

Position Description

The College of Veterinary Medicine & Biomedical Sciences (CVM) (<http://vetmed.tamu.edu/>) at Texas A&M University invites applications/nominations for the position of Assistant/Associate Dean of Hospital Operations and Chief Medical Officer of the Veterinary Medical Teaching Hospital (VMTH). We seek an individual with strong leadership skills who is forward thinking, team-oriented, and understands the intersection of our teaching, research, client and patient care missions. Candidates hired at the Assistant Dean rank may be staff, clinical track, or tenure track faculty. The successful candidate applying for Assistant Dean must have a DVM degree or a professional or academic degree in a relevant field. Candidates hired at the Associate Dean rank must be able to receive tenure on arrival. For Associate Dean the successful candidate must have a Ph.D. or DVM degree or a terminal degree in a relevant field. The successful candidate must have a background in administration and healthcare. A DVM degree (or equivalent degree) is preferred as is an understanding of business operations. Candidates must possess outstanding communication and interpersonal skills.

The VMTH is a world-class animal healthcare facility that sees over 18,000 small animals and 9,000 large animals per year. An additional 30,000 to 40,000 state-owned animals are treated annually through external CVM and VMTH programs. The hospital has continued to expand its operations by actively investing in cutting edge medical equipment, collaborating closely with referring veterinarians and clients, and building relationships with supporting departments. As such, the VMTH Chief Medical Officer will work closely with members of the Departments of Large Animal Clinical Sciences, Small Animal Clinical Sciences, and Veterinary Pathobiology to deliver state-of-the-art healthcare to our veterinary patients; support our growing clinical trials and One Health emphasis; and foster an environment that values teaching. The VMTH Chief Medical Officer also serves on the Executive Committee of the CVM and chairs the Hospital Board of the VMTH.

Requirements for the position include

- Assistant Dean, DVM degree or professional or academic degree in a relevant field
- Associate Dean, Ph.D. or DVM degree or equivalent terminal degree in a relevant field
- Background in administration
- Experience in veterinary or human healthcare
- Outstanding communication and interpersonal skills

Desired qualifications

- Experience in large business operations
- Advanced training in business management
- Comfort with the service model of providing clients with an experience rather than a transaction.

It is expected that the successful candidate will

- Provide visionary leadership
- Grow the scope of our current hospital operation in the areas of teaching, research, and patient care while utilizing a client-centric approach
- Develop and expand strong relationships with the referring veterinarian population and other veterinarians in Texas
- Foster outstanding communication and respect amongst a team of nearly 350 VMTH staff , as well as with clinical departments
- Continually improve the business operations of a multi-million dollar not-for-profit veterinary healthcare enterprise
- Act with fiscal responsibility to ensure the VMTH and CVM can maintain self-sufficiency and still achieve critical academic goals
- Work with faculty and administrators to ensure that patient care surpasses state-of-the art
- In collaboration with faculty and CVM leadership, expand our portfolio of cutting-edge hospital equipment, clinical trials, and One Health projects
- Appoint, review, and document performance of staff who are employees of the VMTH
- Act as the official spokesperson for the VMTH
- Collaborate with CVM leadership, faculty, and our development team to facilitate philanthropy
- Communicate clearly in verbal and written formats
- Effectively manage and resolve conflict
- Provide support for staff development/continuing education
- Promote and nurture a culture of diversity, collegiality, and acceptance within the VMTH, CVM, and university

Texas A&M University is an Equal Opportunity/Affirmative Action Employer/Educator Committed to Diversity.