



## Medical Director, Oncology Service Line

**CONFIDENTIAL**

### **POSITION DESCRIPTION & OPPORTUNITY OVERVIEW**

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CLIENT: **Beebe Healthcare**  
ROLE: **Medical Director, Oncology Service Line**  
LOCATION: **Lewes, DE**  
REPORTS TO: **Executive Vice President/Chief Operating Officer**  
WEBSITE: [www.beebehealthcare.org](http://www.beebehealthcare.org)  
[www.nextgenerationofcare.org/facts/](http://www.nextgenerationofcare.org/facts/)



18-5112

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## SITUATION OVERVIEW

ZRG has been engaged to recruit a **Medical Director, Oncology Service Line** for Beebe Healthcare, a healthcare system serving Southern Delaware, dedicated to creating the next generation of care. They make excellent, innovative and accessible care a reality for their community and are looking for a strong physician leader to lead them into the future of cancer medicine, research and personalized care.

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## OPPORTUNITY

Beebe's Cancer Services aims to provide both hope and cure to their community by providing excellent quality care and fostering personalized medicine. Beebe Healthcare's Cancer Program is currently expanding along with their entire system to create the next generation of care for their community. **The Robert & Eolyne Tunnell Cancer Center at Beebe Healthcare** is located at the Rehoboth Beach Health Campus and has been a beacon of hope and place of compassion for the residents of Sussex County for over 20 years. This leadership opportunity is a wonderful time to be a part of the Beebe Healthcare system as they expand their clinical service footprint by adding a second cancer center located within their new South Coastal Health Campus in the Millville area. They are looking for a strong physician leader to be a part of their community and drive the future of cancer medicine, research and personalized care for Beebe Healthcare's Oncology Service Line.

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## POSITION

The **Oncology Service Line Medical Director** is the lead clinician in charge of all aspects of patient care services provided by the Oncology Service Line. The Medical Director monitors clinical performance to ensure all services and operations are in compliance with applicable regulatory, certifying and licensing agencies. In collaboration with the Executive Director, Oncology Services, the Medical Director is responsible for implementing, reviewing and coordinating clinical protocols, performance objectives and compliance measures. The position serves as coach/mentor/trainer to staff providers. The Medical Director will also represent the Service Line at required meetings with affiliated agencies and as a licensed MD and will also provide direct patient services in addition to their duties in administration.

- ▶ Responsible for establishing systems of accountability for all providers to include clinical benchmarks, performance measures and controls for clinical quality assurance
- ▶ Participates in the recruitment of qualified clinical staff including interviewing and recommendation for hire
- ▶ Ensures medical services are in compliance with all applicable regulatory and licensing agencies
- ▶ Assesses all matters of clinical compliance and works with the Executive Director, Oncology Service Line to ensure accreditation with all appropriate agencies
- ▶ Ensures the development and ongoing maintenance of multidisciplinary CPGs in areas determined to be appropriate based on community need and clinical expertise of local providers
- ▶ In collaboration with the Executive Director directs the Quality Assurance and Improvement (QA&I) process for the Oncology Service Line
- ▶ Responsible to assist with the removal of clinical barriers to achieving quality in medical care
- ▶ Establishes and/or maintains collaborative relationships in the health provider community
- ▶ Develops relationships with hospitals and specialty providers and seeks out available medical resources for Oncology Service Line patients

- ▶ Represents Oncology Service Line to consultative and advisory bodies as requested; participates in meetings, conferences, etc., on behalf of Oncology Service Line and to further collaborative efforts with these organizations and institutions
- ▶ Provides leadership, vision, and direction in developing new medical service delivery areas for Oncology Service Line
- ▶ Monitors and evaluates programs, revising and adapting as necessary and/or appropriate
- ▶ Provides direct clinical medical services in the area of board certified medical specialty in accordance with the highest applicable standards of medical and professional practice and in full accordance with medical center protocols and policies
- ▶ Demonstrates commitment to, and understanding of, Oncology Service Line's Values, by modeling service excellence in all internal and external relationships

