Department of Pediatric Newborn Medicine

Title of Position: Neonatologist

HMS Title: Instructor

Department: Pediatric Newborn Medicine

Minimum Degree: M.D. or D.O.

Licenses or special skills: Fellowship trained Neonatologist with clinical expertise in an intensive care setting

Report to: Department Chair

Date reviewed: May 1, 2021

Full time neonatologist position or a combination of part time clinical and administrative position, aimed at supporting the Department of Pediatric Newborn Medicine, the BWH NICU and NWH Special Care Nursery programs.

Overview:
Neonatologists at the Brigham and Women’s Hospital are employed to provide clinical care at the Brigham and Women’s Hospital neonatal intensive care unit, labor and delivery unit and postpartum wards. They may also provide clinical coverage at Newton Wellesley Hospital special care unit. Neonatologists are also anticipated to take part in academic activities including teaching and research. They may also be assigned to the follow-up clinic at 221 Longwood Ave.

Minimum Qualifications: Candidates must be Board-eligible or Board-certified in Neonatal-Perinatal Medicine. An established track record in academic pediatrics or strong commitment to academic pediatrics, as proven by performance in residency training, fellowship or faculty position, is required. Each Attending Physician is required to have a current Massachusetts Medical License, DEA Certificate and Massachusetts Controlled Substances Certificate for approval of his/her newborn medicine privileges by the BWH Medical Staff Credentials Committee. Attending Physicians are also responsible to complete the minimum amount of Continuing Medical Education credits required for periodic re-privileging approval.

Duties and Responsibilities:

1. Patient Care / Clinical Activities:
A full-time clinical assignment is 1656 hours annually. Certain faculty members have additional “protected time” allocated for specific administrative and academic responsibilities, and so work a reduced number of clinical hours without reduction in salary or benefits. Additionally, Attending Physicians may utilize outside research funding to offset their salary.

Attending Physicians are responsible for coverage of their clinical rotations listed in the QGenda schedule, or to ensure that another Attending Physician is available for coverage (and noted by a change in the schedule) if they are unable to work a scheduled rotation.

Attending Physicians will be responsible for completion of patient charts, including approval of patient notes and billing.

During clinical rotations, the Attending Physician is responsible for supervision of fellows, residents and students assigned to his/her area, coordination with the nursing staff, and overall supervision of patient care. The Attending Physician is also jointly responsible (with any other Attending Physicians) for overall management of their clinical area, including coordination with the Nurses in Charge and the Medical Director.

2. **Teaching / Didactic Activities:**

**Internal:**
Attending Physicians are required to have an ongoing involvement in teaching activities with the Department residents, medical students and fellows. In addition, each Attending Physician will be expected to provide clinical instruction and mentoring to the residents, medical students and fellows during their clinical rotation. The Attending Physicians are expected to complete evaluations for the fellows and residents they mentor throughout the course of the academic year, based on their rotations and interactions with the Attending Physicians. The Attending Physicians’ evaluations of the fellows and residents are reviewed individually with them by the rotation Site Director. The trainees’ evaluations of the Attending Physicians will be reviewed personally by the Chair and will be incorporated into each Attending Physician’s annual evaluation.

Attending Physicians are required to participate in M&M conferences, Grand Rounds, and Journal Club meetings regularly. Attending Physicians must make every effort to attend conferences, unless they are on vacation, at national conferences, on clinical rotation, or immediately post night service. Participation in didactic activities is utilized as part of the Attending Physician’s annual evaluation.

**External:**
Attending Physicians are encouraged to develop regional, state, national and international recognition in areas of special expertise when appropriate.

3. **Research, Publications, and Educational Activities:**
Attending Physicians are encouraged to undertake and/or participate in research projects and pursue publications in order to disseminate information to the medical community. Attending Physicians will be evaluated based on general research productivity (e.g., applications for research grants, publications from studies, etc.), quality, amount and type of funding received.

Attending Physicians with research grant funding that includes salary support may “buy down” clinical assignments through transfers of funds from the grant budget to the department. This will not affect the Attending Physicians status as “full-time” with respect to salary and benefits. Clinical “buy-down” is arranged between the Attending Physician, the Department Chair and the Department Administrator.

4. Administration / Committee Activities:

Attending Physicians are encouraged to attend 75% of department Faculty/ Quality Improvement meetings, Department grand rounds and faculty retreats throughout the year. This attendance allows for times when Attending Physicians are on vacation, at national conferences, on shift, or are immediately post shift. Participation and learning are part of the Attending Physician’s annual career evaluation.

Each Attending Physician will be offered a few hospital- and department-wide committee assignments, as well as representing the Department of Pediatric Newborn Medicine as a liaison with other BWH departments and services. These committee and liaison assignments will be discussed annually during the Attending Physician’s evaluation process and assignments will be based on clinical, research, teaching and other current duties. Committee and liaison assignments will be included as a portion of the Attending Physician’s annual evaluation.

5. Additional Duties and Assignments:

In addition to hospital- and department-wide committee and department liaison assignments, each Attending Physician will be asked to direct any number of departmental administrative assignments or programs in addition to his/her clinical, research and teaching duties. Departmental administrative assignments (from the Department Chair) will be consistent with each Attending Physician’s area of interest and expertise and will be reviewed and included in his/her annual evaluation.

6. Work Culture at BWH

Attending Physicians should lead in the establishment of the work culture by:

- Active participation, respectful and trusting behavior to all members of the faculty, the multidisciplinary neonatal care team and the greater BWH staff.
- Will be always expected to be cooperative/collaborative with a variety of Hospital Services, teams, managers, executives, etc.
• Should lead by example for the culture with the maintenance of a positive, collaborative relationship with the entire NICU care Team, as well as the Hospital community beyond the NICU.
• Effective communication within the faculty and neonatal care team.
• Attendance and participation in meetings for the faculty; for the multidisciplinary neonatal care team; and as directed for BWH hospital wide initiatives.
• Flexibility and cooperation in scheduling service time and nights/weekend call as the work schedule of the individual physician is complementary to those of others.
• Mutual support for faculty members in clinical care and academic pursuits.

The Attending Physician will report to the Chair of the Department. All work duties assigned above will be reviewed with the Chair using a structured performance review on an annual basis.

Contact Information: Please send CV to echildrey@bwh.harvard.edu.

We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, pregnancy and pregnancy-related conditions or any other characteristic protected by law.