

The Virginia Hospital & Healthcare Association (VHHA) is seeking candidates for Director, Quality Improvement and Clinical Excellence at our headquarters in Glen Allen, Virginia. Under the direction of the Vice President, Quality and Patient Safety, the Director, Quality Improvement and Clinical Excellence leads quality improvement initiatives with Virginia hospitals and health systems to improve patient outcomes, support regulatory and accreditation compliance, and promote continuous improvement. The role analyzes performance data, coordinates collaborative improvement efforts, engages internal and external experts, and guides participating organizations to achieve strategic objectives.

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 - \$112,000 - \$146,000 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

- 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.
- In conjunction with stakeholders, assist Virginia hospitals and health systems achieve the highest performance levels in quality and clinical excellence through the implementation of evidence-based practices.
- Facilitate statewide improvement initiatives related to healthcare industry reportable metrics from CMS, Joint Commission, DNV, Leapfrog, NHSN and other regional and national efforts.
- Coordinate statewide accreditation and regulatory readiness initiatives designed to support Virginia hospitals in their ongoing efforts to remain compliant with all relevant regulations and standards, safeguarding the delivery of safe and high-quality healthcare services
- Assist hospitals to submit timely, accurate, and consistent data regarding quality, safety, experience and performance improvement initiatives, when required.
- Monitor and analyze project quality, safety and performance improvement measures.
- Serve as a resource to hospitals and health systems for information/guidance on using quality, safety and patient experience performance data to drive improvement initiatives.
- Develop and present initiative updates that include process and outcome evaluation measures, lessons learned, and evidence of impact to internal and external stakeholders.

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.

The ideal candidate will have a master's degree in Nursing, Public Health, Healthcare Administration, or a related field (or equivalent hospital quality leadership experience) and 5-7 years of acute-care experience in quality, patient safety, accreditation, regulatory compliance, or performance improvement. They will bring strong knowledge of healthcare quality standards, data analysis, and hospital operations, along with excellent project management, communication, and relationship-building skills. Experience with Lean, Six Sigma, PDSA, Root Cause Analysis, or similar improvement methodologies is preferred, as are certifications such as CPHQ, CPPS, or CPHRM.

This is a full-time position, and hours of work are Monday through Friday, 8:30 a.m. to 5:00 p.m. Occasional overtime and weekend hours may be required. Travel (approximately 10%) within Virginia and occasional travel within the United States is expected for this position.

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.