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## QUALIFICATIONS

- ▶ Board certification Oncologic Specialty
- ▶ Strongly prefer minimum five years' experience in progressively responsible administrative or management-related positions within an oncology health care environment, preferably in a community health center setting; strongly prefer two years' previous experience as medical director
- ▶ Previous experience supervising providers and other clinical staff is essential, with demonstrated record of success
- ▶ Current, valid license to practice medicine in the State of Delaware, including DEA license required (or ability to acquire one upon hire)
- ▶ Knowledge and understanding of mid-level supervision
- ▶ Demonstrated ability to work effectively independently and as part of a team, in collaborative settings, required
- ▶ Excellent written and verbal communication skills required
- ▶ Demonstrated ability to provide leadership to staff and to build the trust and respect of patients, staff, colleagues, external contacts and other Beebe Healthcare members
- ▶ Able to motivate staff and promote team building within clinical arena
- ▶ Excellent problem-solving skills required including creativity, resourcefulness, timeliness and technical knowledge related to analyzing and resolving medical/administrative problems
- ▶ Sensitivity to needs of culturally and linguistically diverse patient and employee population
- ▶ Excellent emotional coping skills, adequate to confront difficult emotional situations and emotional responses of others
- ▶ Demonstrated ability to meet or exceed the values of Beebe Healthcare
- ▶ Demonstrated ability to utilize computer technology and adapt to the evolving technological requirements of modern medical health center practices required

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## ABOUT BEEBE HEALTHCARE

Beebe Healthcare is a not-for-profit community healthcare system with a charitable mission to encourage healthy living, prevent illness, and restore optimal health for the people residing, working, or visiting in the communities they serve. It offers services throughout Southern Delaware for residents and visitors, including a 210-licensed-bed hospital, a cancer treatment center, home care services, and outpatient facilities providing walk-in care, lab, imaging, and physical rehabilitation services.



For more than 101 years, Beebe has been providing advanced, award-winning care in Sussex County. Families caring for families. Neighbors caring for neighbors. Since its beginning, Beebe's history has been one of expansion and growth. Beebe Healthcare offers an array of inpatient, outpatient, emergency, and diagnostic services. The Tunnell Cancer Center, named for Robert and Eolyne Tunnell, houses the first radiation oncology treatment center in Sussex County.

Beebe Home Health; the Lewes Convalescent Center; Sussex Imaging Centers in Georgetown, Millsboro, and Millville; and Gull House geriatric day care in Reboboth further meet community needs. The healthcare system can also boast such other community services as health screenings, educational seminars, patient education, numerous support groups, a speaker's bureau, and physician referral services among others.

**Mission:** Beebe Healthcare's charitable mission is to encourage healthy living, prevent illness, and restore optimal health with the people residing, working, or visiting the communities they serve.

**Vision:** Their vision is for Sussex County to be one of the healthiest counties in the nation.

## CANCER PROGRAM

Beebe Healthcare's Cancer Services is committed to providing a comfortable, personal experience to all those who walk through its doors. Beebe Healthcare established The Robert & Eolyne Tunnell Cancer Center in 1995. Beebe's Cancer Services aims to provide both hope and cure. From diagnosis through treatment and beyond, their patients are never alone. Physicians, nurses, and staff are there to listen, support, and encourage.



The Commission on Cancer (CoC) of the American College of Surgeons (ACoS) has granted Three-Year Accreditation to the cancer program at The Robert & Eolyne Tunnell Cancer Center at Beebe Healthcare. Tunnell Cancer Center has also received reaccreditation by the Quality Oncology Practice Initiative (QOPI®) Certification Program, an affiliate of the American Society of Clinical Oncology (ASCO). The QOPI® Certification Program (QCP™) provides a three-year certification for outpatient hematology-oncology practices that meet nationally recognized standards for quality cancer care.

They have helped thousands of cancer patients suffering from many different types of cancer. Click below for more details on the types of cancer treated:



Click below to watch a short video:



## SENIOR MANAGEMENT



**Richard A. Schaffner, Jr, RN**  
**Executive Vice President/Chief Operating Officer**

Mr. Schaffner is responsible for all clinical and other operational departments throughout the hospital, as well as all operations at outpatient facilities throughout the medical organization's service area. He is a member of the Medical Center's Executive Staff and reports to President and CEO Jeffrey M. Fried, FACHE.

Mr. Schaffner has more than 34 years of experience in the healthcare industry having worked for academic medical centers and for-profit organizations, as well as community hospital/health systems like Beebe. He served as Senior Vice-President and Chief Operating Officer for Holy Spirit Health System in Camp Hill, PA, for the past seven years. Previously, he managed Critical Care Nursing for Geisinger Medical Center in Danville, PA, and served as Senior Vice President/Chief Operating Officer for Carlisle Hospital and Health Services. Following Carlisle's sale to HMA, he served as Associate Executive Director/Chief Operating Officer for Carlisle Regional Medical Center.

