

Physician Executive, Cardiovascular Service Line

Leadership Profile

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The Opportunity

Tufts Medicine seeks an accomplished and collaborative physician leader to serve as Physician Executive, Cardiovascular Service Line (PE CVSL), the senior physician leader responsible for advancing a highly respected and growing cardiovascular enterprise across one of New England's leading integrated academic health systems. This physician executive will provide strategic, clinical, academic, and operational leadership for cardiovascular services across Tufts Medicine, partnering with physician and administrative leaders to strengthen integration, drive performance, and further elevate cardiovascular care throughout the system.

The PE will help shape the future direction of cardiovascular care across Tufts Medical Center, Lowell General Hospital, MelroseWakefield Hospital, and affiliated community-based practices. Working in a dyad leadership model with the Vice President of the Cardiovascular Service Line, the PE will be responsible for fostering greater alignment among cardiovascular physicians and programs, promoting consistent standards of excellence, and advancing initiatives that improve quality, access, patient experience, and clinical outcomes across the continuum of care.

This leader will oversee a cardiovascular service line that includes nationally recognized programs in advanced heart failure, cardiac transplantation, mechanical circulatory support, interventional cardiology, electrophysiology, structural heart disease, cardiac surgery, vascular surgery, advanced imaging, and numerous subspecialty cardiovascular programs. At the center of the enterprise is the CardioVascular Center at Tufts Medical Center, home to the largest advanced heart failure program in New England and a heart transplant program that has performed more transplants than any other hospital in the region over the past five years.

Beyond clinical excellence, the PE will play a critical role in supporting Tufts Medicine's academic mission. The cardiovascular enterprise benefits from a robust research infrastructure, including the CardioVascular Center for Research & Innovation and the Molecular Cardiology Research Institute. Together, these programs support a broad portfolio of clinical, translational, and basic science research, numerous fellowship training programs, and collaborative initiatives that advance innovation and improve patient outcomes. The successful candidate will work closely with faculty and institutional leaders to further strengthen the integration of research, education, and clinical care across the cardiovascular service line.

The ideal candidate will be an accomplished cardiovascular physician with a track record of leadership in a complex academic medical center, health system, cardiovascular institute, or service line. This individual will bring demonstrated success leading multidisciplinary teams, building consensus among diverse stakeholders, and developing strategies that advance growth, quality, operational performance, and physician engagement. Equally important will be the ability to navigate a matrixed health system environment while fostering collaboration among academic and community-based physicians, hospital leaders, and administrative partners.

This is an exceptional opportunity to lead a cardiovascular enterprise with significant clinical depth, strong academic foundations, and substantial opportunities for continued growth and integration. This will help define a shared vision for cardiovascular care across Tufts Medicine and further position the organization as a destination for world-class patient care, education, research, and innovation.

Organization Overview

Cardiovascular Service Line Leadership Overview

The Physician Executive, Cardiovascular Service Line (PE CVSL) provides clear vision and leadership to promote the strategic direction and integration of the CVSL across Tufts Medicine. The incumbent is charged with leading all activities related to the Cardiovascular patient care enterprise and supporting the strategic imperatives of Tufts Medicine's academic mission, including graduate medical education and research. The leader will work in tandem with the Presidents and Chief Medical Officers of Lowell General Hospital and MelroseWakefield Hospital, as well as with senior leaders of their population health network, to oversee and guide CVSL services and the provision of cardiovascular care by employed and independent cardiologists and programs across these facilities.

The PE will work collaboratively with an administrative executive dyad and the Vice President of the Cardiovascular Service Line to develop and implement strategies and/or initiatives prioritized for the CVSL. The PE will drive continuous quality improvement at the individual Cardiovascular division level and at each entity, resulting in meeting or exceeding service line outcomes across Tufts Medicine. The Cardiovascular Service Line Physician Executive reports jointly to the TM Executive Vice President/Chief Operating Officer and the Chief Physician Executive.

Major Clinical Programs

The role encompasses leadership of the CardioVascular Center (CVC) at Tufts Medical Center. The CVC is an integrated care-delivery and research entity comprising the Divisions of Cardiology, Cardiac Surgery, and Vascular Surgery. Among many successful collaborative clinical programs, the CVC has the largest advanced heart failure program in New England. Over the last 5 years, it has performed more heart transplants than any other hospital in New England and ranks 13th in the nation. With >3000 inpatient discharges at Tufts Medical Center, the CVC provides quality care across the full spectrum of cardiac and vascular services.

