

# POSITION DESCRIPTION

FOR THE POSITION OF

CHIEF MEDICAL OFFICER, CARDIOVASCULAR SERVICE LINE



Summer 2025

Much of this material contained herein is gained in confidence and as such should be regarded as confidential. Accordingly, it is understood that dissemination of this material should be limited to those individuals in your organization who are directly connected with this specific search or whom a reasonable person would agree have a need to know.

## POSITION DESCRIPTION

---

<b>POSITION</b>	Chief Medical Officer, Cardiovascular Service Line
<b>ORGANIZATION</b>	UnityPoint Health
<b>REPORTS TO</b>	System Chief Medical Officer
<b>LOCATION</b>	Des Moines, IA
<b>WEBSITE</b>	<a href="https://www.unitypoint.org/">https://www.unitypoint.org/</a>

## ROLE SUMMARY

---

UnityPoint Health is seeking a Chief Medical Officer for their Cardiovascular Service Line. Reporting to the System Chief Medical Officer, the Chief Medical Officer for the Cardiovascular Service Line will work in a dyad relationship with the Vice President – Operations of the Cardiovascular Service Line and will be the accountable clinical executive for all cardiovascular services provided across the UnityPoint Health System and across all sites of service. Key activities include short term and long-term strategic planning, leading physicians and other providers in optimizing clinical, operational, and financial effectiveness and efficiency, and system leadership responsibilities. The physician leader is expected to maintain a part-time clinical practice (maximum 0.25 FTE).

### Essential Functions and Responsibilities

#### Clinical and Service Quality Performance

- ▼ Establish strong working relationships with service line physicians (employed as well as independent partners) and other providers and stakeholders through regular and ad hoc meetings, site visits, and other connections as requested or needed
- ▼ Lead service line physicians and other health care providers in identifying unnecessary clinical and associated operational variation and developing high reliability care standards
- ▼ Champion the adoption of high reliability care standards in concert with regional and subspecialty physician and provider leaders
- ▼ Develop and review performance dashboards and monitor clinical outcomes, including but not limited to quality and patient experience results; develop and implement action plans as needed to optimize outcomes

#### Strategy and Business Development

- ▼ Ensure alignment of service line physicians to achieve strategic priorities and goals. In partnership with the service line dyad, ensure ongoing dialogue between physicians and key stakeholders in the execution of the strategic plan
- ▼ Partner with the Executive Director of Service Line Strategy and dyad partner to develop a short term (1-2 year) and long-term (2-5 year) service line strategic plan that is aligned with and informed by the UPH strategic plan
- ▼ Present the strategic plan to critical leadership bodies for review and alignment



- ▼ Surface ideas and provide internal consulting for new programs, initiatives, and technology investments, and participate in business plan development and discussions with all stakeholders
- ▼ In partnership with the service line dyad, establish, strategize, coordinate, and collaborate in the achievement in the key performance metrics, goals and objectives
- ▼ Participate in workforce planning discussions for physicians and other providers
- ▼ Lead the development of service line physician and provider recruitment strategies and actively participate in the recruitment process

### **Financial Management**

- ▼ Manage the profit and loss of the service line
- ▼ Participate in strategic, operational, and capital discussions pertaining to service line activities
- ▼ Develop and implement tactics in collaboration with the dyad partner that leads to the overall profitability of the service line

### **Essential Qualifications**

- ▼ MD, DO, or equivalent degree
- ▼ Completion of an accredited residency program
- ▼ Completion of cardiovascular-focused subspecialty fellowship
- ▼ Board certification in a cardiovascular-focused subspecialty
- ▼ Medical license in state of practice
- ▼ Collaborative orientation and proven ability to work on a team
- ▼ Strong communication skills, both written and verbal
- ▼ Leadership skills
- ▼ Respected by colleagues and regional leadership
- ▼ Strong relationship management and interpersonal skills

### **Preferred Qualifications**

- ▼ Additional training in leadership
- ▼ Leadership experience – especially in leading clinicians through change
- ▼ Executive level communication skills
- ▼ Advanced degree in healthcare management (e.g., MBA, MHA)
- ▼ Motivating personality
- ▼ Able to manage competing priorities & deadlines
- ▼ Excellent planning & organizational skills
- ▼ Technical acumen (ability to learn new systems quickly)

## ABOUT UNITYPOINT HEALTH

In 1993, UnityPoint Health got its start in Des Moines, Iowa, when Iowa Methodist Hospital and Iowa Lutheran Hospital merged to form Iowa Health System and create the state's largest provider of hospital health services. Today, UnityPoint Health comprises 17 hospitals, 390 community clinics, 19 community network hospitals, 12 home care areas of service, 5 affiliated community mental health centers, and 3 accredited UnityPoint Health colleges – across Iowa, Illinois, and Wisconsin. The system's more than 1,000 physicians and 11,000 nurses see nearly 1.5 million patients in more than 8 million visits annually across the clinic, hospital, and home care settings, performing over 90,000 surgeries and delivering nearly 20,500 babies.