He received a Nursing Diploma from Geisinger Medical Center School of Nursing in Danville, PA, an undergraduate degree in Nursing from the Pennsylvania State University, University Park, PA, and a graduate degree in Health Administration from the University of Scranton, Scranton, PA.



**Barry Hamp**  
**Executive Director, Tunnell Cancer Center**

Mr. Hamp has extensive senior-level administrative and management expertise in clinical and non-Barry Hamp Named Executive Director of Beebe Healthcare's Tunnell Cancer Center clinical operations. He has experience with physician relations and integration, design and development of hospital construction and existing space re-design. Mr. Hamp previously served as the interim director of Oncology Services at Northern Arizona Healthcare. As the senior vice president at Cancer Treatment Centers of America, Mr. Hamp assisted in facility design and operational plan for a new hospital; managed physician recruitment and relations, budget development and compliance; and implemented and oversaw the patient satisfaction program. Mr. Hamp earned his Master of Business Administration from Bloomsburg University, and his Bachelor of Science from San Diego State University.



**Jeffrey M. Fried**  
**FACHE, President & CEO**

Jeffrey M. Fried was appointed President and Chief Executive Officer in January 1995. Prior to joining Beebe Healthcare, Mr. Fried was the Chief Operating Officer at Lancaster General Hospital in Lancaster, Pennsylvania where he also held various positions from 1983 to 1994. Prior to 1983, Mr. Fried served as Assistant Vice President at Sinai Hospital in Baltimore, MD.

Mr. Fried earned a Master's degree in Healthcare Administration from Washington University in St. Louis, Missouri. He also received a Bachelor's degree from the University of Kansas.

Mr. Fried is a Fellow of the American College of Healthcare Executives. He serves as a member of the Fulton Bank Advisory Board, the Delaware Business Roundtable and the Board of Governors of the Delaware State Chamber of Commerce. Mr. Fried also serves on the Board of the Delaware Hospital Association and is a former member of Young Presidents Organization.



**Jeffrey E. Hawtof, M.D.**

Jeffrey E. Hawtof M.D. obtained his Bachelor's degree in Computer Science from the University of Delaware. After his undergraduate training he worked at the University of Maryland's cancer center designing their research database. Dr. Hawtof went to Hahnemann University where he got his M.D. degree. He was residency trained in Family Medicine at Riverside Regional Medical Center in Virginia. Since 1998, Dr. Hawtof has been practicing Family Medicine in Sussex County. He was on the Delaware Interscholastic Athletic Association for 9 years, was the Medical Director of a Continuing Care Retirement Community for 3 years, and is currently on the Board of the Delaware Health Information Network (DHIN), the Board of the Delmarva Health Network CIN, eBright Development Board, and the eBright ACO Board of Directors. Since 2011 he has had the role of Vice President of Medical Operations and Informatics/Chief Medical Officer at Beebe Healthcare (CMO and CMIO) and maintains an active Family Practice.

## LOCATION



Sussex County’s population is growing nearly twice as fast as the rest of Delaware. It offers beautiful beaches, open spaces, country roads and a “less urban” lifestyle within arm’s reach of the East Coast’s largest cities. Many people who have vacationed there decide to make it their permanent home. Sussex County is steeped in history: Lewes, founded as a whaling center in 1631, boasts of being the “First Town in the First State.” Their museums, jazz and film festivals, art fairs and many other cultural and sporting events draw large crowds. With no sales tax, low property taxes, and extremely reasonable real estate prices, the cost of living is highly desirable. Over 40 percent of the county’s single-family homes are less than 20 years old. Add to this the low crime rate and excellent health services, and you can see why Sussex County is a wonderful place to raise a family.

The eastern portion of the county is home to most of Delaware's beaches on the Atlantic Coast and many seaside resorts. The western side of the county is the center of Delaware's agriculture, industry with more acres of arable land under cultivation than anywhere else in the state. Cities that make up Sussex County are:

- ▶ Lewes
- ▶ Milford (partly in Kent County)
- ▶ Rehoboth Beach
- ▶ Seaford

Rehoboth Beach is a popular regional vacation destination, and the seasonal population expands to over 25,000 within the city limits and thousands more in the surrounding area in the summer. The town often bills itself as "The Nation's Summer Capital" due to the fact that it is a frequent summer vacation destination for Washington, D.C. residents as well as visitors from Maryland, Virginia, and Pennsylvania. Vacationers are drawn for many reasons, including the town's charm and the lack of sales tax in Delaware. The Rehoboth Beach Boardwalk is a 1-mile long wooden boardwalk adjacent to the beach with restaurants, shops, amusements, and attractions. Several restaurants and shops are located along the town's main street, Rehoboth Avenue. Outside of Rehoboth Beach along Delaware Route 1 are the Tanger Outlets, which operate three locations along the highway with over 130 outlet stores



