

POSITION, SITUATION AND PROFILE

Medical Director Region Zealand, Mental Health Services South





Situation

- Region Zealand is looking for a new, professionally strong Medical Director for Mental Health Services South, as the former one has sought new challenges.
- The Medical Director shall, in principal, work from Mental Health Services South's beautiful buildings in Vordingborg surrounded by nature. The department has room for differences and many excellent colleagues. There is generally a good atmosphere and nice working environment with openness in the collaboration. There is close and equal collaboration on patient pathways across all specialities.
- Mental Health Services South can therefore generally be experienced as a good workplace, where many of the employees have worked for a long time. However, due to its geographical location, the department is experiencing difficulties in attracting and retaining new qualified employees, especially regarding consultants specialising in the field of psychiatry and nurses. The medical staff is characterised by its diversity by virtue of varying seniority, nationality and experience. The lack of staff presupposes substantive creativity in the planning of work and continued efforts to ensure the professional level.
- There are many patients with chronic somatic symptoms among the general population in the area, which is why Mental Health Services South is experiencing an overrepresentation of patients with multiple disorders. Furthermore, the area is also lacking in psychiatric doctors who practice privately.
- On 22 August 2017, the Regional Council adopted the "Vision and Development Plan for Psychiatry in Region Zealand 2018-23". The key points of orientation for the plan are as follows: 1. The patient-as-partner, 2. A cohesive hospital service and 3. A specialised hospital service.
- Overall, the department has achieved good results in relation to the right of treatment and inquiry, patient involvement and reduction of the use of coercion with continued possibility of development. The same applies to the collaboration between outpatient wards and the region's other hospitals, municipalities and general practitioners, so that patients are ensured coherent patient pathways.
- An online clinic with a geographical location in Copenhagen was established in 2021 to address the shortage of doctors. This is fully operational and has ensured that more patients can be attended to at a faster rate.



The organisation

- Psychiatry Region Zealand has approximately 1,800 employees and 400 beds and performs examinations, diagnostics, treatment and care, as well as specialised prevention and rehabilitation of diseases.
- The patient-oriented core services are organised around five clinical departments, each of which handles psychiatric treatment for stationary and outpatient functions respectively. Psychiatry also consists of a number of clinical staff units.
- The Psychiatry Management team, which consists of one Director (under replacement) and two Deputy Directors - Søren Bredkjær and Dorthe Juul - and the administration for Psychiatry Region Zealand is gathered in Slagelse. The administration supports Psychiatry in the whole of the region. Mental Health Services South also has its own staff.
- Mental Health Services South manages the psychiatric treatment of adult citizens in Guldborgsund, Lolland, Næstved and Vordingborg municipalities.
- Treatment can be carried out as both outpatient and hospitalisation in wards. In addition to five wards and four district psychiatric units, Mental Health Services South includes Centre Therapy, Clinic for Occupational and Physical Therapy, Psychiatric Clinic and a Psychiatric Emergency Department.
- Mental Health Services South has 107 beds and a departmental budget of DKK 251 million. It has a total of 428 employees, of whom 41 are doctors. There are currently 4 consultants employed as section leaders and 12 senior nurses, for which the Medical Director in collaboration with the Head Nurse shall be in charge of staff management.
- The department's staff group consists of a diversity of specialities, including doctors, nurses, psychologists, specialist psychologists, social and health assistants, social educators, dieticians, physiotherapists and occupational therapists and administrative staff. The staff unit in Mental Health Services South will help the department management with the administrative and practical aspects on a daily basis.
- The workplace for the department management in Mental Health Services South is situated at FærgEGAARDSVEJ 15, DK-4760 Vordingborg, but the work is partly carried out in the individual sections and partly in Slagelse.



