



Family Medicine Residency Program Director

Leadership Profile

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Prepared by Brittany Amaral, Aaron Mitra and Tricia Porter



WittKieffer

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The Opportunity

North Oaks Health System (North Oaks) seeks an accomplished physician leader to serve as its founding Family Medicine Residency Program Director. North Oaks, one of Louisiana's largest and most progressive community health systems that is exceptionally financially stable and growing, recognizes the critical role that primary care plays in improving population health and reducing disparities in access to care. This is an exciting opportunity for the Program Director to join the organization as they embark on this mission and develop a high-quality, sought-after Family Medicine Residency Program for North Oaks.

North Oaks stands as one of Southeast Louisiana's most trusted healthcare providers, delivering comprehensive medical services to a population of nearly half a million residents. Established in 1954 by the state of Louisiana as a Parish Hospital Service District, North Oaks opened its doors in 1960 and has grown to become one of the state's largest and most progressive health systems that is governed by a 7-member Board of Commissioners.

North Oaks is deeply committed to educating the providers of tomorrow and currently offers a School of Radiologic Technology and a one-year Nurse Residency Program designed to support nursing school graduates as they transition from the classroom setting to their first professional nursing role. In July 2022, the organization achieved accreditation as an Accreditation Council for Graduate Medical Education (ACGME) Sponsoring Institution, with a 5-year plan to launch programs in Internal Medicine, Emergency Medicine, Family Practice and a Transitional Year, marking a significant milestone in its mission to address physician shortages and strengthen primary care capacity in Southeast Louisiana.

[North Oaks Graduate Medical Education \(GME\) Program](#) currently consists of two residency programs accredited by ACGME: Internal Medicine and Transitional Year. These programs were designed to provide comprehensive, hands-on training in a community-based setting, ensuring that residents gain exposure to diverse patient populations and a wide range of clinical experiences.

Plans for future program development are guided by the same principles that have shaped North Oaks' existing residency programs: comprehensive clinical training, mentorship, and a focus on patient-centered care. By leveraging its robust infrastructure, experienced faculty, and diverse patient population, North Oaks is poised to create a family medicine residency that will prepare physicians to deliver holistic care across all stages of life. The accreditation process for Family Medicine is currently underway with ACGME, with hopes to welcome North Oaks' first class of family medicine residents in 2027.

Reporting to the Vice President of Graduate Medical Education & Designated Institutional Official (DIO), the Program Director will lead and administer the Family Medicine Residency, achieving initial accreditation, ensuring compliance with ACGME requirements and deliver high-quality educational experience. The Program Director will recruit and mentor faculty, oversee curriculum, support resident development, and align program goals with institutional and community needs.

The Program Director will be an experienced medical educator in family medicine with a track record of building educational programs for family medicine residents. They will be skilled at creating programs that attract the best candidates prepared for immersive training in a family medicine residency program. Successful candidates will have demonstrated ability to lead educational programs in compliance with the ACGME. The Program Director will set standards for the residency program and medical education and hold physicians and residents accountable for their respective metrics and goals related to patient care, education and scholarly activity. Previous experience leading a successful initial ACGME accreditation or continuous accreditation application is highly preferred.

Organization Overview

This year, North Oaks Health System proudly commemorates 65 years of service to the residents of Southeast Louisiana - a milestone that reflects its longevity and steadfast commitment to the health and well-being of the community. The Seventh Ward General Hospital opened its doors in 1960, laying the foundation of what would become the North Oaks Health System. North Oaks has evolved into a comprehensive regional health system with a footprint spanning 191 acres. The health system now features two hospitals, more than 44 medical practices, a radiologic technology school, and a newly launched, accredited Graduate Medical Education program. Today, North Oaks operates a 330-bed acute care hospital, a 27-bed rehabilitation facility, and multiple outpatient centers, offering advanced services such as a Level II Trauma Facility, cardiac surgery, and robotic procedures.