The CVC also has a strong ambulatory presence in the Boston area, with >7,300 new and 50,000 existing patient visits annually; the care network extends beyond its Boston facility to other Tufts Medicine sites and communities. A highly robust Critical Care program collaborates with the Department of Anesthesia and the Division of Pulmonary, Critical Care, and Sleep Medicine. It supports an expanding volume of highly complex critical care patients. Programmatic offerings include:

- Advanced Heart Failure/Cardiac Transplant and MCS programs
- General and Specialized Cardiology programs
- Cardiac Amyloid/Sarcoid
- Advanced Cardiovascular Imaging
- Cardio-Oncology
- Adult Congenital Heart Disease
- Cardiac Imaging
- Hypertrophic Cardiomyopathy
- Cardio-Obstetrics
- Interventional Cardiology and Structural Heart
- Electrophysiology
- Cardiac Surgery
- Vascular Surgery

In addition to the TMC-based cardiology, cardiac and vascular surgery faculty practices (CVC), the CVSL has four community-based practices (employed and private). In the Framingham, MA, area, Tufts Medicine Cardiology Framingham comprises 9 cardiologists (noninvasive, interventional, and EP) and 4 APPs. In the Lowell area, Tufts Medicine Merrimack Valley Cardiology has 16 cardiologists and 6 APPs and provides cardiology coverage,

interventional, and EP services at Lowell General Hospital. In the Melrose community, they have two principal practices. Melrose Internal Medicine Associates (MIMA) specializes in general and interventional cardiology. In addition, there is a second growing cardiology practice.

Clinical offerings at MelroseWakefield and Lowell General Hospital include:

- General cardiology
- Primary PCI and elective PCI at both hospitals
- Community-based EP programs
- Vascular surgery

Training Programs

The CardioVascular Center at Tufts Medical Center provides trainees with the necessary skills to become exceptional specialists in:

- General Cardiology, 16 fellows
- Interventional Cardiology, 2 fellows
- Electrophysiology, 3 fellows
- Advanced Heart Failure Transplant Cardiology, 3 fellows
- Advanced Cardiac Imaging, 1 fellow
- Cardiac Surgery – 2 fellows
- Vascular Surgery – 2 fellows

Fellows are encouraged to pursue research opportunities in basic and translational science at the Molecular Cardiology Research Institute as well as specialized research training in the Institute for Clinical Research and Health Policy.

The Cardiovascular Disease Fellowship Programs expose trainees to an excellent case mix during their rotations through the various subspecialties in cardiology. In addition to the individualized instruction given throughout each rotation, fellows are taught through didactic sessions, interactive conferences, and self-study.

Research Programs

Their cardiovascular clinical and translational research mission is within the CardioVascular Center for Research & Innovation (CVCRI), dedicated to fostering new approaches to clinical research, innovation, education, and patient outcomes through an integrated cardiovascular research pipeline. There are currently 58 clinical studies (48 active and 10 in start-up). Within the CVCRI is the Cardiogenic Shock Working Group (CSWG) at Tufts Medical Center, and its mission is to improve clinical outcomes for cardiogenic shock. Philanthropic partners support it and includes more than 10,000 patients across 50+ participating medical centers worldwide.

The CVCRI has developed a formalized team mentoring approach for promising early-career faculty.

The Molecular Cardiology Research Institute (MCRI) was founded in 1998. It comprises 3 research Centers and 5 Core Labs. The centers include the Cardiac Biology Research Center (CBRC), the Vascular Biology Research Center (VBRC), and the Center for Translational Pharmacology and Genomics (CTPG). The Core Labs include the Vascular Function Lab, Mouse Physiology Lab, MCRI Biobank, Cell Culture Core Lab, and the MCRI Large Animal Interventional Research Lab.

Over the past 26 years, MCRI investigators have published 1,000 manuscripts, secured over \$173 million in external funding, achieved research advances that have resulted in 22 patents and 6 start-up companies, and trained more than 150 cardiovascular scientists at the graduate and postgraduate levels.

Tufts University School of Medicine

Tufts University School of Medicine (TUSM) is a private, research-focused medical school located on Tufts University's Health Sciences Campus in downtown Boston. Established in 1893, the School of Medicine serves as a core academic pillar of Tufts University. It is closely integrated with Tufts Medical Center, its principal teaching hospital, and a nationally respected academic medical center. While Tufts University and Tufts Medical Center are separate corporate entities, their longstanding affiliation supports a highly collaborative environment for education, clinical care, and research.

