



## **President and Chief Executive Officer Position Description**

ACGME International, Inc. (ACGME-I) invites nominations and applications for the position of President and Chief Executive Officer.

The Accreditation Council for Graduate Medical Education (ACGME) created ACGME-I in 2009 consequent to petitioning by governments and medical institutions abroad that the ACGME extend its accreditation model internationally. In order to have a clear separation between domestic accreditation in the US and international accreditation, ACGME-I was created as a limited liability corporation (LLC) of the ACGME. A successful pilot project in Singapore led to contracts for accreditation services in Qatar (Hamad Medical Corporation), Abu Dhabi (SEHA or Abu Dhabi Health Services), Lebanon (American University of Beirut), Oman (Oman Medical Specialties Board), and Saudi Arabia (King Khaled Eye Specialist Hospital). ACGME-I subsequently expanded beyond Singapore and the Middle East with institutional accreditation of Hopital Universitaire de Mirebalais in Haiti in 2019 and ongoing involvement in Pakistan, Kenya, and Guatemala, in addition to new contracts in China, as well as Abu Dhabi and Qatar.

In 2018, the ACGME Board of Directors adopted an International Business Plan that included moving ACGME-I to independent 501c3 status with its own Board, maintaining its focus on international accreditation services with strengthened firewalls between those services and the ACGME's domestic services and global non-accreditation activities. A growing demand for ACGME non-accreditation consulting services outside of the US will now be served through a new Global Services division. In January 2020, ACGME International, Inc. became operational, and its newly formed Board, chaired by Dr. Thomas J. Nasca, president and CEO of the ACGME, had its inaugural meeting on October 30, 2020. At this time Dr. Susan Day, president and CEO of ACGME-I, also announced her intention to reluctantly resign her position to pursue a new professional opportunity outside of health care.

**The mission of ACGME-I is to improve health care** by assessing and advancing the quality of resident physicians' education through accreditation. ACGME-I protects the interests of residents and improves the quality of teaching, learning, research, and professional practice with the ultimate goal of benefiting the publics that ACGME-I's accredited programs and graduates serve. Fundamentally, ACGME-I seeks to improve global health by ensuring that physicians who care for individuals are well-prepared in all aspects required of their chosen specialty. ACGME-I acknowledges that, though much in education is neutral to location, individual countries have specific cultural, disease, and demographic differences for which one size does not fit all. As such, the learning process moving forward with international accreditation is one for which dialogue is essential; in which respect for the state of current medical education across the continuum must be understood; and where at every turn, the needs of specific societies must be met, including with regard to differences in how certain specialties and sub-specialties are viewed.

ACGME-I currently provides accreditation services to 163 total programs (55 fellowships and 108 residencies) in 19 institutions across 11 countries. These services generate annual revenues of approximately \$2.5 million. The President and CEO is supported by an Executive Director and two support staff in addition to shared services with the ACGME in such areas as information technology and

services, data collection and analysis, financial and legal services, communications, and Milestones development and evaluation. ACGME-I and its client institutions and countries also benefit greatly from the services of dedicated expert volunteers from the United States and other countries who provide peer review on two Review Committees: Medicine-based and Surgical/Hospital-based. While these accreditation services are kept distinct from the consulting services provided by the ACGME's Global Services division, the finances of the two operations are consolidated in order to foster cooperation.

ACGME-I currently has contracts for accreditation services in the following countries:

- Guatemala
  - UNOP (pediatric oncology hospital)
- Haiti
  - Hopital Universitaire de Mirebalais
- Kenya
  - Aga Khan University, Nairobi Campus
- Lebanon
  - American University of Beirut
- Oman
  - Oman Medical Specialty Board
- Pakistan
  - Aga Khan University, Karachi Campus
- People's Republic of China
  - Tongji University
    - Shanghai Tongji Hospital
- Qatar
  - Hamad Medical Corporation (HMC)
  - Sidra Medicine
- Saudi Arabia
  - King Khaled Eye Specialist Hospital
- Singapore
  - Ministry of Health
    - Singapore Health Services
    - National University Health System
    - National Healthcare Group
- United Arab Emirates
  - Abu Dhabi Health Services Co.
    - Al Ain Hospital
    - Ambulatory Health Services (AHS)
    - Corniche Hospital
    - Mafraq Hospital
    - Sheikh Khalifa Medical City (SKMC)
    - Tawam Hospital
  - Cleveland Clinic Abu Dhabi
  - Zayed Military Hospital

## **The Position**

The President and CEO reports directly to the ACGME-I Board of Directors and also serves as a member of the ACGME's Executive Leadership Team. The new CEO can expect to fulfill the following leadership opportunities:

- Develop and implement with the new Board an inspiring vision and dynamic strategy for ACGME-I.
- Grow ACGME-I geographically and in regard to socioeconomic characteristics of the countries served.
- Maintain an emphasis on customer service, tailoring accreditation services and training to the unique needs and circumstances of individual institutions, countries, and cultures. Coordinate closely in that process with ACGME's Global Services division to accommodate client needs while keeping separation between accreditation and consulting services.
- Work proactively to increase the brand awareness of ACGME-I accreditation and market its services to academic institutions in the US with global programs, as well as to governments and training institutions across the globe.
- Particularly emphasize opportunities to apply and tailor ACGME-I's accreditation programs to the unique needs and circumstances of training programs in developing countries with limited resources.
- Find creative ways to reduce the cost of international accreditation services while preserving the high standards and internationally recognized quality of ACGME-I's accreditation.
- Build and manage staff and resources in proportion to ACGME-I's growing scale, emphasizing use of available resources within ACGME and globally, including professional volunteers, while also selectively growing ACGME-I's dedicated professional staff.
- Forge effective partnerships with carefully selected providers of medical accreditation and certification services globally to advance ACGME-I's mission and to enhance ACGME-I's reach while maintaining high quality standards.
- Further develop ACGME-I's information systems and data management with an innovative approach to applications by country and institution, including feedback loops to client countries and institutions and accommodation for differences in coding and approach.
- Be highly visible internationally and across the US as "the face of ACGME-I."

## **The Person**

### *Qualifications and Experience*

While no candidate will likely possess every qualification or quality, the successful candidate will bring many of the following professional experiences and qualifications:

- Must be a physician with a demonstrated commitment to lifelong learning, for example through active American Board of Medical Specialties Member Board certification.
- Experience and understanding of how to evaluate programs and interventions.
- Specific experience with medical training program accreditation and peer review at some level; participation with the ACGME on a Review Committee or as a designated institutional official would be ideal.
- Possess significant experience at some level in health care delivery and education internationally.
- Established reputation as a respected physician and academic medical leader in the United States and internationally, embodying quality and excellence.

- Particularly strong international stature as an educator.
- Record of successfully leading change within organizations.
- Ideally with experience in successfully launching and growing a new program, institute, or business.
- Some experience with management, including setting budgets, goals, and performance metrics.
- Demonstrated ability to manage effectively through collaboration with other departments and organizations versus requiring hierarchical control.
- Strong relationship builder.
- A “servant leader” with the ability to flexibly apply different situational leadership styles as needed.

#### *Personal Characteristics and Competencies*

The ideal candidate should also possess the following personal characteristics, competencies, and values:

- Intelligent, critical thinker and problem-solver.
- Humility combined with self-confidence in a passionate dedication to the organization’s mission.
- Flexible and adaptable with the ability to deal well with ambiguity while maintaining focus on the underlying mission and goals.
- Active listening skills.
- Innovative.
- Intrapreneurial.
- Highly developed cultural sensitivity.
- Respects and seeks diversity of backgrounds, cultures, and opinions.
- Highly collaborative.
- Team player.
- Articulate and persuasive speaker; knowledge of more than one language a plus.
- Engaging personality.
- Optimistic.
- Reputation for integrity.
- Able to relentlessly persevere to achieve goals despite obstacles.

#### **The Search**

The selected candidate should anticipate significant international travel. The candidate should also expect to maintain some type of residence in the Chicago area, where the ACGME is based.

Inquiries, nominations, and applications are invited. Although the search will remain open until the position is filled, review of candidate materials will begin immediately. ACGME-I hopes to fill the position by the summer of 2021. Candidates should provide, in confidence, a curriculum vitae, a business resume if available and a letter of application that highlights reasons for interest in the position, management acumen and relevant leadership experience. They should also include the names and contact information of three references. *References will not be contacted without prior knowledge and approval of the candidates.*

Materials should be sent electronically via email to the ACGME's search consultants at Park Square Executive Search:

Richard von Rueden, MD, Partner: ([rvonrueden@parksquare.com](mailto:rvonrueden@parksquare.com))  
Jonathan Fortescue, PhD, Managing Partner ([jonathan@parksquare.com](mailto:jonathan@parksquare.com))  
Kyle Meingast, Principal ([kmeingast@parksquare.com](mailto:kmeingast@parksquare.com))

Documents that must be mailed may be sent to:

Park Square Executive Search  
225 Franklin Street, 17th Floor  
Boston, Massachusetts 02110  
Phone: 617-401-2991

ACGME-I is an Equal Opportunity/Affirmative Action/Pro Disabled and Veteran Employer. ACGME-I welcomes differences in the form of gender, race, ethnicity, disability, geography, socioeconomic status, age, politics, religion, philosophy, sexual orientation, gender identity or expression, and veteran status. All applicants who share this goal are encouraged to apply.