



Office of the Assoc. Vice President

HUMAN RESOURCE DEPARTMENT UNIVERSITY OF LIBERIA MONROVIA, LIBERIA WEST AFRICA

THE UNIVERSITY VICE PRESIDENT FOR HEALTH SCIENCES (VPHS)

Position Summary. The person who assumes this position will be the leader who develops UL Health Sciences Programs that are second-to-none nationally and regionally.

Reporting to the University President, the Vice President for Health Sciences (VPHS), will play the pivotal role developing and establishing a College of Health Sciences (CHS), and will continue to implement establishment of departments and schools that will operate under the umbrella of the CHS. This critically important senior leadership position in academic health sciences requires a dynamic individual with a comprehensive understanding of the multiple missions of a College of Health Sciences and the numerous challenges facing academic health centers in today's research and clinical environment. Outstanding strategic, communication and diplomacy skills are essential. He/she must be seen as creative and decisive but also a consensus builder with demonstrated success in a complex, multi-faceted academic health sciences environment. The potential College of Health Sciences will initially contain the A.M. Dogliotti College of Medicine, the School of Pharmacy, and the School of Nursing and Midwifery.

Major Responsibilities as Vice President for Health Sciences:

- Serve as a key leader for all UL health sciences programs by working effectively and productively to develop health sciences programs, departments, and schools
- Provide leadership and oversight of health sciences programs, departments and schools and act as supervising authority of the heads of these programs, departments and schools.
- Provide leadership and oversight of efforts to improve population health in Liberia through efforts that engage communities.
- Coordinate with the various health sciences programs' plans to ensure that clinical collaborations are maximized.
- Meet with and lead the College of Health Sciences department chairs, directors, deans coordinating council.
- Serve as a member of the President's cabinet for University-wide issues and decisions.

CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA Ideal Experience

- Progressive success and demonstrated skill in an academic medical or health center that values all aspects of research, education and clinical care equally, and leverages synergies between them;
- Significant senior leadership experience with a track record of transformative change and collaborative advancement;
- Experience in setting and articulating an academic vision, and executing a strategy, directing recruitment, overseeing finances and budgeting, and leading/valuing philanthropy;
- Excellent academic accomplishments and credentials; the experience and reputation necessary to ensure continuation and enhancement of research, educational and clinical missions of CHS and UL;
- Demonstrated managerial and business acumen with the ability to motivate and mentor a senior leadership team and provide the necessary

guidance and direction to achieve strategic goals. Significant profit and loss responsibility and management of a professional staff;

- An understanding of the complex financial pressures facing medical schools and academic healthcare delivery organizations, as well as how to drive operational efficiency. Specific understanding of the potential impact of healthcare reform on the mission of academic medicine;
- An established ability to function effectively and comfortably in a complex environment with multiple lines of authority and responsibility;
- **An M.D., Ph.D. (or equivalent) degree and credentials that would warrant appointment at, a senior level academic rank with tenure, are required.**

Critical Competencies for Success Collaborative Leadership: In a dynamic and growing environment that is committed to a collaborative approach to advancing the academic mission, the Vice President for Health Sciences must develop cooperative strategies and engage in mutual problem-solving while serving as the steward for the academic mission. He/she will do this by:

- Partnering effectively and productively with the University President, and other senior leaders at the University of Liberia, leaders of affiliated hospitals, College of Physicians and Surgeons, Medical and Dental Board, Medical and Dental Associations, Dean of AMDCM to ensure continued advancement of all components of the academic mission equally;
- Building trust and respect at all levels of the institution and the broader community and by being seen as a “balanced and fair” executive who can both communicate and implement a broad, aspirational vision;
- **Setting a culture of the highest integrity and ethics and serving as the chief reputation officer for the institution; and by**
- Demonstrating strong mentoring and advancing cohesive teams that leverage individual skills for a better collective outcome.
- Developing a culture that respects, values and promotes diversity within the student body, faculty and staff.

- Creating a culture of collaboration, civility, and professionalism.

Business/Financial Acumen: In a complex, multi-institutional healthcare environment with much uncertainty in future healthcare delivery and limited government support, the Vice President for Health Sciences must be able to ensure sustainable models of clinical care (and in the future, research funding). He/she will accomplish this by:

- Developing and implementing creative solutions in partnership with hospital leadership that optimize business performance while maintaining excellent patient care and supporting the broader academic missions;
- Building a shared sense of accountability and effectively creating incentives and systems that yield and measure optimal performance across all aspects of the academic mission;
- Making sound strategic decisions in a timely manner, even in the face of incomplete information; and by
- Working effectively with strategic partners to create win/win business solutions.

Other Personal Characteristics

- A commitment to collegiality, excellence, inclusivity, and diversity;
- A caring person with a positive approach to problem-solving; and a builder of trust and respect at all levels of the institution.
- An engaging personal communication and presentation style that encourages consensus-building and cooperation among deans, chairs, faculty, staff, partners and students. Deep talent in listening, learning and assimilating information for action;
- An ability to work effectively with diverse groups and to resolve conflict and manage ambiguity;
- An ability to lead and manage change and to inspire others to coalesce around a strategic vision and complex challenges.

Applications (How to Apply) the application should include

- (1) A letter describing qualifications and highlighting leadership experiences as relevant to Liberia's unique medical environment and cultural makeup,
- (2) Current curriculum vitae,
- (3) Professional writing example, and (4) the names, current position titles, addresses, telephone numbers, and e-mail addresses of at least four references.

Application Deadline. Review of applications will begin immediately and will continue until the position is filled. Please send all applications electronically to: **garmaimwilson@gmail.com**. To be assured full consideration, applications must be received by July 30, 2018. Position will remain open until filled.