UnityPoint Health has launched a new strategic plan that is focused on providing an exceptional experience for patients, team members, and communities. The strategic plan is intentionally designed in a way that not only sets UnityPoint Health up for success as an organization but also makes it easy for every single team member to help the organization achieve its strategic goals. The Service Line Strategy is a key component to delivering an exceptional experience to UnityPoint's patients and communities.



## UnityPoint Health Guiding Principles

### Mission

Improve the health of the people and communities we serve.

### Vision

Best outcome, every patient, every time.

### Values

#### *Foster Unity*

- ▼ Leverage the skills and abilities of each person to enable great teams.
- ▼ Collaborate across departments, facilities, business units and regions.
- ▼ Seek to understand and are open to diverse thoughts and perspectives.

#### *Own the Moment*

- ▼ Connect with each person treating them with courtesy, compassion, empathy and respect
- ▼ Enthusiastically engage in our work.
- ▼ Accountable for our individual actions and our team performance.
- ▼ Responsible for solving problems regardless of the origin.

#### *Champion Excellence*

- ▼ Commit to the best outcomes and highest quality.
- ▼ Have a relentless focus on exceeding expectations.
- ▼ Believe in sharing our results, learning from our mistakes and celebrating our successes.

#### *Seize Opportunities*

- ▼ Embrace and promote innovation and transformation.
- ▼ Create partnerships that improve care delivery in our communities.
- ▼ Have the courage to challenge the status quo.

### **Brand Promise**

At UnityPoint Health, know how much you matter to this world.

## **CARDIOVASCULAR CARE AT UNITYPOINT HEALTH**

---

The experienced heart and vascular teams at UnityPoint Health provide patients with options, personalized treatment plans, and care that's close to home for conditions ranging from simple to complex. UnityPoint Cardiovascular physicians have board certifications in most cardiac sub-specialties and can help patients coordinate additional tests, surgeries, advanced clinical procedures, and rehabilitation.

The Cardiovascular Service Line at UnityPoint Health comprises over 40 employed physicians and over 40 employed APPs. The Service Line also includes about 30 physicians and 30 APPs from independent practice groups.

### **Cardiovascular Care in Des Moines**

Cardiovascular services are provided in Des Moines at two hospitals and 10 clinics by 15 employed cardiologists and over a dozen APPs. UnityPoint Health's flagship facility, [Iowa Methodist Medical Center](#), hosts a wide range of cardiovascular lab facilities including electrophysiology, catheterization, structural heart, and vascular. Operating rooms at Iowa Methodist are equipped for open heart surgery and vascular surgery.



[Iowa Lutheran Hospital](#), also in Des Moines, has electrophysiology and catheterization labs. There are also six UnityPoint Health Cardiology clinics and four cardiac rehabilitation clinics in town.

### **Cardiovascular Care in Waterloo**

[Allen Hospital](#) and its team of cardiologists and surgeons form the only comprehensive heart care center in the Cedar Valley. Allen Hospital treats nearly all heart issues with a team of experienced cardiac specialists in Waterloo as well as outreach locations in Charles City, Cresco, Grundy Center, Independence,

Sumner, Waverly and West Union. The physicians and staff are committed to the highest level of heart care for patients in Northeast Iowa while offering a wide range of services including:

- ▼ Cardiovascular and thoracic surgery (open heart)
- ▼ Cardiovascular imaging
- ▼ Electrophysiology
- ▼ Advanced heart failure treatment and care
- ▼ Enhanced External Counterpulsation (EECP)
- ▼ Treadmill stress test
- ▼ Holter monitor and event recorder
- ▼ Heart disease prevention
- ▼ Peripheral and vascular therapies
- ▼ Sleep apnea clinic
- ▼ Cardiac and pulmonary rehabilitation

[The Allen Heart & Vascular Center](#) opened in 2009 to centralize all heart care in one facility and is specifically designed for heart patients and their families. Along with the physicians at the Cedar Valley Cardiovascular Center, Allen Hospital is often recognized as one of the top heart care programs in the nation.