## ABOUT ZRG PARTNERS

ZRG Partners, LLC is the leading global executive search firm that uses a proven, data-driven approach. For over 19 years, clients have trusted ZRG Partners to recruit top talent around the world. With offices throughout the US, Canada, Brazil, Europe, and Asia Pacific, our deep market knowledge coupled with our fact-based results driven approach is grounded in integrity. The ZRG team working on this project for our client will include:



**JULIA E. WILLIAMS**  
**Managing Director, Healthcare Services & Oncology Consultant**  
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Julia has specific experience within oncology, research, academic medicine and ambulatory operations executive search. She currently is an active member of several professional healthcare associations and currently sits on the communications committee for the Association of Cancer Executives (ACE) and the advisory council for the Susan G. Komen Foundation. Julia has worked with top ranked Academic Medical Centers and Community Healthcare Systems across the country; of which many are NCI Designated Cancer Centers. She has a passion for oncology and research medicine, believing that we must always keep the patient first. Julia has worked within healthcare services for over 20 years in a variety of roles, however her industry knowledge though executive search over the last 15 years has added value to both clients/candidates alike through her ability to understand their complex structures.

<https://www.linkedin.com/in/juliaewilliams/>



**DERICK HAIRE**  
**Senior Client Partner**  
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Derick Haire is currently Senior Client Partner at ZRG Partners. Derick has more than 18 years of professional leadership and consulting experience within global executive search, talent acquisition, talent management and human resources across a range of industries and functions. These roles have covered Board Director, CEO, COO, President, SVP/VP and other senior level positions within general management, sales, marketing, R&D, manufacturing, operations, supply chain, quality, regulatory affairs, strategy, BD&L, corporate development, M&A, HR, finance and accounting. He has worked extensively on international assignments based in Europe and Asia.

Most recently Derick served as Vice President at HM Long Global Partners where he helped build the company into one of the largest life sciences focused global boutique search firms in the world. Link to Derick Haire's full bio.

## BEEBE HEALTHCARE IN THE NEWS

### [Beebe Medical Group Welcomes Meghana Dhamdhere, MD, to Beebe Family Practice – Beacon](#)

Beebe Healthcare and Beebe Medical Group are proud to welcome Meghana Dhamdhere, MD, to Beebe Family Practice – Beacon. She joins Jeffrey Hawtof, MD, and Matthew Tulloch, MD, in the practice. Dr...

### [Beebe Healthcare Recognizes Liz Dean with August 2018 L.O.V.E. Letter Award](#)

Beebe Healthcare is proud to recognize Liz Dean, Discharge Planner, as the August 2018 recipient of the Living Our Values Every day (L.O.V.E.) Award. All Beebe team members pledge to follow a system...

### [Beebe Medical Foundation presents Dr. Anis Saliba Scholarship to Angela Baker](#)

Angela Baker, Margaret H. Rollins School of Nursing student, was selected as this year's recipient for the Dr. Anis Saliba Scholarship. This year's award was \$875 and will go toward school expenses...

### [Beebe Cardiothoracic Surgeon Dr. Kurt Wehberg to Speak at Go Red Luncheon & Fashion Show Sept. 19](#)

Beebe Healthcare will sponsor the 12th annual Go Red for Women Luncheon and Fashion Show on Wednesday, Sept. 19 with the American Heart Association. The annual fundraiser will be held at the...

### [Tunnell Cancer Center Receives "Hope Bags" from Local Girl Scout](#)

Beebe Healthcare's Tunnell Cancer Center received 24 "hope bags" on July 23 from local 14-year-old Girl Scout Cadette, Mickayla Austin. The hope bags were Mickayla's Girl Scout Silver Award—the...

### [Beebe Medical Foundation Receives \\$21,000 Donation](#)

Beebe Medical Foundation received a donation in the amount of \$21,000 from the 28th Annual Rehoboth Beach Jazz Festival to benefit Beebe Healthcare's Tunnell Cancer Center. Shown during the check...

### [Beebe Healthcare Spanish Language Interpreter Ana Buck Achieves Certification](#)

Beebe is the only healthcare system in Delaware with healthcare interpreters certified through accredited organization Beebe Healthcare is proud to announce Ana Buck, Certified Healthcare Interpreter...