

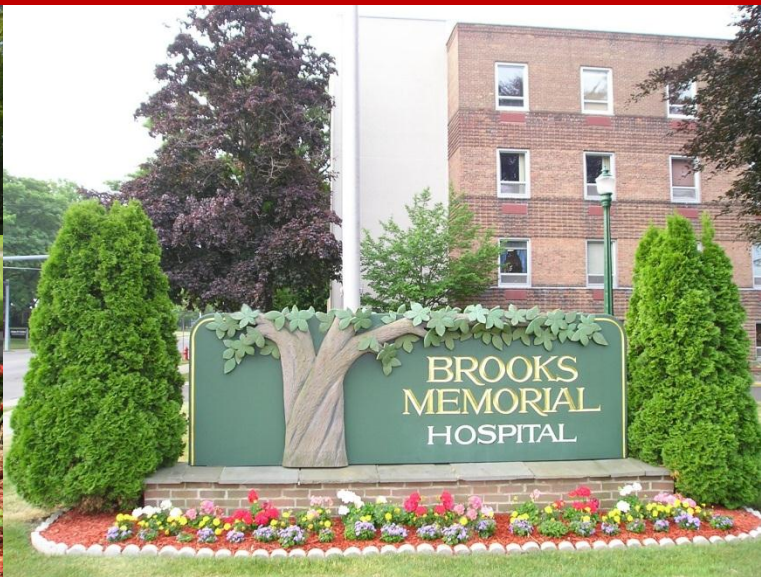
Lake Erie Regional Health System of New York  
Chautauqua County, New York  
Locations in Dunkirk, Irving and Gowanda

# Position Specifications

## Vice President of Human Resources

September 2012

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**Lake Erie**  
REGIONAL HEALTH SYSTEM  
*of New York*

[www.lakeeriehealth.org](http://www.lakeeriehealth.org)

## THE OPPORTUNITY

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### **Overview:**

Lake Erie Regional Health System of New York (LERHSNY) was formed in 2008 in response to New York State's Commission on Health Care Facilities in the 21st Century, also known as the Berger Commission. The initial findings of the Berger Commission defined approaches for Brooks Memorial Hospital and the TLC Health Network that included the elimination of acute care beds at the Lake Shore campus of TLC Health. It soon became clear that the recommendations would not best serve the healthcare needs of the Northern Chautauqua region. Without collaboration between Brooks and TLC (which includes Lake Shore Health Care Center in Irving and former Tri-County Memorial Hospital in Gowanda), access to healthcare services in the region would be seriously compromised. Both Brooks and TLC began working together with the New York State Department of Health to find a better model, with the end result being the creation of LERHSNY. LERHSNY is an active parent corporation responsible for governing Brooks Memorial Hospital and the TLC Health Network. The system is led by one CEO and one Board of Trustees.

Besides having similar missions, the TLC Health Network and Brooks Memorial Hospital have long traditions in caring for their patients, residents, and clients. Both are committed to protecting local access to primary and emergent care. LERHSNY is able to offer a more extensive range of services by working together rather than independently. While TLC Health and Brooks Memorial both provide important core acute care services, they also have different, complementary programs. For example, Brooks Memorial provides obstetrics, dialysis, radiation oncology services, and a sleep center, none of which are currently offered by TLC. On the other hand, TLC Health is unique in offering long term care, short term rehab, mental health, chemical dependency, home care, primary care clinics, and child/adult day care.

By utilizing a regional approach, The Lake Erie Regional Health System is able to more efficiently coordinate these complementary services and broaden their reach to communities outside of their respective service areas. Additionally, in today's healthcare environment, it is important to have enough activity to ensure clinical quality and economic efficiency. This relationship allows Brooks and TLC to take advantage of economies of scale and better manage their resources, from buying supplies to having sufficient volume to recruit healthcare professionals. For more information please see [www.lakeeriehealth.org](http://www.lakeeriehealth.org).

### **Location:**

Chautauqua County, NY

**The Position:**

The Vice President of Human Resources reports to the President/CEO and is responsible for system level operational and strategic oversight for the Human Resources function for the Lake Erie Regional Health System – NY. This hands-on leader will be responsible for ensuring a strategically focused and fiscally responsible approach to providing the highest quality of service and effective, efficient, and compliant HR operations.

