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**Chief of Heart and Vascular Services**

Leadership Profile

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**WittKieffer**

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## The Opportunity

Virginia Hospital Center Health (VHC Health) seeks a dynamic, experienced physician leader to serve as its inaugural Chief of Heart and Vascular Services. This is an exceptional opportunity for a mission-driven physician executive to build and lead the cardiovascular service line at a highly regarded and financially strong organization focused on its commitment to improve the coordination of care and empower and inspire healthier lifestyles.

VHC Health is a 453-bed, Magnet designated facility located in Arlington, Virginia, recognized as a premier independent health system in a highly competitive healthcare market. Consistently earning top accolades, including a CMS five-star rating, VHC Health combines high-quality care with exceptional patient satisfaction and a strong, dedicated workforce. As a nimble and entrepreneurial organization, VHC Health has maintained long-term success, driven by a commitment to excellence and innovation. With net patient revenues of approximately \$900 million and consistent positive operating margins, VHC Health has been able to continue to reinvest in its future and recently had its bond rating reaffirmed by Fitch as AA-.

Building upon a strong foundation, the Chief will collaborate closely with VHC Health leadership to set strategy and align cardiovascular services. This leader will be responsible for physician recruitment, development, and integration, as well as overseeing the financial performance and operations of the heart and vascular service line across VHC Health. The Chief will lead and grow a seamless, patient-centered heart and vascular service line operation that reflects best practices and supports VHC Health's mission. The incoming leader will ensure continued growth and program excellence, driving performance that meets and exceeds national benchmarks while aligning operations with industry standards.

The successful candidate will be an outstanding physician leader with demonstrated ability to effectively inspire, manage, mentor, and develop a well-functioning team. The Chief will serve as a leader in advancing clinical operations, transforming care delivery in cardiovascular care, and advancing integrated care on behalf of patients across the system and throughout the DMV. The position requires an individual with a proven track record and a passion to build upon and improve processes and systems of care, to lead the delivery of high-quality care, and the ability to work well in a pluralistic medical staff model with multiple partners and stakeholders in a matrixed environment.

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## Organization Overview

### VHC Health

#### Mission - To Be the Best Health System

- To provide the highest quality clinical care.
- To achieve the highest levels of patient satisfaction.
- To provide state-of-the-art facilities and equipment.
- To innovate in the use of information technology.
- To invest in the professional growth and development of people.
- To manage VHC Health resources prudently.
- To serve the healthcare needs of the VHC Health community.

#### Pillars of Excellence

At VHC Health, certain values shape and influence all of the decisions and actions. The Five Pillars of Excellence serve as a foundation on which they build their commitment in upholding their Mission, "To Be the Best Hospital". These five strategic values are:

- **Service:** To provide an environment in which patients, families, employees and physicians are highly satisfied. To provide an experience for patients that exceeds expectations.
- **Quality:** To provide state-of-the art technology and dedication, to strive for excellence and continuous quality improvement and safety in all that VHC Health does.
- **Finance:** It is VHC Health's responsibility to provide cost-effective, compassionate care and services strengthening the ability to be financially successful in caring for the community.
- **People:** VHC Health recognize that being the healthcare provider and employer of choice, every team member at VHC Health is selected for their leadership, professionalism, expertise, compassion and commitment to uphold excellence and the mission and vision of the organization.
- **Growth:** It is VHC Health's responsibility to provide operationally efficient, compassionate care and services while achieving fiscal responsibility and growth by reinvesting in the facilities, employees, and community.

VHC Health, a non-profit healthcare organization, has provided exceptional medical services to the Washington, D.C. metropolitan area for over 75 years. Designated as Magnet Hospital, VHC Health is a 453-bed not-for-profit, teaching facility offering comprehensive healthcare and multiple, independently recognized Centers of Excellence including: Cardiology & Cardiovascular Surgery, Breast Health, Neuroscience/Stroke, Oncology, Orthopedics (Total Joint Replacement Services), Bariatric Surgery, Emergency Services, and Women & Infant Health and Urology. VHC Health is a CMS 5-star organization as of January 2025.

The hospital has a talented and dedicated executive team, led by Christopher Lane, Chief Executive Officer. The organization is proud of their strong reputation for quality and service to the community, state-of-the-art facilities, dedicated physicians, Magnet nursing and loyal, non-union staff.