### **Cardiovascular Care in Fort Dodge**

[UnityPoint Health – Trinity Heart Center](#) opened in October 2024 and builds upon UnityPoint's tradition of great heart care in the Fort Dodge area. The team works together to ensure heart patients have the comprehensive care they need close to home. Patients have access to leading therapies and experienced, fellowship-trained cardiac specialists right in Fort Dodge. The hospital has interventional cardiology, a catheterization lab, a cardiac and pulmonary rehabilitation program, and tele-cardiology. UnityPoint locations in Des Moines and Waterloo provide open-heart coverage for Fort Dodge, a major system initiative that serves to retain open-heart procedures in-system.

### **Cardiovascular Care in Sioux City**

Outpatient cardiovascular services and screenings are provided at [UnityPoint St. Luke's](#) hospital and [UnityPoint Sunnybrook Medical Plaza](#) in Sioux City, IA. St. Luke's cares for heart patients in dedicated electrophysiology (EP) and cardiac catheterization labs. Just steps away from St. Luke's Emergency Department, the location of the labs is one of the reasons door-to-balloon times are faster than the national average. This means less time is needed between patients' arrival in the ED to when they are moved to the cardiac catheterization lab to receive heart care. In the end, this means less heart muscle will be lost, and patient outcomes will be better.

### **Cardiovascular Care in Cedar Rapids**

St. Luke's in Cedar Rapids, IA is home to the nationally recognized [Nassif Heart & Vascular Center](#), the largest and most comprehensive cardiovascular center in the area. The center offers a full range of heart and vascular services, including preventive treatment, diagnostics, open heart surgery and the most advanced heart procedures available.

St. Luke's specially trained structural and interventional cardiologists treat patients suffering from blocked arteries, valve diseases, and structural abnormalities of the heart, all without the need for open-heart surgery. That means patients recover faster and can stay close to home for nearly all of their heart-related issues.

The team of advanced heart experts encompasses the specialists and services of [St. Luke's Hospital](#), cardiologists at [St. Luke's Heart Care Clinic](#), cardiothoracic surgeons at [St. Luke's Heart & Lung Surgery](#), vascular surgeons from [Physicians' Clinic of Iowa](#), and interventional radiologists from [Radiology Consultants of Iowa](#). St. Luke's also has a unique, collaborative partnership with [Linn County Anesthesiologists, P.C.](#), offering patients exclusive access to the only anesthesiology group in the area. This network allows UnityPoint St. Luke's to provide the highest quality of care and the best possible patient experience.

### Cardiovascular Care in the Quad Cities

At [Trinity Heart Center](#), part of [UnityPoint Trinity Rock Island Hospital](#), patients have access to comprehensive care and personalized attention. Convenient services in Bettendorf, Moline, Muscatine, and Rock Island offer close-to-home options that patients might expect to find only in a major metropolitan area, sparing patients the stress and hassle of traveling great distances. Services provided at Trinity Heart Center in the Quad Cities region include cardiac catheterization, open-heart surgery, and cardiac rehabilitation.

Since 1999, UnityPoint Health – Trinity has helped patients access advanced heart disease treatments where they are most comfortable, close to home. The open-heart surgery program has earned national recognition for consistently delivering safe, effective care. Cardiac surgeons at Trinity Heart Center belong to [Cardiac Surgery Associates \(CSA\)](#), a group committed to cardiovascular surgery excellence. One surgeon is a full-time staff member at the heart center, enabling more people to benefit from seamless care. Open-heart surgeries performed at the Trinity Heart Center include coronary artery bypass graft, valve repair, and valve replacement.

Trinity Heart Center's team has been providing the Quad Cities area with much-needed state-of-the-art cardiovascular care since 1999. Trinity Rock Island and Bettendorf are two of only 259 hospitals nationwide to receive the 2024 American College of Cardiology's NCDR Chest Pain-MI Registry Platinum Performance Achievement Award and the only hospitals in the Quad Cities to be recognized with this achievement.



In 2023, Trinity Heart Center celebrated the 250<sup>th</sup> person to receive a successful [WATCHMAN](#) device from the center. WATCHMAN reduces the risk of blood clots, stroke, and reliance on blood thinners for patients with an irregular heartbeat. Trinity was the first healthcare provider in the region to offer WATCHMAN beginning in 2020.