The School of Medicine educates a diverse body of learners across MD and graduate-level programs, with an emphasis on rigorous scientific grounding, early and sustained clinical exposure, and service to diverse populations. Educational programs are delivered through a distributed clinical education model, with students and trainees rotating across a broad network of affiliated hospitals and health systems. In addition to Tufts Medical Center, major clinical partners include Maine Medical Center, Newton-Wellesley Hospital, and a wide range of community and regional sites spanning urban, suburban, and rural settings. This breadth of training environments is a defining feature of the School's educational strategy.

Research is a central component of the School of Medicine's mission, with faculty and trainees engaged in basic, translational, clinical, and population-based research. The School collaborates closely with Tufts University and Tufts Medicine to advance discovery in areas such as neuroscience, cancer, infectious disease, imaging, and health services research. Dedicated clinical skills, simulation, and laboratory facilities on the Health Sciences Campus support both education and investigation, while interdisciplinary collaborations enable faculty to bridge discovery and patient care.

Collectively, Tufts University School of Medicine is characterized by its strong clinical affiliations, integrated academic health system relationships, and longstanding commitment to training physicians and researchers prepared to lead in complex healthcare environments. These attributes provide an essential academic and institutional context for departmental leadership within Tufts Medicine.

Tufts Medicine

Tufts Medicine is a leading integrated, nonprofit academic health system that delivers exceptional, connected, and accessible care across Massachusetts and the surrounding region. Formed in 2014 and renamed Tufts Medicine in 2022 (formerly Wellforce), the organization reflects a strategic alignment with Tufts University and Tufts University School of Medicine to advance clinical care, education, research, and innovation. While Tufts Medicine and Tufts University remain separate entities, their longstanding relationship is reflected through shared governance, academic collaboration, and an integrated approach to advancing the missions of patient care, teaching, and discovery.

As the principal teaching affiliate of Tufts University School of Medicine, Tufts Medicine combines the strengths of academic medicine with a broad community-based care network. The health system includes Tufts Medical Center, Lowell General Hospital, MelroseWakefield Hospital (including Lawrence Memorial Hospital), Tufts Medicine Care at Home, a newly established Behavioral Health Hospital developed in partnership with Acadia Healthcare, Tufts Medicine Professional Group (TMPG), and the Tufts Medicine Integrated Network (TMIN). Together, these entities provide a comprehensive continuum of care encompassing quaternary and tertiary services, community hospitals, ambulatory care, behavioral health, home health and hospice services, and a large clinically integrated physician network.

Tufts Medicine is distinguished by its clinically integrated network model, which aligns physicians, hospitals, and care teams around a shared commitment to quality, safety, value, and population health. This structure enables system-wide collaboration and accountability while preserving the unique strengths of individual hospitals,

practices, and specialties. Through this integrated framework, Tufts Medicine supports highly specialized academic programs while expanding access to high-quality care throughout the communities it serves.

At the academic core of the system is Tufts Medical Center, a 415-bed academic medical center and Level I Trauma Center located in downtown Boston. As the primary teaching hospital for Tufts University School of Medicine, Tufts Medical Center anchors the system's clinical, research, and graduate medical education missions. Faculty physicians across the organization maintain strong academic connections to the School of Medicine, fostering a culture of inquiry, innovation, and continuous learning. This close integration of academic and clinical excellence provides an exceptional environment for physician leadership. It underscores Tufts Medicine's commitment to advancing the future of healthcare through patient-centered care, education, and research.

Tufts Medical Center Physicians Organization

Physician alignment and faculty practice operations at Tufts Medical Center are supported through the Tufts Medical Center Physicians Organization (PO). This centralized physician enterprise underpins clinical practice across the institution. The PO coordinates administrative, operational, and billing functions for a broad network of specialty practices, including radiology, and serves as a key infrastructure supporting clinical performance, quality, and financial sustainability. Comprising numerous affiliated physician groups across disciplines, the PO plays an important role in aligning physician leadership and advancing coordinated care delivery across Tufts Medical Center and the broader Tufts Medicine system. The organization is led by Erika Werner, MD, MS, who also serves as Chief Physician Executive for Tufts Medicine.

Position Summary

The Physician Executive, Cardiovascular Service Line (PE CVSL) serves as the senior physician leader for cardiovascular services across Tufts Medicine and is responsible for advancing a unified vision for cardiovascular care throughout the health system. Working in close partnership with the Vice President of the Cardiovascular Service Line within a dyad leadership model, the PE CVSL will provide strategic, clinical, academic, and operational leadership across a diverse cardiovascular enterprise spanning an academic medical center, community hospitals, employed physician practices, and affiliated providers.