Services include:

- 453-bed Acute Care Hospital
- 24-hour Emergency Department
- Acute Stroke
- Addiction Treatment
- Bariatric (Weight Loss) Surgery
- Behavioral Health
- Breast Health
- Breast Health - Plastic and Reconstructive Surgery
- Cancer Care
- Cancer Care-Radiation Oncology
- Clinical Research
- Colorectal Surgery
- Emergency Medicine
- Gastroenterology
- General Surgery
- Heart Services
- Heartburn Center
- Intensive Care
- Laboratory Services
- Neuroscience
- Ophthalmology
- Orthopedic Surgery
- Orthopedic Surgery - Joint Replacement
- Outpatient Clinic
- Palliative Care
- Pediatrics
- Physical Medicine and Rehabilitation (Outpatient)
- Pregnancy and Childbirth
- Primary Care
- Pulmonary Medicine
- Radiology and Medical Imaging
- Robotic Surgery
- Sleep Lab and Sleep Medicine
- Travel Clinic
- Urology
- Urgent Care
- Weight Management Medicine
- Women's Health
- Wound Healing and Hyperbaric Center



Additionally, VHC employs over 300 primary care physicians, specialists, and other providers through the Virginia Hospital Center Physician Group, a wholly owned subsidiary of the health system. The system has 30+ care sites located throughout Northern Virginia with growth or expansion of multiple offices currently underway. The Board has approved a \$100 million commitment for a 5-year growth plan for the VHC Physician Group, largely for Primary Care expansion via practice acquisitions and joint ventures. The growth plans also include plans to support licensed bed expansions, free-standing emergency departments, imaging hubs and ASCs.

### Awards and Recognition

- Selected as one of Newsweek's Top 200 Best Hospitals in the United States.
- Achieved re-accreditation by the Commission on Cancer as an approved Academic Comprehensive Cancer Program.
- Received a Leapfrog Hospital Safety Score of A for the 19th consecutive grading period- one of only 41 hospitals in the country to achieve this level of consistency.
- US News and World Report ranked VHC Health the number two hospital in the Washington, DC area. VHC Health earned recognition for its performance in several specialties: colon cancer and surgery, lung cancer,

heart failure, heart attack, kidney failure, stroke, knee replacement, hip replacement, hip fracture, and chronic obstructive pulmonary disease (COPD).

- Newsweek named Inpatient Rehabilitation as one of America's Best Physical Rehabilitation Centers.
- Selected for the Healthgrades 2022 Outstanding Patient Experience Award™. This distinction places VHC Health among the top 10 percent of hospitals nationwide for patient experience. This year marks VHC Health's tenth consecutive year winning the Outstanding Patient Experience Award™, which the Hospital has consistently earned every year since 2012.
- Named one of the Top 100 Hospitals for Consumer Loyalty by NRC Health.
- Received the American Heart Association's Gold Plus Get with The Guidelines® for Stroke Award, and the Association's Target: Type 2 Honor Roll™ Award.
- One of only 72 hospitals nationwide to receive the Top Teaching Hospital distinction by The Leapfrog Group and marks VHC's fifth Top Hospital recognition.
- Received the following BCBS-Blue Distinction recognition:
  - Blue Distinction Plus - Bariatrics
  - Blue Distinction Plus - Cardiac Care
  - Blue Distinction - Knee/Hip Replacement
  - Blue Distinction Plus - Maternity Care
  - Blue Distinction Plus - Spine Surgery
- Received the following Aetna Institutes of Quality Recognition:
  - Bariatric Surgery
  - Cardiac Care
- Orthopedic Care (Total Joints)
- Received the following Cigna Centers of Excellence designation:
  - Bariatric Surgery (gastric bypass and weight loss surgery)
  - Cardiac Catheterization and Angioplasty
  - Colon Surgery
  - Delivery (C-Section and Vaginal Delivery)
  - Heart Surgery (coronary artery bypass surgery and heart valve surgery)
  - Joint Replacement (Hip and Knee replacement)
  - Respiratory/Pulmonary Conditions (COPN and Pneumonia)
  - Received the following Women's Choice Awards®:
    - America's 100 Best Hospitals for Patient Experience
    - America's Best Hospitals for Bariatric Surgery
    - America's Best Hospitals for Cancer Care and Comprehensive Breast Center
    - America's Best Hospitals for Heart Care
    - America's Best Hospitals for Minimally Invasive Surgery
    - America's Best Hospitals for Obstetrics
    - America's Best Hospitals for Orthopedics
    - America's Best Hospitals for Patient Experience
    - America's Best Stroke Centers
    - America's Best Hospitals for Women's Services

- Women’s Choice Award for Mammogram Center
- VHC Health received a rating of ‘AA-’ with a stable outlook from Fitch Ratings and S&P Global Ratings affirmed its ‘A+’ long-term rating with a stable outlook. The strong ratings reflect VHC Health’s strong operating risk assessment and stable market position in a favorable but competitive service area.
- Recognized as a 2022 CHIME Digital Health Most Wired program. This recognizes the Hospital’s technology achievements, specifically achieving Most Wired Level 9 Certification. VHC Health received recognition for its community engagement efforts with the launch of its app in April.

