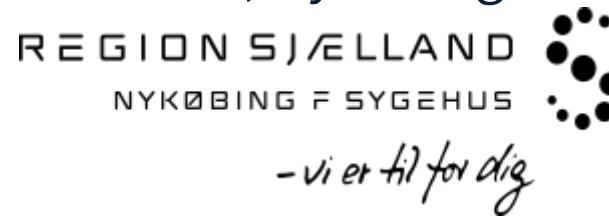


POSITION, SITUATION AND PROFILE

Medical Director for the Department of Gynaecology, Obstetrics and
Paediatrics

Region Zealand, Nykøbing F. Hospital



Region Zealand, Medical Director for the Department of Gynaecology, Obstetrics and Paediatrics



Situation

- Nykøbing F. Hospital is looking for a Medical Director for the Department of Gynaecology, Obstetrics and Paediatrics, as the former Medical Director has sought new challenges.
- The Medical Director's work is based at Nykøbing F. Hospital, which is centrally located in the market town of Nykøbing Falster in Guldborgsund Municipality.
- Nykøbing F. Hospital is a dynamic, smaller hospital with a flat structure and high ceilings, and we give room for new ideas and for you to develop together with good colleagues. In general, there is a good atmosphere and a pleasant working environment with openness in collaboration, and the hospital has just won the Working Environment Award 2022. There is close and equal collaboration on patient pathways across all specialities in the hospital.
- The Department of Gynaecology, Obstetrics and Paediatrics is a good workplace where many employees have stayed for a long time. The medical staff is characterised by its diversity by virtue of varying length of service, nationality and experience. In the coming years, the department will have to recruit and retain specialist doctors and junior doctors, which will require creative thinking and individual consideration, due to the hospital's geographical location and size.
- In the area's population, there is an over-representation of people and patients with multiple ailments, which means that the department keeps a special eye on the complex processes. Also, some parts of the geographical area do not have general practitioners.
- Overall, the department has good results, and therefore, it also helps Zealand University Hospital with births, and we are working to get more complex birth processes into the department.



The organisation

- Nykøbing F. Hospital is an emergency hospital with approximately 1,560 employees and eight specialty areas with independent department managements, as well as a number of support functions, which together form the hospital's professional foundation.
- The hospital is the healthcare hub for 150,000 residents of Lolland, Falster, Møn and South Zealand. As a place of education, as a workplace and as an emergency hospital with the highest professionalism and service.
- The hospital management consists of Director Ricco Dyhr and two Deputy Directors Peder Gunner Fabricius and Inge Paamejer. The Medical Director of the Department of Gynaecology, Obstetrics and Paediatrics reports to Deputy Director Peder Gunner Fabricius.
- The Department of Gynaecology, Obstetrics and Paediatrics handles approximately 1,000 births a year and has a total of approximately 120 employees. The department consists of two areas that were merged into one department a few years ago, namely gynaecology-obstetrics and paediatrics. The staff group consists of about 35 doctors, about 20 midwives, about 50 nurses, and about 20 medical secretaries.
- The department's place of work is at Nykøbing F. Hospital, Fjordvej 15, DK-4800 Nykøbing F.

Region Zealand, Medical Director for the Department of Gynaecology, Obstetrics and Paediatrics



Roles and responsibilities of the position

- The Medical Director is part of the combined management team of Nykøbing F. Hospital and acts as a sounding board and adviser to the Hospital Management to ensure the best possible framework and conditions for the department and for the hospital as a whole. Nykøbing F. Hospital has a strong focus on creating innovation, research opportunities and valuable partnerships with other stakeholders and other hospitals in the region.
- Together with Chief Midwife Anne Pernille Bloch Frandsen and Head of Nursing Bettina Kirstine Petersen, the Medical Director is responsible for management of the Department of Gynaecology, Obstetrics and Paediatrics. You are responsible for carrying out the overall management, including making decisions on the department's professional and organisational development and operation.
- The Medical Director is expected to be visible, ever-present and clear in their management of the entire department and thus to all 35 doctors across the specialties.
- The Medical Director is expected to contribute more with managerial skills than with medical skills, since the Medical Director must collaborate with and draw on the medical skills of the senior consultants. Together with the senior consultants, the Medical Director is responsible for preparing an overall medical prioritisation of tasks and resources – including at morning and midday conferences.
- The Medical Director, together with the senior consultants, must ensure the continuous development of the medical specialties. Together, the management has the overall responsibility for ensuring that treatment takes place in accordance with current legislation and that guidelines in the area are complied with.
- It is an ongoing task for the Medical Director, in collaboration with the rest of the department management, to take on the joint budgetary responsibility for using the department's resources. The Medical Director also has a number of other administrative responsibilities, such as internal communication, planning and execution of development processes, meetings and e-mail.



