

## Director of Employee Engagement - 1803113



### Position Summary

Develops and implements programs, processes and strategies which positively influence a culture of employee engagement within Stony Brook Medicine. Designs and implements leadership development programs and workplace practice programs that foster trust, respect, collegiality, empowerment and a sense of purpose across physicians, nurses and staff. This position will report to the Chief Human Resources Officer and will work in close collaboration with the Chief Patient Experience Officer and Vice President of Marketing and Communications.

### Primary Responsibilities to include:

- **Employee/Internal Communications and Engagement:** Lead the development and implementation of an integrated communication plan designed to inform and engage staff at all levels on critical initiatives throughout the organization
  - Review and assess current communication vehicles, programs and campaigns to determine efficacy of each, with the ultimate goal of consolidating and streamlining communication to staff
  - Build multi-channel communications programs leveraging, as appropriate, enterprise platforms, and develop scripting for Leadership Rounding
  - Oversee the development of effective communication protocol, as well as the provision of key talking points to be cascaded consistently across and throughout the organization
  - Provide communications counsel and support to functional business leaders related to enterprise-wide programs designed to educate employees, drive compliance or support key operational processes
  - Use data-driven approach to inform ongoing strategy, maximize impact of communications initiatives and inform ongoing strategies and approaches. Provide ongoing reporting of metrics tied to initiatives.
  - Collaborate with individual team members and across the Marketing & Communications organization to establish consistent messaging and approaches to support these initiatives in alignment with overall health system objectives.
  - Develop and administer “employee listening channels” designed to ensure that communication moves in multiple directions, and employee feedback and recommendations have a forum
  
- **Leadership Capability Development:** Identify and prioritize critical leadership capabilities, ensuring that expectations of leadership are clearly communicated, and that tools and resources are available to leaders seeking or requiring development are available
  - Partner with Stony Brook Administration to establish a core set of expectations for leaders of the organization at all levels, overseeing the communication of these expectations
  - Establish and administer any key processes by which leaders are assessed against and held accountable to embodying any stated expectations
  - Assess the existing arsenal of any leadership development content presently available to leaders across the organization
  - Partner as required with external vendors to conduct a needs assessment to determine any gaps in leadership development content or opportunity
  - Oversee the development of a holistic leadership capability development suite of offerings inclusive of education, tools, etc.

- Partner with the Chief Diversity officer and Chief Human Resource Officer to increase diversity at all levels of the organization and particularly at the leadership level.
- **Organizational/Operational Effectiveness:** Collaborate with Stony Brook Administration and Human Resources to ensure that organizational structures, and human work place policies and processes that enable staff and teams to work effectively, collaboratively, and in service of a unified set of organizational priorities
  - Develop programs and processes which result in a variety of engagement opportunities for leaders and employees in their day to day activities.
  - Review structure and processes to identify opportunities for more collaboration between departments, levels, types of staff within key meetings, leveraging internal and external best practices where applicable
  - Design and implement reward and recognition programs, forums and avenues for the sharing of employees' ideas and suggestions and vehicles to ensure follow up on suggestions and communication on outcomes.
  - Collaborate closely with the Chief Human Resources Officer and members of the Diversity Committee to design and tailor programs to engage employees of diverse backgrounds and which contribute to a culture of respect and appreciation of diversity.

**Required Education:**

Undergraduate degree required; Master's degree preferred.

**Required Experience:**

A minimum of ten (10) years leadership development, organizational effectiveness and/or employee engagement experience. A minimum of five (5) years of experience working in a hospital or healthcare setting. Proven experience with the development and implementation of organizational programs and initiatives to improve trust, respect, empowerment and a sense of purpose among a diverse set of employees across different levels and functions within an organization. Proven experience achieving goals.

**Preferred Experience:**

Prior experience in a highly unionized or public sector healthcare setting.