**VHC Health Heart & Vascular Services**

VHC Health is a national leader for patient outcomes and satisfaction in cardiac care. The health system offers advanced cardiac and vascular care options and services personalized to the unique needs of its patients. VHC Health is proud to hold the following designations:

- Aetna Institute of Quality® for cardiac care
- BlueCross BlueShield Blue Distinction Center for Cardiac Care®
- UnitedHealthcare Premium® Cardiac Specialty Center

VHC Health is a pioneer in offering specialized care for heart disease in Northern Virginia. Its coronary care unit, established in 1964, was the first in the region and the third in the United States, and continues to make significant strides in 2025. The cardiology team is comprised of 9 physicians and 6 advanced practice providers (APPs), including 3 interventional cardiologists. This year, VHC Health is launching an electrophysiology (EP) service line and expanding its cardiac device monitoring program.

VHC Health also boasts three cardiovascular and thoracic (CVT) surgeons. The Cardiovascular Intensive Care Unit (CVICU) is staffed by both RNs and APPs. Additionally, a state-of-the-art Cardiac Stepdown Unit 3A opened in January 2025.

Cardiac Imaging is also set for expansion in 2025, as VHC Health continues its growth. The Tyson’s Hub has obtained a Certificate of Public Need (COPN) for MRI and CT services. The Shirlington Office, which is the system’s largest Primary Care Office, and the Old Town Alexandria Office, the second largest, are also part of this expansion.

In 2024, 43 Physicians performed Cath Lab Procedures at VHC. Among the top private cardiology groups at VHC are Mid-Atlantic Permanente Medical Group, Virginia Heart, Carient, MedStar EP, and Amelia Heart.

<b>VHC Health Heart &amp; Vascular Services: By the Numbers 2024</b>	
Cardiac Catheterizations	1,881
Ablations	550
EP/Device Implants	574
Peripheral Vascular Procedures	212

Pulmonary Embolism Thrombolysis	41
Structural Heart Procedures	304
CABGs	234*

\*annualized 2024

For more information, please visit: <https://www.vhchealth.org/>

## Position Summary

The Chief of Heart and Vascular Services will provide strategic and operational direction to VHC Health's Heart & Vascular Service Line. The Chief will lead and support the medical staff and, as part of the health system leadership, assist in fulfilling the mission, plans and objectives (including the responsibilities to the patient and the community) for the provision of high-quality, cost-effective care.

The Chief will work collaboratively with heart and vascular service line leadership, providers, operations teams and other leaders throughout the continuum of care, such as in outpatient areas, as well as system service areas to support and implement strategic goals through appropriate clinical integration workflows. The Chief will be accountable to achieve appropriate metrics regarding cost and quality performance.

### Reporting Relationships

**Reports to:** Senior Vice President & Chief Medical Officer, VHC Health

**Direct reports:** Medical Director, Cardiac and Thoracic Surgery/CVT Council

Medical Director, Electrophysiology/Arrhythmia Council

Medical Director, Coronary Artery Disease Council

Medical Director, Heart Failure Council

Medical Director, Women's Heart Health Council

Medical Director, Cardiovascular Imaging Council

Medical Director, Cath Lab

**Key Relationships:** Senior Vice President, VHC Health Physicians

Director, Business Operations for Heart & Vascular Services

Director, Clinical Operations for Heart & Vascular Services

Mid-Atlantic Permanente Medical Group Leadership

Cardiac Diagnostic and Interventionalist Leadership

Vice President, Medical Affairs, PG

### Responsibilities

The successful Chief of Heart and Vascular Services candidate will:

**Clinical**

- Guide the cardiology and cardiac surgery providers to realize the highest level of excellence in current practice and toward future practices that define the leading edge in the profession, making it a model among its peers.
- Provide ongoing direction and oversight for all operations and services ensuring excellence in quality, performance, family experience and value to the community.
- Lead the performance metrics with a high priority focus on quality, safety, and clinical utilization metrics, demonstrated outcomes and best practice targets that align with national benchmarks. Identifies areas of practice variation and manages escalated quality issues.
- Establish and maintain high standards of professional practice and a culture of performance, quality, service, accountability, and transparency.
- Provide effective mentoring and career development of service line providers.