The PE will lead efforts to further integrate cardiovascular services across Tufts Medical Center, Lowell General Hospital, MelroseWakefield Hospital, and affiliated community-based practices, ensuring a coordinated approach to patient care, physician engagement, quality improvement, growth, and program development. This leader will work collaboratively with leadership from departments, the hospital, and physician organizations to align priorities, strengthen relationships across the continuum of care, and support the cardiovascular service line's long-term strategic objectives.

A central focus of the role will be to advance clinical excellence and operational performance across the cardiovascular enterprise. The PE will champion initiatives that improve quality, safety, patient outcomes, access, and the patient experience while promoting clinical standardization and evidence-based care across the system. The successful candidate will foster a culture of accountability, collaboration, innovation, and continuous improvement among physicians, advanced practice providers, administrators, and interdisciplinary care teams.

Beyond clinical operations, the PE will play an important role in supporting Tufts Medicine's academic mission. Working closely with clinical and academic leaders, the Physician Executive will help strengthen cardiovascular research, education, faculty development, recruitment, and training programs while advancing the national reputation of Tufts Medicine's cardiovascular services. This leader will support continued growth of the service line's research and innovation portfolio and help ensure strong integration between academic and community-based cardiovascular programs.

The PE reports jointly to the Executive Vice President and Chief Operating Officer and the Chief Physician Executive of Tufts Medicine. The PE will collaborate extensively with hospital presidents, chief medical officers, department chairs, division chiefs, physician leaders, and administrative executives across the health system to advance a shared vision for cardiovascular care.

Strategic Priorities of the Role

- Advance a unified vision and strategic plan for cardiovascular services across Tufts Medicine.
- Strengthen integration and alignment across Tufts Medical Center, Lowell General Hospital, MelroseWakefield Hospital, and affiliated community-based cardiovascular practices.
- Build strong partnerships among physician leaders, hospital executives, and administrative stakeholders to support coordinated, system-wide cardiovascular care.
- Enhance access, patient experience, and program development while identifying opportunities for sustainable growth across the cardiovascular enterprise.
- Advance quality, safety, clinical outcomes, and operational performance through evidence-based care, clinical standardization, and performance improvement initiatives.
- Foster a culture of physician engagement, collaboration, accountability, and leadership development across the cardiovascular service line.

- Strengthen the integration of clinical care, research, innovation, and education in partnership with Tufts University School of Medicine and cardiovascular faculty leadership.
- Recruit, develop, and retain outstanding cardiovascular physicians, faculty, and advanced practice providers while further elevating Tufts Medicine's regional and national reputation in cardiovascular care.

Goals and Objectives

The following goals and objectives have been identified as priorities for the Physician Executive Cardiovascular Service Line during the first 12 to 24 months in the role:

Strengthen Service Line Integration and Alignment

- Assess the current cardiovascular service line structure, governance model, and key relationships across Tufts Medical Center, Lowell General Hospital, MelroseWakefield Hospital, and affiliated community-based practices.
- Build consensus around a unified vision and strategic direction for cardiovascular services across Tufts Medicine.
- Advance greater clinical and operational alignment across academic and community-based cardiovascular programs while fostering strong physician engagement and collaboration.

Advance Clinical Excellence and Program Performance

- Identify opportunities to further improve quality, patient safety, clinical outcomes, and operational efficiency across the cardiovascular enterprise.
- Promote the adoption of evidence-based practices, care pathways, and performance metrics that support consistent, high-quality cardiovascular care throughout the system.
- Enhance access to care and strengthen the patient experience across inpatient, ambulatory, and procedural services.

Support Strategic Growth and Program Development

- Partner with system leadership to identify and prioritize opportunities for growth across cardiovascular services.
- Strengthen referral networks and care coordination across Tufts Medicine and affiliated providers.
- Continue to build upon the strengths of nationally recognized cardiovascular programs, including advanced heart failure, transplantation, structural heart, electrophysiology, cardiac surgery, and vascular surgery.

Foster Physician Engagement and Talent Development

- Develop strong relationships with cardiovascular physicians, faculty, advanced practice providers, and administrative leaders throughout the health system.
- Support physician recruitment, succession planning, leadership development, and retention efforts across the cardiovascular service line.
- Promote a culture of collaboration, accountability, inclusion, and continuous improvement.

Advance Research, Education, and Innovation

- Partner with academic leadership to strengthen the integration of clinical care, research, and education across the cardiovascular enterprise.

- Support continued growth of the CardioVascular Center for Research & Innovation and the Molecular Cardiology Research Institute while fostering opportunities for multidisciplinary collaboration.
- Ensure the continued success and growth of cardiovascular training programs and faculty development initiatives.