### Cardiovascular Care in Dubuque

UnityPoint Finley Hospital's [Heart and Vascular Center](#) contains a state-of-the-art cardiac diagnostic unit to diagnose numerous heart conditions. Patients may visit Finley's diagnostic unit for a stress test (or exercise EKG), electrocardiogram, ECHO, cardiac CT scan, or cardiac nuclear medicine test.

Patients who have a pacemaker are able to complete convenient routine follow up care with Finley's Pacemaker Clinic, also located in the cardiac diagnostic area. Pacemaker Clinic is staffed with a nurse specialist who has extensive training on the use of multiple types of devices.

[Finley Hospital's](#) heart experts provide services ranging from prevention and diagnostics to treatment and rehabilitation for heart and vascular health concerns. Led by the cardiologists at [UnityPoint Clinic Cardiology – Dubuque](#), all heart care services are conveniently located and coordinated at Finley Hospital.



## LIVING IN DES MOINES

---

Nestled in the heart of the Midwest, Des Moines, Iowa is a vibrant and welcoming city that offers an exceptional quality of life. Whether you're seeking affordability, cultural experiences, or exciting recreational opportunities, Des Moines provides an ideal balance of small-town charm and big-city amenities. Here's why this thriving capital city should be your next home.

One of Des Moines' biggest draws is its affordability. The city consistently ranks as one of the most cost-effective places to live in the United States. Housing prices are significantly lower than the national average. In addition, Iowa's overall lower tax rates and cost-effective utilities further contribute to the financial appeal of living in Des Moines.

Beyond its affordability, Des Moines boasts a thriving cultural scene. The city is home to renowned museums, theaters, world-class [restaurants](#), and [art installations](#) that cater to a wide range of interests. The [Des Moines Art Center](#) features an impressive collection of contemporary and modern artwork, while the [Science Center of Iowa](#) offers interactive exhibits that engage visitors of all ages. The [Des Moines Performing Arts Center](#) hosts Broadway shows, concerts, and local theater productions, ensuring entertainment options year-round.



For those who enjoy live entertainment, there are a number of venues to cater to everyone's interests like the [Wells Fargo Arena](#), the new [Vibrant Music Hall](#), and the historic [Hoyt Sherman Place](#), and the [80/35 Music Festival](#) attracts major national and regional acts every summer. Additionally, the city's [Historic East Village](#) and [Western Gateway](#) districts offer a lively mix of boutique shopping, trendy dining, and art galleries, making Des Moines a cultural hotspot in the Midwest.



Des Moines is a paradise for outdoor enthusiasts. With more than 800 miles of interconnected trails, cyclists and runners have endless routes to explore. [Gray's Lake Park](#), located just minutes from downtown, offers a scenic retreat for kayaking, paddleboarding, and picnicking. Adventure seekers can explore nearby state parks such as [Ledges State](#)

[Park](#), where breathtaking landscapes and hiking trails provide a perfect weekend getaway.

Sports fans will also find plenty to cheer for in Des Moines. The city is home to minor league teams like the [Iowa Cubs](#) (AAA affiliate of the Chicago Cubs), the [Iowa Wild](#) (AHL affiliate of the Minnesota Wild), and the [Iowa Wolves](#) (NBA G League affiliate of the Minnesota Timberwolves). Whether you're catching a baseball game at [Principal Park](#) or enjoying hockey action at Wells Fargo Arena, there's always an exciting game to attend.

Perhaps the greatest appeal of Des Moines is its strong sense of community. The city consistently ranks as one of the best places to raise a family due to its safe neighborhoods, excellent schools, and friendly atmosphere. Residents enjoy a high quality of life, supported by a growing job market, innovative industries, and a welcoming, inclusive culture.





## SEARCH TEAM

---

**Ed Stout**

**Global Managing Director, Healthcare**

[stout@grantcooper.com](mailto:stout@grantcooper.com)

**Carrie Hackett**

**Managing Director**

[hackett@grantcooper.com](mailto:hackett@grantcooper.com)

**Kevin King**

**Search Associate**

[kevin@grantcooper.com](mailto:kevin@grantcooper.com)

**Mary Ballowe**

**Executive Assistant**

[ballowe@grantcooper.com](mailto:ballowe@grantcooper.com)