**Administrative**

- In collaboration with health system leadership, establish strategic direction and defined objectives for the heart & vascular service line for clinical improvement, growth, and the expansion of services.
- Develop a cooperative, collaborative, and cohesive service line. Foster positive relationships with physicians including community and referring providers.
- Identify opportunities for growth and increase access to cardiovascular services across the region.
- Ensure operations and delivery of care is optimized to achieve successful clinical outcomes in efficient and financially responsible manner.
- Collaborate in the development of service line business planning to effectively, productively, equitably, and efficiently support the mission of VHC Health.
- Establish appropriate communication channels with clinicians and administration that results in trust, alignment, and collaborative working relationships across all care sites.
- Ensure compliance with standards of ethics, applicable internal and external policies, and medical staff by-laws.

**Research/Academics**

- Encourage and guide a comprehensive vision for clinical research activities within the service line. Develop the goals and structure necessary to reach vision. Facilitate faculty participation and leadership of clinical research activities.
- Support physicians in attracting, leveraging, and retaining sponsored clinical research and funding.
- Evaluate and support future opportunities to expand the heart and vascular service line's involvement in trainee education.

**External**

- Maintain a profile within the state and national cardiovascular community to promote VHC Health and to continually assess the scientific/management/process/payer environments.

## Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- Establish personal and professional credibility, gain respect, and build trust with VHC Health leadership, peers, and subordinates. Become known as a collaborative, relationship-oriented, visible leader within VHC Health.
- Assess the current organizational infrastructure of cardiovascular services and formulate and implement an operational infrastructure that ensures consistent, effective, and efficient business practices.
- Develop a fully integrated heart and vascular service line. Drive the creation of a vision, strategic plan, and common culture. Identify opportunities to foster a unified culture, integrated/common policies and procedures across the system, as well as promoting a single standard of care, regardless of where cardiovascular care is provided.
- Engage with Physicians and Advanced Practice Providers internal and external to cardiovascular care. It will be important for the new Chief to engage both employed and independent providers and employees to ensure meaningful outcomes and alignment with the organization's mission, vision, and values. The Chief will be focused on mentoring and developing others as leaders who will contribute to the transformation of the cardiovascular care into an integrated, coordinated, high performing service line.
- Continue and strengthen the operating and financial performance of cardiovascular services.
- Assess current clinical makeup of cardiovascular services to determine future physician needs based on the strategic plan, identify the gaps, and develop a plan to close gaps.
- Develop a high performing team built on trust, collaboration, and continuous growth. Foster open communication, interdisciplinary teamwork and growth and development opportunities. Ensure team is dedicated and held accountable to key metrics that drive excellent clinical outcomes and patient experience.
- Identify and build relationships with referral sources in the region. Establish new partnerships and channels that will drive growth for VHC Health.

## Candidate Qualifications

### Education/Certification

- MD or DO degree from an accredited medical school.
- Board certification in cardiovascular specialty.
- Eligibility for licensure in the Commonwealth of Virginia.

### Knowledge and Work Experience

- Minimum of 10 years active clinical practice
- Experience leading or co-leading a cardiovascular service line.
- Successful track record of leading physicians within a complex cardiovascular service line.
- Ideally, experience working in a leadership capacity in a matrixed environment.

### Leadership Skills and Competencies

- A dynamic, collaborative and seasoned professional with progressive leadership experience.
- A leader who values responsiveness, accountability, innovation, teamwork, transparency and excellence and can instill these values into his/her team.
- Outstanding project management skills.
- An adaptable leader who is comfortable with ambiguity and leads through influence.
- A person of moral and ethical character and integrity who demonstrates both confidence and humility.
- Capacity to build and nurture strong, trust-based relationships through empathy, active listening and effective collaboration.
- Ability to delegate responsibility, infuse the organization with an empowering management style, and hold people accountable for performance and results through constructive feedback and counsel.
- A politically astute leader with a diplomatic style and the ability to excel in a complex and rapidly changing environment.
- An independent thinker who possesses the strength and ability to make difficult decisions that are not always popular.
- A responsive leader who has a sense of urgency for getting things done.

## Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Review of applications has begun and will continue until the position is filled.

Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting VHC Health with this recruitment, preferably via e-mail, to [wkerschner@wittkieffer.com](mailto:wkerschner@wittkieffer.com).

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