With more than 3100 employees and a strong financial foundation, North Oaks continues to fulfill its mission: *“Improving lives. Every time. Every touch.”* The health system is the region’s second largest employer and has an annual economic impact of \$2 billion to the local economy. North Oaks earned two prestigious national honors from *Forbes* for 2025, being named both to the list of America’s Best-in-State Employers—ranking #11 in Louisiana—and to the inaugural list of America’s Best Employers for Healthcare Professionals, ranking #83 nationally.

Physicians, providers and staff are the heart of North Oaks. Their compassion, dedication and professionalism drive the exceptional care the health system delivers every day. North Oaks is an employer of choice when it comes to jobs, workforce programs, leadership development opportunities and employee well-being initiatives that foster an environment of growth and excellence.

North Oaks provides a full spectrum of care, including childbirth, open-heart and robotic surgery, diagnostic imaging, rehabilitation, and hospice services. For the second consecutive year, *Newsweek* has named North Oaks Rehabilitation Hospital to its list of America’s Best Physical Rehabilitation Centers, ranking #9 in Louisiana. Overall, the organization has ranked in the 95th percentile in patient satisfaction, was recognized in 2025 by *US News and World Report* as High Performing in two adult procedures/conditions and has earned recognition as a Primary Stroke Center and a Blue Distinction® Center for Maternity Care, reflecting its commitment to clinical excellence and patient safety. These recognitions affirm that North Oaks is a great place for patients and a great place to build a career. In addition, North Oaks' facilities are supported by the region’s largest multispecialty provider clinic, which brings together experts across numerous disciplines to deliver coordinated, patient-centered care.



Key Financial and Statistical Information:

North Oaks Health System is continuing to experience unprecedented growth and financial strength, as demonstrated by the following key annual hospital financial and volume information:

Net Revenues	\$500M
Admissions	11,530
Surgeries	13,671
ED Visits	62,0066

Additional health system locations include the North Oaks Diagnostic Center, North Oaks Livingston Parish Medical Complex, and North Oaks Hospice. North Oaks Physician Group is continually expanding and currently employs over 250 if we count APP providers. The North Oaks Foundation, a private 501 (c)(3) non-profit organization established in 2015, supports the health system by providing funding for programs and equipment purchases that may not otherwise be possible for the hospital to fund through its operations.

Similar to North Oaks Medical Center, the system’s facilities are well-designed and conveniently located to serve a growing market:

North Oaks Rehabilitation Hospital:



- 27 bed, Joint Commission accredited & CARF-accredited (region’s only)
- Offers more than 8,000 sq ft of treatment space
- Treats amputations, arthritis, brain injuries, complex joint replacement, COVID-19 recovery, major multiple traumas, neurological disorders, ortho & spine injuries, strokes

North Oaks Diagnostic Center - Hammond:



- Offers convenient access to a wide range of services including Mammography, Bone Densitometry, Ultrasound, Digital Xray, CT, MRI, Diagnostic Cardiology and Nuclear Medicine

North Oaks - Livingston Parish Medical Complex:

- Offers convenient access to primary and specialty care physician practices as well as diagnostic services, rehabilitation services, and a conference center.
- Diagnostic services include CT, Mammography, Ultrasound, Digital Xray, and MRI.

The health system's vision is to be the region's most trusted partner for exceptional quality, safety, and experience, and there has been continual investment in state-of-the-art facilities and technology to provide residents with convenient access to high-quality, comprehensive, and compassionate care close to home. Select key services and clinical offerings include:

