

Job description

Title: Professional Excellence Director – Advanced Practice Clinician

Site: Advocate Aurora Medical Group

ABOUT ADVOCATE AURORA HEALTH CARE:

Advocate Health System and Aurora Health System are now Advocate Aurora Health Care. One shared purpose brought us together. Now, as one of the 10 largest not-for-profit, integrated health systems in the United States, our combined strength and stability drives us forward.

With our dynamically inclusive workforce and strong connections to the places where we live and work, we'll touch more lives and contribute to stronger and more vibrant communities.

- 70,000 Team Members
- 22,000 Nurses
- 3,300 Employed Physicians
- 4,800 Aligned Physician Partners

Transforming Care:

We're redefining the standard for care with world-class doctors and caregivers, innovative solutions, outstanding outcomes, and leading-edge research and clinical trials. Combined, Advocate and Aurora are recognized for clinical excellence.

How you will make a difference:

The Advanced Practice Clinician (APC) Director of Professional Excellence, in partnership with other organizational departments, will develop and implement frameworks and programs focused on professional growth, clinical onboarding, skill development and other workforce pipeline and engagement strategies.

Accountabilities:

- Leads development, planning and execution of professional excellence, engagement, and education work portfolio.
- Directs and oversees establishment of novel education strategies and programs to meet clinical adult learner and changing workforce needs, including but not limited to onboarding and orientation, professional development and skill labs, workshops, lectures, other learning modules and national conferences.
- Effectively utilizes national trends, innovation, design principles and best practices in directing, developing, and evaluating strategies and programs focused on education, professional development, and professional excellence.
- Consults and collaborates with stakeholders across departments to recommend, design, and implement processes and programs to enhance onboarding, ramp up, retention, mentorship, professional and skill development, and education of new and experienced APCs.
- Develops frameworks and implementation plans with APC market leaders, operations, and service lines to mentor and support new and experienced APCs, increasing retention and improving provider well-being and engagement.
- Oversees APC engagement strategy and associated action planning for APC Department. Partners with respective committees, operations, and service lines to identify, advise, implement, and monitor action planning efforts and results locally.

- Partners with Academic Affairs and the Research Institute to support APC participation in research, publication, and presentation, extending Advocate Aurora Health knowledge, expertise, and visibility beyond regional markets.
- Leverages portfolio and programming in professional excellence and education to achieve top decile performance in APC engagement, professional fulfillment, and retention.
- Develops and identifies opportunities and plans to enhance visibility of APC professional excellence internally and externally.
- APC, APP, PA, NP, RN

WHAT YOU WILL NEED

Education:

- Master's Degree in APRN, Physician Assistant, Business, Healthcare Administration, or Public Health or related field

Certification/License:

- Active RN, APNP or APRN license in State of Wisconsin or Illinois AND
- Active board certification

OR

- Active PA license in State of Wisconsin or Illinois AND
- Active PA board certification

Experience:

- Typically requires 10 years working as an APC clinician. In addition, progressive experience in one or more of the following: educational or professional development program design and/or leadership, graduate level clinical education, leadership in clinical preceptorship or APC fellowships, research, academia, organizational development.

At Aurora Health Care

We pride ourselves on taking care of our people. And not just our patients—we mean you, too. We help each other live well. When you work at Aurora, you get the chance to work with a dedicated team that's as passionate about the work as you are. Here, you'll find limitless opportunities for ongoing learning, career advancement, competitive compensation and a stable work environment. But more than that, you can change lives—including your own. Diversity and inclusion matter at Aurora. We celebrate our differences and nurture an environment where everyone feels included. We know that when we reflect the communities we serve, when we embrace differences and bring our whole selves to work every day, we are working as one to build a healthier tomorrow for everyone. Aurora supports a safe, healthy and drug-free work environment through criminal background checks and pre-employment drug testing. We maintain a smoke-free environment at all our locations. We are an equal opportunity employer.

Job Type: Full-time

Salary: \$129,000.00 - \$193,600.00 per year

Benefits:

- 401(k)
- Continuing education credits
- Dental insurance

- Employee assistance program
- Flexible spending account
- Health insurance
- Paid time off
- Tuition reimbursement
- Vision insurance

Schedule:

- Day shift

Ability to commute/relocate:

- Milwaukee, WI 53204: Reliably commute or planning to relocate before starting work (Required)

License/Certification:

- Certified Nurse Practitioner (Preferred)

Work Location: Hybrid remote in Milwaukee, WI 53204