

POSITION DESCRIPTION

 MAJOR, LINDSEY & AFRICA

MAJOR, LINDSEY & AFRICA | 1 SOUTH WACKER DRIVE, SUITE 1750, CHICAGO, IL | 312-372-1010

Ann & Robert H. Lurie
Children's Hospital of Chicago
225 E. Chicago Ave.
Chicago, IL 60611
www.luriechildrens.org



Ann & Robert H. Lurie Children's Hospital of Chicago ("Lurie Children's" or the "Medical Center") has retained Major, Lindsey & Africa on an exclusive basis to conduct a search for a **Senior Vice President, Chief Legal Officer** to be located in Chicago, Illinois. Interested candidates please respond to the recruiter who contacted you about this search or directly to Michael Sachs (msachs@mlaglobal.com) and Casey Gordon (cagordon@mlaglobal.com). Please do not contact Lurie Children's directly; all resumes sent to Lurie Children's will be routed to MLA for handling and may cause delays.

SENIOR VICE PRESIDENT, CHIEF LEGAL OFFICER

Overview: The Senior Vice President, Chief Legal Officer ("CLO") will support the achievement of the strategic goals of the Medical Center and its affiliates by providing advice and counsel on matters involving significant legal issues. The CLO will report directly to the organization's President and CEO. The CLO will be responsible for corporate governance and will serve as advisor to various Medical Center Boards of Directors and their committees, while also providing legal counsel to senior management on such matters as regulatory requirements, transactions, contracts, and potential liability. As a member of the Senior Leadership Team, this person will participate in the formulation of initiatives to address the developing needs of the community and changing trends in healthcare and to advance the Medical Center's mission, goals, and vision. The CLO will be expected to provide legal guidance to ensure that the clinical, research, and administrative operations of the Medical Center provide the highest quality, most cost effective healthcare possible, and that operations are in compliance with The Joint Commission guidelines as well as federal, state, and local laws and regulations. In addition, the CLO will be expected to provide strategic direction and leadership of the Legal Services Department, allocate legal resources, and coordinate and oversee legal matters referred to external counsel.

Organization: Lurie Children's provides superior pediatric care in a setting that offers the latest benefits and innovations in medical technology, research, and family-friendly design. As the largest pediatric provider in the region with a 136-year legacy of excellence, kids and their families are at the center of all that the organization does. For more information, please visit: <https://www.luriechildrens.org/>.



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Experience: The successful candidate will have a minimum of fifteen (15) years of legal experience gained in law firm and in-house settings, with significant experience dealing with complex healthcare industry issues such as regulatory compliance and transaction and contract negotiations. Experience with academic medical centers, physician group practices, and/or health care delivery systems is preferred although not required.

Relocation: Yes, this is a national search.

ORGANIZATION PROFILE

Ann & Robert H. Lurie Children's Hospital of Chicago provides superior pediatric care in a setting that offers the latest benefits and innovations in medical technology, research and family-friendly design. As the largest pediatric provider in the region with a 136-year legacy of excellence, kids and their families are at the center of all it does.

Stanley Manne Children's Research Institute, affiliated with Lurie Children's, is devoted to the understanding, prevention, and investigation of pediatric illnesses and injuries. All pediatric research at Lurie Children's is conducted through the Stanley Manne Children's Research Institute. It has been designated a Northwestern University Feinberg School of Medicine research center for its central role in the university's integrated research program.

Established in 1986, its pediatric research institute has more than 200 investigators, 500 staff members and 100 trainees who contribute to six growing programs in basic research and translational medicine at the research facility. The institute also has interdisciplinary centers of excellence that target specific child health issues and complement its core programs.

Lurie Children's relies on philanthropic funding to enhance its programs and services for children and families. Founded in 1987, the Ann & Robert H. Lurie Children's Hospital of Chicago Foundation is a charitable 501(c)(3) tax-exempt organization with fundraising professionals who work with 11 affiliated organizations and an active team of volunteers to cultivate and secure contributions that advance the mission of the hospital.

Lurie Children's is proud to be recognized for the following awards, accolades and achievements, among others:

- In the 2019-20 *U.S. News & World Report* rankings of the Best Children's Hospitals, Lurie Children's continues to be the top hospital in Illinois, ranking in all 10 specialties.



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- In 2001, the hospital was the nation's first pediatric freestanding hospital and the first hospital in Illinois to earn the American Nurses Credentialing Center's Magnet Award for Nursing Excellence. In 2015, Lurie Children's was re-designated for a fourth time; less than 1% of hospitals have been designated three times.
- Lurie Children's has been awarded full accreditation by the Association for the Accreditation of Human Research Protection Programs (AAHRPP). AAHRPP promotes high quality, ethically sound research through an accreditation process that helps organizations worldwide strengthen their research protection programs. As an independent, non-profit accrediting body, AAHRPP uses a voluntary, peer-driven, educational model to ensure that human research protection programs meet rigorous standards.
- Lurie Children's was named by *Parents* magazine as one of the country's 20 most innovative children's hospitals in 2018. To compile the list, the magazine sent a detailed survey to 162 hospital members of the Children's Hospital Association, asking about published studies, patents, technology use, partnerships, and innovations across specialty areas. The winning hospitals were selected because they adopted the latest technologies and successfully implemented their own innovations that made a difference in their patients' lives.
- Lurie Children's was named a level I pediatric surgery center by the American College of Surgeons (ACS), becoming the first children's hospital in Illinois to earn this status.
- In 2019, Lurie Children's was named one of America's Best Mid-Size Employers by *Forbes*.