- **Heart Care:** North Oaks provides the complete spectrum of heart care to include Heart Disease Prevention & Management, Diagnostic Cardiology, Interventional Cardiology, and Cardiovascular Surgery. A Structural Heart Program provides the latest procedures including but not limited to Chronic Total Occlusion (CTO) Intervention, Left Atrial Appendage Closure (LAAC) Implant, and Transcatheter Aortic Value Replacement. Robotic Thoracic Surgery is also available. North Oaks operates four Cardiac Cath Labs, and in 2021, was a recipient of AHA's Mission Lifeline Bronze Plus Award.
- **Trauma & Stroke Care:** North Oaks Medical Center is a designated Level II Trauma Center and a certified Primary Stroke Center that sees almost 70,000 emergency patients annually. Approximately 90% of hospital admissions come from the Emergency Department.
- **Surgical Care:** In 2011, North Oaks was the first health system in the parish to implement the DaVinci® Robotic Surgical System, and the health system performs a comprehensive array of adult and pediatric procedures. Over the last year, total surgical volume grew 5% to almost 12,500 cases. There are a total of 14 ORs on the main campus and 4 ORs at the Surgery Center located less than a mile away from the Medical Center.
- **Orthopedic Care:** A team of fellowship-trained orthopedists working in collaboration with physician assistants, nurse practitioners, and therapists offer a comprehensive array of services including foot & ankle, hand & wrist, shoulder, trauma, spine, and total joint. In 2021, North Oaks began offering Rosa® Knee Robotic technology that allows knee replacements to be performed as a same day surgery.
- **Rehabilitation Services:** With more than 60 therapists, North Oaks Outpatient Rehabilitation Services are the most comprehensive in the region. High-quality, short-term inpatient care is provided at the 27-bed North Oaks Rehabilitation Hospital, the region's only CARF-accreditation rehab facility. North Oaks Rehabilitation Hospital celebrated its thirtieth year of service in September 2025, achieved reaccreditation by CARF earlier this year with no recommendations for improvement, and was recognized in 2024 and 2025 by Newsweek as one of America's Best Physical Rehabilitation Centers.
- **Sports Medicine:** North Oaks has proudly partnered with the Tangipahoa Parish High Schools and the Livingston Parish High Schools to keep student athletes healthy. Additionally, North Oaks serves as the official Health Care Provider of Southeastern Louisiana University Athletics and the official Club Sponsor for the South Tangi Youth Soccer Association.
- **Women's & Neonatal Care:** Specialized care for women of all ages is provided at North Oaks ranging from pregnancy and childbirth services to the latest advances in mammography, bone health, and minimally invasive GYN surgery. North Oaks is a Birth Ready Plus Birthing Center awarded by Louisiana Department of Health and a recognized Blue Cross and Blue Shield of Louisiana Blue Distinction® Center for Maternity

Care, and the NICU is ranked among the top 25 percent in the nation according to the prestigious Vermont Oxford Study in its review of patient outcomes.



Graduate Medical Education:

As Louisiana's Southeast community grows, North Oaks is committed to providing care to the region and helping develop future physicians to serve the community with medical excellence. In July 2022, the organization achieved accreditation as an ACGME Sponsoring Institution, with a 5-year plan to launch programs in Internal Medicine, Emergency Medicine, Family Practice and a Transitional Year.

Established in 2024, North Oaks GME supports the health system's long-term strategy to address physician shortages—especially in primary care medicine—and strengthen both healthcare access and outcomes across the Northshore region.

North Oaks GME launched its [Transitional Year Residency Program](#) in March 2025. The Transitional Year Residency offers a one-year curriculum that prepares medical graduates seeking broad clinical training experience before pursuing specialty residency or further training. The transitional year program matched eight residents from five states and three countries for the 2026 academic year. The [Internal Medicine Residency](#) is a three-year program focused on developing well-rounded physicians through rotations in inpatient and outpatient care, subspecialties, and critical care. The internal medicine program also matched its second class of eight residents for the 2026 academic year.

Residents train along experienced providers at [North Oaks Medical Center](#), a 330-bed acute care hospital, Level II Trauma Center, and Primary Stroke Center, and in the outpatient setting at [North Oaks Family Medicine Practice](#) (continuity clinic) and multiple affiliated ambulatory centers.

Beyond clinical training, North Oaks emphasizes professional growth and leadership development. Residents benefit from structured didactic sessions, interdisciplinary collaboration, and opportunities to participate in quality improvement projects and community health initiatives. Competitive compensation, robust benefits, and access to resources such as educational allowances and on-site childcare further enhance the residency experience.

The residencies supported by North Oaks GME are projected to train approximately 76 residents each year once fully implemented by 2030.

The launch of these programs represents the beginning of a long-term strategy to expand graduate medical education at North Oaks. Plans are underway to introduce additional specialties in the coming years, reinforcing the health system's commitment to meeting regional healthcare needs and cultivating the next generation of physicians.