Current tasks and success criteria

- It will be a key task for the Medical Director to contribute with visible, ever-present and listening leadership, keep focus on the entire department and ensure clear communication, structure and prioritisation in the department, so that there is room for and a focus on the day-to-day tasks, the complex processes and work on quality and well-being.
- The Medical Director will establish a close and trusting collaboration with Chief Midwife Anne Pernille Bloch Frandsen and Head of Nursing Bettina Kirstine Petersen, as well as the senior consultants.
- Among other things, the Medical Director must strengthen the recruitment of specialist doctors and ensure the retention of junior doctors. This places demands on the professional quality and on having a good working environment in place, where the next generation of skilled specialists, midwives and nurses want to develop.
- Over time, the Medical Director must establish themselves as a good sounding board for and adviser to the hospital management.

Region Zealand, Medical Director for the Department of Gynaecology, Obstetrics and Paediatrics



Requirements for experience and results achieved

Experience and education - the Medical Director is expected to have:

- Relevant specialisation, e.g., in gynaecology, obstetrics, paediatrics or a fourth specialty.
- Several years of experience of clinical work and broad medical knowledge.
- Medical or HR managerial experience is preferable, or alternatively a great talent for management and experience of informal management.
- You should have, or want to complete, an education in management at diploma or master's level.

Results - the Medical Director is expected to have:

- Demonstrated a visible and clear leadership and communication style, which has created commitment, well-being and results, and established broad support for and adherence to their person and own ideas among colleagues/employees.
- Contributed to the development and consolidation of professional quality development in previous positions.
- Established a strong professional network that can contribute to the department's recruitment opportunities.
- Preferably, experience of and interest in research.



Desirable for good management behaviour

- Demonstrates visible, communicative and unifying leadership for the entire department, including when it comes to long-distance management.
- Genuine interest in the entire management task and in making a department of many specialties, professional groups, nationalities and ages work.
- Innovative and with a desire to develop themselves and the organisation both professionally and in terms of the working environment.
- Thrives with the combination of both strategic and specific tasks.
- Can stay focused, prioritise and coordinate – including managing and distributing the work, as well as communicating the big picture in a busy working day.
- Collaborates on opportunities and solutions during the working day where day-to-day tasks, complex processes and time for work on quality and well-being must be combined.
- Is calm and can navigate complex situations and challenges.
- Thinks of equal opportunity and holistic orientation in the interdisciplinary work – both within the department and right across the hospital.

Region Zealand, Medical Director for the Department of Gynaecology, Obstetrics and Paediatrics



Schedule

- Application deadline 30.10.2022
- Selection meeting 02.11.2022
- First interview 04.11.2022, between 08.00 and 12.00
- Second interview 11.09.2022, between 10.00 and 14.00
- Employment commences on 01.03.2023



Interview Committee

- Chair, Deputy Director Peder Gunnar Fabricius
- Chief Midwife Anne Pernille Bloch Frandsen
- Head of Nursing Bettina Kirstine Petersen
- Consultant Wael Rajeh El Youssef
- Senior Consultant Peter Korsholm Jørgensen
- Junior Doctor Sandra Nielsen
- Chief Medical Secretary Gitte Petersen
- Nurse, Vice Chair of MED, Elin Vinther Albrechtsen



In-depth information

- Read more about Region Zealand's hospitals and psychiatric treatment facilities [here](#).
- Read more about Nykøbing F. Hospital [here](#), about the hospital's strategy [here](#), about the organisation of Nykøbing F. Hospital [here](#), about the department's areas [here](#) and about your opportunities to develop at the hospital [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.



Contact information

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