POSITION INFORMATION

Reporting to the organization's President and CEO, the Chief Legal Officer will serve as a member of the Senior Leadership Team and oversee all legal matters, serving as the primary legal advisor to the organization's senior management and Boards of Directors. Specific responsibilities include:

- Provide overall legal guidance and direction on all Medical Center matters and serve as the primary legal resource to Medical Center leadership, medical staff leadership, and the Medical Center Boards of Directors and Board Committees on all legal matters.
- Develop and articulate a clear vision for the Legal Services Department's direction, aligned to the strategic goals, imperatives, and operating objectives of the Medical Center; develop short and long term legal services strategies that support the strategic plans, operating objectives, processes and systems, and policies of the Medical Center.



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- Participate in Boards of Directors meetings and Board committee meetings as appropriate.
- Oversee the governance structure, practices and procedures of the Boards of Directors and Board Committees, and provide advice and counsel to the Boards' and Committees' leadership on governance best practices.
- Supervise and manage the team of Department attorneys and the corporate governance support team.
- Function as a member of the Senior Leadership Team, ensuring effective operations and future success by formulating, recommending, and implementing sound legal practices, procedures, and objectives to address legal issues faced by the Medical Center.
- Provide guidance and support for all legal aspects associated with business growth and development activities, including investigations, evaluations, and negotiations in accordance with overall Medical Center business development objectives and plans, and provide guidance on legal issues related to any such activities.
- As a member of the Senior Leadership Team, participate in the development, implementation, and evaluation of long-range strategic plans to achieve the Medical Center's general objectives and compliment the Medical Center business plans.
- Provide advice and guidance to the Boards of Directors, management, and medical staff to ensure that all activities are implemented and documented in accordance with all applicable laws, regulations, accreditation requirements, and contractual objectives.
- Make referrals to outside counsel when necessary and actively manage utilization of external legal resources to maximize efficient, competent, quality representation while maintaining a prudent budget.
- Oversee the development of operating and capital budgets for legal services for the Medical Center and ensure operation within budget. Monitor financial progress of the Department and implement corrective action plans, as appropriate.
- Direct the review, modification, and approval of all legal services related policies and procedures. Consult with appropriate personnel and departments to ensure that resources are made available to ensure successful implementation of new legal services related policies/procedures.
- Advise with respect to regulations governing hospitals and the rules of accrediting bodies by monitoring operations and initiating changes where required.



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- Ensure that the corporate contracting process functions optimally and that appropriate policies are in place governing contractual activities.
- Oversee education and training to management and staff with regard to legal issues and concerns related to health care.
- Communicate to staff at all levels of the Medical Center what the strategic direction means for their work, and how it should help them set priorities on a day-to-day basis.
- Develop and maintain links with the outside world and across the Medical Center, building and maintaining relationships, and finding opportunities to establish or reestablish links.

QUALIFICATIONS AND SKILLS

The following qualifications and skills are required of the CLO:

- JD and active State Bar license in good standing with ability to gain admittance to the Illinois State Bar.
- At least fifteen (15) years of legal experience gained in law firm and in-house settings, with significant experience dealing with complex healthcare industry issues such as regulatory compliance and transaction and contract negotiations.
- Experience with academic medical centers, physician group practices, and/or health care delivery systems is preferred.
- Proven skills in directing and managing legal services organizations that provide support through the use of both internal legal resources as well as established relationships with retained law firms.
- Proven and considerable leadership experience in supervising, developing and motivating staff, operating in a complex organization, team building, conflict management, and negotiation.
- Proven ability to deal with ambiguity, and clear ability to be agile, resourceful, adaptable, and results oriented.
- High level of accountability. Takes it upon oneself to see that something gets done.
- Has an ability to move others to act in a desired way, and enlists and obtains support of key people to help influence others.
- The ability to manage difficult customer situations, respond promptly to customer needs and solicit customer feedback to improve service.



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- Someone who is mission-driven and has a “servant leadership” mentality.
- Must be team-oriented and collegial with an eye towards consensus-building. Brings disagreements to the surface, airs them, and resolves them/facilitates their resolution to the satisfaction of all parties
- Highly motivated, proactive team-player with a positive attitude and desire to learn and expand his/her skill set.
- Someone who collaborates easily with others, “rolls up their sleeves,” and is a strong team player is essential in this position.
- Ability to be proactive while working in a fast paced environment.

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In accordance with the Americans with Disabilities Act, the above statements are intended to describe the general nature and level of work being performed by people assigned to this job classification. These statements are not intended to be an exhaustive list of all responsibilities, duties and skills of personnel so classified.

LURIE CHILDREN’S IS AN EQUAL OPPORTUNITY EMPLOYER AND ENCOURAGES DIVERSE CANDIDATES TO APPLY.