North Oaks' commitment to education goes beyond GME to offers students a comprehensive and dynamic educational experience that prepares them for a rewarding career in radiologic technology through [North Oaks](#)

[School of Radiologic Technology](#) and one-year [Nurse Residency Program](#) designed to support nursing school graduates as they transition from the classroom setting to their first professional nursing role.

Internal Medicine Program:

The Internal Medicine Residency Program at North Oaks Health System is designed to prepare physicians for excellence in clinical practice through a rigorous, patient-centered curriculum. This three-year program offers comprehensive training across inpatient and outpatient settings, ensuring residents develop the skills and confidence needed to manage complex medical conditions and deliver high-quality care.

Residents rotate through core areas including general medicine, intensive care, subspecialties, ambulatory clinics, and elective experiences. The program also incorporates night float rotations to provide exposure to continuity of care and acute management. Structured didactic sessions, case-based learning, and interdisciplinary team collaboration complement hands-on clinical training, fostering both clinical expertise and critical thinking.

Transitional Year Residency Program:

The Transitional Year Residency Program at North Oaks Health System offers a unique opportunity for physicians seeking a broad-based clinical foundation before advancing to specialty training. This one-year program is designed to provide residents with exposure to diverse patient populations and a wide range of medical disciplines, ensuring they develop strong clinical judgment and adaptability.

Residents rotate through core areas such as internal medicine, emergency medicine, and critical care, while also participating in elective rotations tailored to their future specialty interests. The program emphasizes hands-on experience in both inpatient and outpatient settings, supported by structured didactic sessions and interdisciplinary collaboration. This approach equips residents with the skills and confidence needed to excel in subsequent training programs.

Family Medicine Residency Program:

North Oaks Health System recognizes the critical role that primary care plays in improving population health and reducing disparities in access to care. Its strategic commitment to graduate medical education positions the organization well for future expansion into other specialties and is actively seeking accreditation for a Family Medicine Residency Program. The growing demand for family physicians, particularly in rural and underserved areas, aligns with North Oaks' mission to serve the community and strengthen the regional healthcare workforce. Plans for future program development are guided by the same principles that have shaped North Oaks' existing Residency Programs: comprehensive clinical training, mentorship, and a focus on patient-centered care. By leveraging its robust infrastructure, experienced faculty, and diverse patient population, North Oaks is poised to create a family medicine residency that will prepare physicians to deliver holistic care across all stages of life.



This forward-thinking approach reflects North Oaks' dedication to addressing physician shortages and enhancing access to primary care services. As the health system continues to expand its educational offerings, the introduction of a family medicine residency will represent a natural progression in its mission to improve lives—every time, every touch.

Position Summary

The Founding Program Director will be responsible for achieving ACGME initial accreditation and overseeing program leadership and operations for the Family Medicine Residency. The Program Director will develop a program mission that aligns with North Oaks' vision and community health needs and design and implement a competency-based curriculum that meets ACGME Family Medicine requirements, incorporating rotations in inpatient, outpatient, and affiliated ambulatory centers. The Program Director will recruit a diverse cohort of residents and faculty committed to teaching and patient-centered care, while establishing faculty development programs to enhance teaching and mentorship skills. Additionally, the position requires ensuring residents and faculty engage in research, quality improvement projects, and community health initiatives. The Program Director will implement wellness initiatives and mentorship programs to support resident resilience and career planning, and develop partnerships with local clinics and organizations to provide residents with experience in rural and underserved care.

It is expected that the Program Director will maintain approximately 30% of clinical activity per week.

Responsibilities

The successful Residency Program Director - Family Medicine candidate will:

Program Leadership & Vision

- Achieve ACGME Initial Accreditation for the Family Medicine Residency Program.
- Develop and articulate the mission and vision for the Family Medicine Residency Program in alignment with North Oaks Health System's strategic priorities.
- Establish program goals that address community health needs, physician workforce development, and quality patient care.

Accreditation & Compliance

- Achieve initial ACGME accreditation.
- Ensure full compliance with ACGME requirements, institutional policies, and Clinical Learning Environment Review (CLER) standards.
- Prepare and maintain documentation for accreditation, including annual program evaluations and self-studies.