Candidate Qualifications

Education/Certification

- MD, DO, MD/PhD, or equivalent.
- Licensure or eligible for licensure as a physician in the state of Massachusetts.
- Board Certified at least in one cardiovascular disease specialty.
- Academic credentials and scholarly achievements sufficient to support appointment at the rank of Professor within Tufts University School of Medicine.
- Demonstrated commitment to clinical excellence, professional integrity, and patient-centered care.

Knowledge and Work Experience

- Progressive leadership experience within a complex academic medical center, integrated health system, cardiovascular institute, service line, department, division, or comparable physician enterprise.
- Demonstrated success leading multidisciplinary physician teams and building alignment across diverse stakeholder groups.
- Experience developing and implementing strategic initiatives that advance clinical quality, program growth, operational performance, and physician engagement.
- Experience collaborating with administrative leadership in a dyad or shared leadership model.
- Understanding of healthcare finance, physician compensation models, and performance management within a complex healthcare environment.
- Demonstrated commitment to quality improvement, patient safety, and evidence-based clinical practice.
- Record of achievement in academic medicine, including support of research, education, faculty development, and physician recruitment.
- Experience working across both academic and community-based practice settings is highly desirable.
- A national reputation as an accomplished clinician, educator, researcher, or physician leader is preferred.
- Minimum of five years of significant physician leadership experience, preferably as a division chief, department chair, institute director, service line leader, medical director, or in a comparable senior leadership role.

Leadership Skills and Competencies

- Strategic thinker with the ability to develop and execute a compelling vision for cardiovascular services.

- Collaborative and relationship-oriented leader who fosters trust, engagement, and consensus among physicians, administrators, and institutional stakeholders.
- Demonstrated ability to lead effectively within a complex matrixed organization through influence, credibility, and partnership.
- Strong communication and interpersonal skills, with the ability to engage diverse audiences and build productive relationships across organizational boundaries.
- Proven ability to drive organizational change, lead through ambiguity, and achieve measurable results.
- Commitment to creating an inclusive culture that values collaboration, accountability, innovation, and continuous improvement.
- Data-informed decision maker with strong analytical and problem-solving skills.
- Ability to mentor, develop, and support physicians and faculty leaders.
- High degree of emotional intelligence, professionalism, and personal integrity.
- Commitment to advancing excellence in patient care, research, education, and community engagement.

The Community

Boston, Massachusetts

Founded in 1630, Boston is one of the oldest cities in America. As the gateway to New England, it has a history steeped in the American Revolution. Today, the sites of Boston's National Historic Parks, connected by the Freedom Trail, symbolize the accomplishments of that revolutionary generation.

Once considered conservative, Boston has developed a progressive, cosmopolitan culture while maintaining close ties to its heritage and traditions. It is one of the most attractive locations in all of New England, with notable professional sports teams, excellent restaurants, and an abundance of cultural attractions and sights. Its historic buildings, world-class museums, parks, and cemeteries are national landmarks, and the city is home to the birthplaces of many famous patriots, presidents, and politicians. The city's architectural treasures include lovely brownstones and cobblestone streets, with authentic gaslights lighting the way in many neighborhoods. Boston is meant for walking. As small in size as it is large in history, Boston's most interesting attractions can be easily explored on foot.

Boston is the leading center of higher education in the United States. More than 200,000 students are drawn to more than two dozen universities in Boston and the surrounding communities, including Tufts, Boston College, Boston University, Brandeis, Northeastern, Harvard, and the Massachusetts Institute of Technology. Boston is situated on a magnificent harbor, providing the foundation for a robust fishing industry and international sea trade. Boston not only plays a leading role in New England but also influences the rest of the country through its financial institutions, insurance companies, educational institutions, medical centers, and medical research.

Today, with populations of 692,600 in the city and more than 4.8 million in the metro area, Boston has booming technology and healthcare industries. The metropolitan area has spawned diverse academic institutions and life sciences companies that have established themselves as leaders in advancing critical new science, technology, and medical discoveries that benefit people worldwide. Life science companies partner with academic medical centers to support internationally recognized scientists and physicians who cooperate in drug and medical device development.

For more information on Boston, visit <http://www.boston.gov>.

Procedure for Candidacy

For information, confidential nominations and expressions of interest, including candidate materials (a letter of interest and CV), should be submitted via email to Tufts University School of Medicine search consultants Stephen Davis and Aaron Mira through the office of Ashley Rittgers at arittgers@wittkieber.com.

The Tufts School of Medicine values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Tufts Medicine documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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