

The Virginia Hospital & Healthcare Association (VHHA) is seeking candidates for Director, Patient Safety and Quality at our headquarters in Glen Allen, Virginia. Under the direction of the Vice President, Quality and Patient Safety, the Director of Patient Safety and Quality works to develop coordinate, and implement safety, quality, and performance improvement programs that facilitate collaborative learning among Virginia hospitals and health systems. This role leads multiple VHHA Center for Healthcare Excellence improvement initiatives, develops and implements operational project plans for VHHA member organizations, and oversees execution to achieve strategic goals. The Director provides oversight of the Virginia Patient Safety Organization (PSO), coordinating with internal and external content experts, recruiting, and guiding participating organizations, and ensuring that strategic and financial objectives are met.

In addition, the Director serves as the Executive Director and primary liaison between VHHA and the Virginia Organization of Nurse Leaders (VONL). This responsibility accounts for approximately 25% of the role and includes providing strategic, operational, and programmatic leadership to support VONL's mission, membership growth, and organizational effectiveness.

Salary Range - \$117,000 - \$152,100 annually

Actual starting pay will be determined based on several factors, including relevant experience, education, skills, certifications, internal equity, and current market conditions. Compensation decisions are made in alignment with organizational compensation practices and business needs.

Essential functions include:

VHHA Center for Healthcare Excellence & PSO Responsibilities

- Work with the Vice President to set strategic direction for VHHA Center for Healthcare Excellence activities, programs, and services in conjunction with VHHA leadership and the Center for Healthcare Excellence Advisory Council.
- Provide day-to-day oversight of all aspects of the Virginia Patient Safety Organization activities and serve as key contact for hospital teams, clinical experts, and PSO advisory group members.
- Assist hospitals with implementation of selected evidence-based best practices via site visits, webinars, coaching calls, and face-to-face learning sessions.
- Analyze reported PSO adverse event data and trends, providing feedback to members and assisting them in identifying and addressing areas of improvement.
- Oversee the development, review, compliance and maintenance of Virginia PSO policies, procedures, and contracts.
- Partner with the VHHA Foundation and VHHA Finance department to oversee PSO-related financial processes such as member dues collection, vendor contracting/invoicing and overall budget management.

Executive Director – Virginia Organization of Nurse Leaders (VONL) (Approximately 25%)

- Serve as Executive Director and primary liaison between VHHA and the Virginia Organization of Nurse Leaders (VONL).
- Provide strategic guidance, operational oversight, and program development support to advance VONL's mission, membership engagement, and organizational goals.
- Facilitate VONL board and committee meetings, including agenda development, meeting coordination, and follow-up on action items.
- Support membership growth, program expansion, and partnership development for VONL.
- Oversee VONL-related project management, communications, and coordination with VHHA staff and external stakeholders.

Ideal candidates will have a minimum of 3–5 years of acute-care hospital experience in quality, patient safety, regulatory/accreditation, or performance improvement. Strong analytical and data skills, including experience with data analysis and statistical techniques.

Strong written and verbal communication skills are required, as well as ability to solve and resolve problems in a timely manner. Must be able to work independently, set priorities and complete assigned tasks with minimal supervision. A clinician with a master's degree in Nursing, Public Health, Healthcare Administration, or related. Must have proficiency in Microsoft Office Suite.

This is a full-time position which requires travel within Virginia and occasional travel within the United States is expected for this position. Occasional overtime and weekend hours may be required. Teleworking may be allowed based upon mutual agreement with supervisor.

Compensation will be commensurate with work experience. VHHA offers a competitive benefits package and incentive plan opportunity.

Interested candidates should send a cover letter and resume to recruiting@vhha.com.

VHHA is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, sex, national origin, age, disability, marital status, military service or veteran status, sexual orientation, gender identity, genetic information, pregnancy, childbirth, or related medical conditions, including lactation, political affiliation, or other basis prohibited by federal or state law relating to discrimination in employment.

It is the policy of VHHA to provide a drug-free workplace in keeping with the spirit and intent of the Drug Free Workplace Act of 1988. VHHA prohibits the manufacture, sale, distribution, dispensation, possession, or use of alcohol, controlled substances, or marijuana on VHHA premises or while conducting VHHA business on or off VHHA premises.