Curriculum Design & Oversight

- Create and implement a comprehensive curriculum covering inpatient, outpatient, preventative care, behavioral health, pediatrics, geriatrics, and procedural skills.
- Integrate competency-based education using ACGME Milestones and Entrustable Professional Activities (EPAs).
- Oversee scheduling of rotations, didactics, and continuity clinics.

Faculty Development & Recruitment

- Recruit, credential, and mentor core faculty committed to teaching, scholarship, and resident development.

- Provide faculty development opportunities to enhance teaching effectiveness and evaluation of skills.

Resident Recruitment & Support

- Lead the recruitment process through ERAS and NRMP, ensuring diversity and alignment with program values.
- Serve as primary mentor for residents, supporting academic progress, career planning, and well-being.

Quality Improvement & Scholarly Activity

- Promote resident and faculty involvement in research, quality improvement projects, and community health initiatives.
- Ensure compliance with scholarly activity requirements for faculty and residents.

Operational Management & Community Engagement

- Manage program budget, resources, and administrative processes. Collaborate with the DIO and GMEC on program oversight.
- Build partnerships with local clinics, hospitals, and community organizations to enhance training opportunities and address regional health needs. Advocate for initiatives that improve access to primary care and reduce health disparities.

Candidate Qualifications

Education/Certification

- An M.D. or D.O. from an accredited institution with American Board of Medical Specialties / American Osteopathic Association board certification in family medicine.
- Eligible for licensure in the state of Louisiana.

Knowledge and Work Experience

- More than three (3) years of documented faculty/administrative experience in an ACGME-accredited Family Medicine Program.
- Knowledge of ACGME accreditation standards, assessment practices, and methods in graduate medical education.
- Proven track record of curriculum development and ACGME accreditation oversight, including milestones, EPAs, and self-study participation.
- Demonstrated leadership and teaching expertise.
- Strong managerial, operational, and fiscal acumen. Experience with budgets resource allocation. A clear understanding of the "business" of medical education and the ability to articulate the value of the academic program to a wide range of constituents.
- Dedication to the well-being and success of residents and other learners. Commitment, understanding, and enthusiasm for North Oak's mission to provide care to the region and help develop future physicians to serve the community with medical excellence.
- Successful track record of recruitment, mentorship and development of residents and faculty.
- A recognized presence at the national level with medical education organizations.
- Experience leading a successful initial ACGME accreditation or continuous accreditation application is ideal.
- Prior program director or associate program director professional organization leadership, QI/Population Health experience is preferred.

Leadership Skills and Competencies

- Effective communication skills, both oral and written.
- A strong collaborator, responsive listener, and a consensus builder.
- Committed to and passionate about graduate medical education.
- Innovative and visionary about the future of graduate medical education and training the next generation of providers.
- An inspiring, self-confident leader who can motivate and lead teams to strive for excellence and maximize potential.
- Exhibits personal and professional integrity, trustworthiness, professionalism, and kindness in all interactions.

- Experience mentoring and developing faculty and staff to perform at their highest potential.
- Strong interpersonal skills who is an empathetic, respectful listener and who can create an atmosphere that allows residents to flourish within the context of the Family Medicine Residency Program.

The Community

Hammond, Louisiana

Located in the heart of Tangipahoa Parish, Hammond, Louisiana, offers a vibrant blend of small-town charm, affordable living, and proximity to major urban centers. With a population of around 21,000–46,000, Hammond provides a welcoming atmosphere, an enriched cultural life, and easy access to both Baton Rouge and New Orleans, each about 45 minutes away.

Hammond's cost of living is approximately 10–12% lower than the national average, and median home values range from \$174,000 to \$254,000, making it an attractive option for families and professionals alike. While employment opportunities may lag the national average, the city scores well for health, safety, commute, and amenities, creating a balanced lifestyle.

Downtown Hammond is renowned for its vibrant, historically preserved district, offering a variety of cafés, boutiques, art galleries, and a year-round farmers' market. The Columbia Theatre for the Performing Arts, a beautifully restored venue, hosts musicals, dance, concerts, and community events.