Roles and responsibilities of the position

- Mental Health Services South is divided into several sections over a larger geographical area and with a certain degree of diversity in the tasks - from overall strategy to discussion about and deciding on complex individual cases. It is an organisationally and professionally complex management task with a high degree of long-distance management.
- The Medical Director will be part of the overall management team for Psychiatry Region Zealand and contribute to the inter-organisational development of the area.
- The department management shall be handled in close collaboration between the new Medical Director and the experienced Head Nurse Mia Hesselberg Nielsen. The department management shall be jointly responsible for the performance of the overall management task in the area, including making decisions regarding the area's professional and organisational development and operation.
- It is expected that the psychiatric specialisation is continuously rethought and developed for the benefit of the patients. The department management has the overall responsibility for ensuring that the treatment takes place in accordance with governing laws, that guidelines in the area are complied with, and that there is a uniformity and coherence in the treatment at Mental Health Services South.
- The department management has the responsibility for ensuring coherent patient pathways internally, externally and across hospitals, municipalities and regions with the patient at the centre and in line with national and regional framework conditions, priority initiatives and quality requirements.
- The Medical Director shall be expected to be visible in the department and take an active part in the clinical work when needed. The Medical Director shall contribute with medical input, as well as set directions and take responsibility for medical decisions. The Medical Director shall be responsible for preparing a professional prioritisation of tasks and resources, e.g., at morning and midday conferences.
- The Medical Director shall handle the staff management of the section management in joint leadership with the Head Nurse.
- It is an on-going task for the Medical Director and Head Nurse to take on the joint budgetary responsibility for the use of the department's resources.



Current tasks and success criteria

- A key task for the Medical Director will be to strengthen the recruitment and retention of consultants/senior registrars.
- This requires a high level of professional quality in order to ensure good treatment and attract the next generation of skilled specialist doctors in the field of psychiatry and nurses. The Medical Director, together with the Head Nurse, is thus expected to create a clear structure in the clinical practice. This means, among other things, working according to clinical guidelines and creating harmonised and evidence-based treatment across sections and teams.
- This presupposes that the department management, in collaboration with the consultant responsible for education and the many committed forces in the department, ensure the development of staff competencies, including through supervision, education and training of both doctors and professional care staff with a focus on, among other things, psychopathology and observation.
- Region Zealand will be focusing on working more purposefully with recovery and a higher degree of patient involvement in the autumn. Mental Health Services South is already working on this in practice, and the department management will be expected to place itself at the forefront of the continued development.
- Mental Health Services South - like the other units in Denmark - shall continue to work on reducing the use of coercion. There have already been good results for this, which should continue to be strengthened and prevented in a nuanced professional dialogue.
- There is currently a longer waiting list for OPUS than desirable. The Medical Director shall pinpoint solutions for this in collaboration with the Head Nurse.



Requirements for experience and results achieved

Experience and education - the Medical Director shall be expected to have:

- Authorisation to practise as a psychiatry specialist
- Several years of experience with clinical work and a broad psychopathological knowledge
- Managerial experience is preferable, alternatively a great talent for management and experience in informal management
- Further education in management is an advantage, but not a requirement
- A deep insight into mental health law.

Results - the Medical Director shall be expected to have:

- Established a strong professional network
- Contributed to the development and consolidation of professional quality development in previous positions
- Established broad support and followership for their person and own ideas among colleagues/employees
- Shown negotiating skills in external collaboration.



Desirable for good management behaviour

- Have a visible, outreaching and professionally heavy leadership, also in terms of long-distance management
- Genuinely interested in management and getting a large organisation to work
- Innovative and with a desire to develop themselves and the organisation professionally
- Thrive in the combination of both strategic and specific tasks
- Can stay focused, prioritise and coordinate
- Collaborate on possibilities and solutions in an everyday environment where national and regional requirements must be reconciled
- Have a great deal of composure and be able to navigate complex situations and challenges
- Be able to think equally and holistically in the interdisciplinary work.

Further information



Schedule

- Application deadline 08/08/2022
- Selection meeting 10/08/2022
- First interview 15/08/2022, between 10.30-15.00
- Second interview 29/08/2022, after 15.00
- Employment commences on 01/10/2022



Identification/Appointments Committee

- Director of Psychiatry Michael Werchmeister
- Medical Deputy Director Søren Bredkjær
- Nursing Deputy Director Dorthe Juul
- Head Nurse Mia Hesselberg
- Medical Director Birgitte Welcher
- Consultant Morten Galskov
- Head Nurse Camilla Aff Petersen
- Nurse Andreas Henrik Christensen
- Representative from the user and relatives panel



In-depth information

- [Organisational chart](#)
- Read more about Psychiatry Region Zealand [here](#) and the Vision and Development Plan [here](#).
- Read more about Mental Health Services South [here](#).
- Salary and Terms and Conditions of Employment shall follow the current collective agreement entered into between Danish Regions and the Association of Specialist Doctors (FAS) - in addition to the negotiation of individual allowances in relation to the candidate's personal and professional qualifications.



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