The Vice President will oversee human resources at both hospital locations and will strive to standardize practices, find efficiencies, and implement best practices. The VP is responsible for leading an HR function that ensures confidentiality and service. Specific areas of functional responsibility include:

- Labor and employee relations
- Recruitment and retention initiatives
- Compensation
- Benefits
- Regulatory and legal compliance/policy and procedure development
- Performance management
- Training and organizational development including employee orientation
- Communications
- Community Relations and Event Planning (as needed)
- Budget management
- Employee health

**Reporting relationships:**

- The VP of HR reports to the President/CEO of the health system. The system VP will work in close collaboration with the COO at each facility as well as the system CFO, CQO, and VP's of nursing at each site.
- Direct reports include a.) The VP HR at TLC/Lake Shore (who has a matrix reporting relationship to the site administrator/COO), and b.) Two HR Associates at Brooks Hospital.

**Qualifications:**

- Strong record of hospital/healthcare related human resources leadership experience (10-15 years plus preferred)
- Bachelors' degree required; Masters preferred
- Labor relations expertise with contract negotiation experience
- Legal/compliance expertise
- Experience with organizational development and performance management
- Experience in leading teams, influencing, and collaborating across all area of the organization
- Ability to serve as a strategic member of the leadership team
- Positive, self-motivated, disciplined, and possessing a high degree of integrity

- Excellent oral, written, and interpersonal skills

**Why consider the opportunity:**

- Impact. The VP of Human Resources will be instrumental in helping Lake Erie Regional Healthcare System of NY to realize its vision of uniting the HR functions, standardizing where applicable, and implementing best practices to achieve improvements in performance and efficiency.
- Affiliation. The UPMC Hamot affiliation will provide best practices resources in support the HR programs and policies.
- Location. Equidistant between Buffalo, NY and Erie, PA; the region boasts a low cost of living, good schools, ample opportunities for outdoors and recreation, and many attractive housing options.

**PROCEDURE FOR CANDIDACY**

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Confidential review of applications will begin immediately and continue until the position is filled.

Click the following link to apply and submit your CV/resume:



Or copy and paste the following link into your browser:

<http://summitsearchsolutions.catsone.com/careers/index.php?m=portal&a=details&jobOrderID=1598864>

Nominations can be submitted via email to [jdelmotte@summitsearchsolutions.com](mailto:jdelmotte@summitsearchsolutions.com).

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*Lake Erie Regional Health System of New York provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, genetic information, marital status or status as a covered veteran in accordance with applicable state and local laws governing nondiscrimination in employment.*



## Chautauqua County, New York

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Chautauqua County (established in 1808), serves as the western gateway to New York State. Residents and visitors alike find so many things to love about Chautauqua County. Anchored by the Cities of Jamestown (the largest city) and Dunkirk, Chautauqua County is comprised of a mixture of Victorian, lakeside and Amish communities. The area's natural beauty, affordable housing, access to quality health care, diverse work settings and easy commutes all provide a tremendous quality of life. Coupled with sports and recreational opportunities and tremendous offerings in the arts and education, it's no wonder that Chautauqua County is often called the World's Learning Center!

Today, the manufacturing sector provides the base for the county's economy with important and growing contributions from the retail, service, and tourism sectors. Farming continues to contribute to the county's economy, as well as the associated food processing industry. With its 15,500 acres of grapes, and twenty-three wineries, Chautauqua County has more farms and produces more grapes than any other county in New York State.



### Interesting Tidbits:

- *In 1897 Dr. Charles Welch moved his production of unfermented grape juice to Westfield to be in the heart of Concord grape country.*
- *The first lighthouse ever to be lighted by natural gas (1829) still stands at Barcelona Harbor on Lake Erie. It is the oldest lighthouse on the Great Lakes.*
- *Its name may be a contraction of a Seneca Indian word meaning "bag tied in the middle."*

**Education:** Jamestown Community College has two campuses in the county at Jamestown and Dunkirk. The State University of New York at Fredonia is located in the northern part of the county. Jamestown Business College offers two year degrees, certificates, and a four year degree.

**Recreation and Attractions:** Beaches, boating, cycling, fishing, golfing, hunting, skiing, trails and parks are just some of the fun things to do in Chautauqua County. Good food is always available at the farm markets, produce stands and cider and syrup producers. You can visit over 23 wineries in Lake Erie wine country and enjoy outdoor concerts, sailboat races, and harvest festivals. Area art galleries feature local and regional art including sculpture, pottery, and fiber arts.

*Here are some good sources for information on living in Chautauqua County:*

[http://www.chautauquachamber.org/Live Work Play](http://www.chautauquachamber.org/Live_Work_Play)

<http://www.co.chautauqua.ny.us/living/Pages/default.aspx>

[http://www.tourchautauqua.com/what\\_to\\_do.aspx](http://www.tourchautauqua.com/what_to_do.aspx)





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