety checklists, created a national agenda for surgical disparities research, and launched the pioneering work of rising stars in surgical health services research. We are advancing the science of surgical care delivery by studying effectiveness, quality, equity, and value at the population level and training the most gifted of a new generation of physician-scientists. Together, our efforts are making surgery safer, more patient-centered, and more accessible in the U.S. and around the world.

OVERVIEW

CSPH is seeking a Deputy Director to join as a faculty member with a focus in health services research. The Deputy Director will help to execute the overall research vision for CSPH, working closely with the Kessler Director and Administrative Director. The role is responsible for building CSPH's nationally renowned research portfolio and training program and will help lead CSPH's mission, vision, values, strategic initiatives, and overall infrastructure. The qualified individual will develop a research agenda that addresses CSPH's key goals and priorities in surgical research and policy and builds on and maximizes the impact of existing research. The Department of Surgery will contribute .20 FTE for this role.

The Deputy Director will maintain a close liaison with CSPH investigators and fellows and is expected to provide leadership by building their own high quality, independently funded research program in health services research and health policy, within CSPH's mission and goals. The Deputy Director will also demonstrate evidence of research productivity, success in obtaining external grant funding, and skill in mentoring and teaching early career investigators and Fellows to achieve independent/successful research careers in surgical health services and adjacent research. The role will provide research leadership, education and mentorship that promotes the careers of young surgical investigators and fosters the career promotion and satisfaction of mid and senior level researchers. In this capacity, the Deputy Director is expected to actively partner with faculty in developing strategic plans for research program development as well as helping faculty to identify research mentors both within and outside of the Department of Surgery.

The Deputy Director will also align CSPH with strategic initiatives underway at both BWH specifically as they relate to new delivery models for patient-centered care and the interaction of primary care and surgical care. The individual will also act as key liaison with other local, regional, and national entities and initiatives relevant to the CSPH's mission.

Qualified candidates should have a sufficiently established track record demonstrating scholarly attributes to qualify for Harvard Medical School (HMS) appointment. The appointment will be at the Assistant Professor level, depending on the previous experience of the appointee. Salary and academic appointment will be commensurate with training and level of experience. The candidate will also have an active role in the education and teaching of medical students, residents, and fellows.

RESPONSIBILITIES:

- Serve as a member of CSPH's Executive Committee and present key aspects of CSPH's progress towards achieving research and strategic goals.
- Assume leadership for CSPH programming and structures to facilitate academic development for early career faculty.
- Represent CSPH at the DOS Research Oversight Committee.
- Partner with CSPH core and affiliate faculty to identify sponsors and collaborators to enable and enhance the development of projects in CSPH's research portfolio.



- Develop the CSPH research agenda in collaboration with the Kessler Director and Chief Scientific Officer.
- Effectively deploy research resources to implement the CSPH research agenda.
- Establish pathways with HMS/HSPH students and early career faculty to facilitate relationship building for student practicums.
- Provide strategic direction in the development and management of new programs to advance CSPH's research, mentorship, and training goals.
- Support Fellowship Director in facilitating CSPH's Fellowship program, which includes selection process and committee, fellow mentorship and program assessment as well as developing a training curriculum.
- Represent CSPH at major academic surgical meetings including the American College of Surgeons and the Academic Surgical Congress, Surgical Outcomes Club.

QUALIFICATIONS:

- Ph.D. or M.D. in a relevant field, or equivalent combination of education and experience preferred.
- At least 3 years of experience since residency and/or fellowship.
- Established thought leadership and expertise in surgical health services research.
- Experience managing research teams with multiple direct reporting researchers.
- Success in managing funder relationships and writing grants.
- Experience in negotiating project outputs and outcomes and maximizing impact.
- Excellent interpersonal, relationship-building, and communication skills.
- The ability to build strong and collaborative relationships and to clear written and verbal communications skills are essential.
- A track record of strong leadership and management skills, including experience managing complex research projects and teams with diverse internal and external contributors.
- Strong analytical skills and strategic thinking to solve complex problems with excellent judgment based on analysis of multiple sources of information.
- A track record of fostering an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.

Brigham and Women's Hospital and the Department of Surgery are committed to ensuring our diverse community feels welcome, cared for, and valued. Candidates who have experience working with a diverse range of faculty, staff, and patients, and who can contribute to the climate of inclusivity are encouraged to identify their experiences in these areas.

We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, gender identity, sexual orientation, pregnancy and pregnancy-related conditions or any other characteristic protected by law. Women and minorities are encouraged to apply.

A selection committee, headed by Dr. Zara Cooper, CSPH Kessler Director at Brigham and Women's Hospital, will be reviewing all applicants. Interested candidates should submit curriculum vitae and letter of interest by email to: Gerard M. Doherty, M.D., Chair, Department of Surgery, Brigham and Women's Hospital at: surgeryfacultyaffairs@bwh.harvard.edu.