**Special Notes: Human Resources will begin the review of applications on 10/11/18 and continue until the position is filled.**

Stony Brook Medicine is a smoke free environment. Smoking is strictly prohibited anywhere on campus, including parking lots and outdoor areas on the premises.

All Hospital positions are subject to changes in pass days and shifts as necessary. This position may require the wearing of respiratory protection, which may prohibit the wearing of facial hair.

The selected candidate must successfully clear a background investigation. *Prior to start date*, the selected candidate must meet the following requirements: Successfully complete pre-employment physical examination and obtain medical clearance from Stony Brook Medicine's Employee Health Services (The hiring department will be responsible for any fee incurred for examination), submit (3) written references, and provide a copy of any required New York State license(s)/certificate(s). Please be advised that failure to comply with any of the above requirements could result in a delayed start date and/or revocation of the employment offer.

*The best ideas in medicine start with the best people. At Stony Brook Medicine, our highest calling is to put the power of ideas to work in our patients' lives. Stony Brook Medicine integrates and elevates all of our health-related initiatives: education, research and patient care. Stony Brook Medicine is Long Island's premier academic medical center. With 603 beds, we serve as the region's only tertiary care center and Level I Trauma Center, and are home to the Stony Brook Heart Institute, Stony Brook Cancer Center, Stony Brook Children's Hospital, Stony Brook Neurosciences Institute, and Stony Brook Digestive Disorders Institute. We also encompass Suffolk County's only Level 4 Regional Perinatal Center, state-designated AIDS Center, state-designated Comprehensive Psychiatric Emergency Program, state-designated Burn Center, the Christopher Pendergast ALS Center of Excellence, and Kidney Transplant Center. It is home of the nation's first Pediatric Multiple Sclerosis Center.*

Stony Brook University is an Affirmative Action/Equal Opportunity employer. We are committed to the creation of a diverse and inclusive campus climate. We encourage protected veterans, individuals with disabilities, women and minorities to apply.

This function/position has been designated as "essential." This means that when the Hospital is faced with an institutional emergency, employees in such positions may be required to remain at their work location or to report to work to protect, recover, and continue operations at Stony Brook Medicine, Stony Brook University Hospital and related facilities.

Pursuant to Executive Order 161, no State entity, as defined by the Executive Order, is permitted to ask, or mandate, in any form, that an applicant for employment provide his or her current compensation, or any prior compensation history, until such time as the applicant is extended a conditional offer of employment with compensation. If such information has been requested from you before such time, please contact the Governor's Office of Employee Relations at [\(518\) 474-6988](tel:5184746988) or via email at [info@goer.ny.gov](mailto:info@goer.ny.gov).

IF YOU NEED A DISABILITY-RELATED ACCOMMODATION, PLEASE CALL THE UNIVERSITY HUMAN RESOURCE SERVICES DEPARTMENT AT (631) 632-6161 OR THE UNIVERSITY HOSPITAL HUMAN RESOURCES DEPARTMENT AT (631) 444-4700.  
IN ACCORDANCE WITH THE TITLE II CRIME AWARENESS AND SECURITY ACT, A COPY OF OUR CRIME STATISTICS IS AVAILABLE UPON REQUEST BY CALLING (631) 632-6350. IT CAN ALSO BE VIEWED ON-LINE AT THE UNIVERSITY POLICE WEBSITE AT <http://www.stonybrook.edu/police>

**Official Job Title:** Senior Personnel Associate

**Job Field:** Human Resources

**Primary Location:** US-NY-East Setauket

**Department/Hiring Area:** Human Resources-Stony Brook University Hospital

**Schedule:** Full-time Day Shift Professional Obligation **Pass Days:** Sat, Sun

**Posting Start Date:** Oct 29, 2018

**Posting End Date:** Ongoing

**Salary:** Commensurate with experience

**Salary Grade:** MP4

**Apply Online at:** <https://stonybrook.taleo.net/careersection/2/jobdetail.ftl?job=1803113&tz=GMT-04%3A00>