Nature enthusiasts can explore the North Oaks Scenic Nature Trail as well as the Joyce Wildlife Swamp Walk in the nearby Joyce Wildlife Management Area, where boat-based tours reveal Louisiana's iconic swamp landscapes and wildlife. Chappapeela Sports Park offers an expansive outdoor space with amenities for sports teams and families, including walking trails and a splash pad.

Families enjoy the Louisiana Children's Discovery Center; an interactive museum designed for hands-on learning. For adventurous fun, there's indoor inflatables at Bayou Bounce, Safari Quest Family Fun Center, escape rooms at The Escape Warehouse, and seasonal attractions like Rise Haunted House and Tower Trax ATV Park.

Hammond's food scene centers around Cajun and Creole cuisines, with local favorites serving boiled shrimp, gumbo, boudin, and po'boys. For craft beer lovers, Gnarly Barley Brewing Company provides a welcoming taproom with rotating local brews and live music.

Hammond offers a modern balance of affordability, community engagement, and access to nature, ideal for healthcare professionals and families. The city's cultural vibrancy, recreational diversity, quality educational resources, and proximity to major urban hubs make it an exceptional place to live and work.

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 North Oaks Health System with this recruitment, preferably via e-mail, to bamaral@wittkieffer.com or by phone, 781-564-2618.

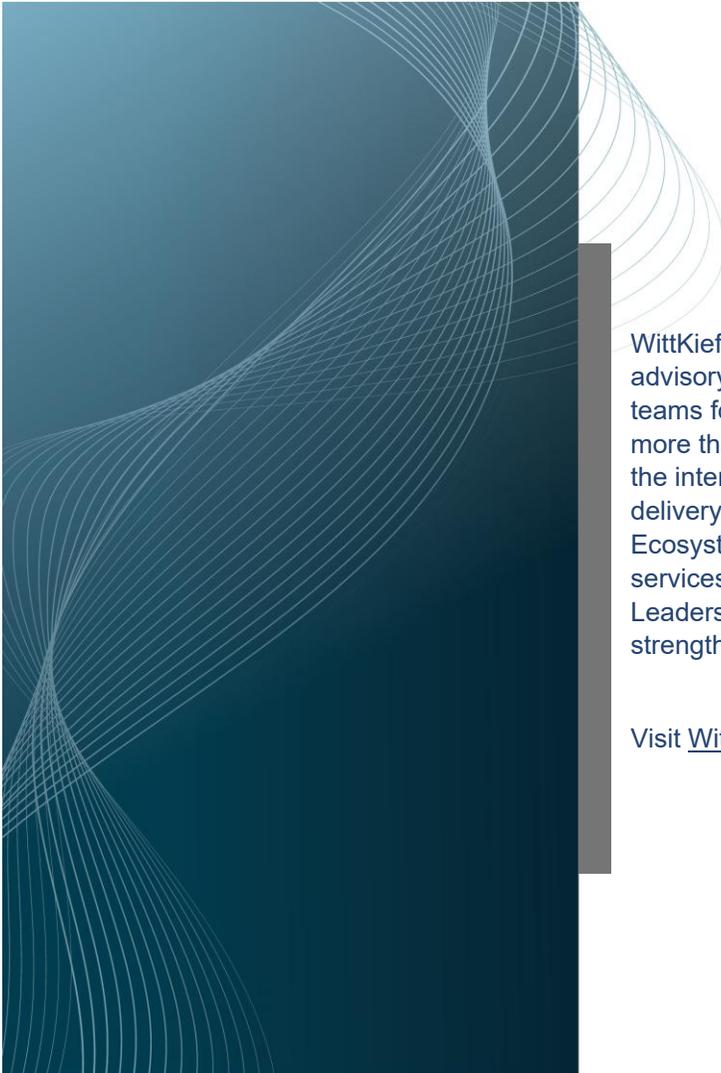
Please direct all nominations and applications to Tricia Porter, Brittany Amaral, Aaron Mitra through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "Become a Candidate" button.

Aaron Mitra Principal & Practice Leader (630) 575-6925	Tricia Porter Senior Associate (508) 369-0231	Brittany Amaral Associate (781) 564-2618
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North Oaks Health System 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.

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