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ABBOTT NORTHWESTERN HOSPITAL ALLINA HEALTH Minneapolis, MN

MANAGER OF ENGINEERING Position Profile

ORGANIZATION

Abbott Northwestern Hospital is the largest not-for-profit hospital in the Twin Cities and is recognized as an ANCC Magnet-designated hospital. It is known around the region and across the United States for its centers of excellence: Cancer care through the Virginia Piper Cancer Institute; cardiovascular services in partnership with the Minneapolis Heart Institute; the Spine Institute; Neuroscience Institute; Orthopedic Institute; perinatology, obstetrics and gynecology through Women Care; and physical rehabilitation through Courage Kenny Rehabilitation Institute.

With 5,697 employees and 1,397 physicians, Abbott Northwestern Hospital cares for nearly 370,000 patients and their families each year from the Twin Cities and throughout the Upper Midwest. The hospital is the top rated hospital in Minneapolis and is nationally ranked in 5 adult specialties by *US News and World Report*. The hospital is the flagship of Allina Health, which comprises 13 hospitals, 15 pharmacies, and 61 clinics located throughout Minnesota and Wisconsin. Please see www.abbottnorthwestern.com/ for more information.

POSITION OVERVIEW

Reporting to the Director of Facilities, the Manager of Engineering directs the Facilities Management function to assure efficient planning, operation, and preservation of all electrical and mechanical equipment, to include HVAC, Building Automation System, and electrical distribution. The Manager is responsible for maintenance operations, repairs, predictive and preventive maintenance, and management of CMMS. The Manager will be a key participant in utility and energy management committees, managing the utility committee; collaboratively, the Manager will work with the Facilities team in Life Safety and Environment of Care chapters related to The Joint Commission. The Manager is accountable for 3.5 million square feet, 1.2 million of which is clinical space. The hospital has 962 licensed beds.

Abbott Northwestern Hospital seeks a confident leader, thinker, and communicator, a visible individual who will be responsible for managing the strategic operations of hospital facilities to ensure that operations, maintenance, and vendor management standards are met in a cost effective, safe, and efficient manner.

The hospital is set to embark on an ambitious capital construction process and the Manager will be a key team member. To this and all tasks the Manager must bring a collaborative approach, sharing in the organization's stated vision to become a world-class organization focused on providing outstanding patient care and patient experience.

SPECIFIC COMPETENCIES

The successful candidate will:

- Possess extensive experience in all phases of healthcare facility plant engineering and operations, to include maintenance, regulatory, quality control, and asset management;
- Be expert in energy management, utility management, risk management, cost control and reduction, and project management;
- Use appropriate interpersonal styles to establish effective relationships with customers and internal partners. Communicate and interact with others in a way that promotes openness and trust;
- Understand regulatory compliance and practical application of regulations, particularly with respect to The Joint Commission (TJC), CMS, ADA, EPA, and OSHA; provide strategies for ongoing PFI compliance;
- Bring a collaborative, energetic, visible, positive, and accessible leadership approach and hold staff accountable for their actions, while providing learning and growth opportunities for them;
- Develop realistic and accurate operating, capital, and energy budgets and take ownership of them. Apply relevant financial concepts, benchmarks, and analysis during decision-making;
- Understand and utilize Lean principles in areas of engineering responsibility;
- Communicate effectively and provide timely information to executive leadership on issues related to the condition and performance of systems and equipment, including issues that impact hospital operations.

PRIMARY CHALLENGES

Among the opportunities of this role, the successful candidate will:

- Develop and implement goals that enhance the department's service excellence, quality, safety, efficiency, strategic operations; and increase the reliability of hospital equipment;
- Ensure that the hospital remains in compliance with all regulatory agencies, including TJC, CMS, and the Department of Health;
- Plan, establish, and coordinate Engineering Department policies and procedures in accordance with hospital regulatory agencies;
- Create a structure to bring effective and timely over-sight to work order management;
- Manage visibly and communicate effectively with Senior Leadership, direct reports, and internal tradespeople. Provide clarity and direction in oral and written communication;
- Bring strong leadership to the department in the context of professionalism, credibility, visibility, and customer satisfaction, fostering a productive relationship based on mutual respect with other hospital departments;
- Create and promote a strategic vision for the Department. Transform the traditional Facility Engineering Management position into a Facilities Leader who provides strategic direction and can grow and nurture existing employees within the department.

QUALIFICATIONS

The successful candidate must possess a Bachelor's Degree in an appropriate engineering discipline related to Mechanical or Electrical Engineering, and/or Facilities Management, and a demonstrated knowledge of operational principles and compliance strategies in a healthcare environment. A minimum of three to five years of experience in a similar healthcare environment, or a mechanical



or electrical engineers with a year or two professional experience, is required. Certified Healthcare Facilities Manager (CHFM) is highly desirable.

The ideal applicant will be a collaborator, leader, and team builder, bringing a demonstrated knowledge of healthcare engineering operations, energy management, and complex HVAC and electrical systems experience. Supervisory experience with skilled personnel required; there are 20+ Unionized direct reports in the Engineering Department.

ENTICEMENTS

Allina Health is an established healthcare organization that promotes from within. Along with the high visibility of this position the opportunity exists to produce positive results. The select individual will provide progressive thinking and strategic vision producing positive results, and these accomplishments will be recognized. An attractive compensation and benefit package, including competitive salary, benefits, bonus, relocation assistance, and exciting work, is offered.

LOCATION

Minneapolis boasts being both cosmopolitan, and small enough, that you can find a place to call home whether on a lake, golf course, or adjoining suburb. With the fast pace of activity there are professional sports, theaters, and parks for outdoor activity. The area has numerous public and private schools and colleges, and many teams for all weekend athletes to join.

The Minneapolis park system has been called the best-designed, best-financed, and best-maintained in America. The city's Chain of Lakes, consisting of seven lakes and Minnehaha Creek, is connected by bike, running, and walking paths and is used for swimming, fishing, picnics, boating, and ice skating. A parkway for cars, a bikeway for riders, and a walkway for pedestrians runs parallel along the 52 miles route of the Grand Rounds National Scenic Byway. *Runner's World* ranks the Twin Cities as America's sixth best city for runners.

For more information, please contact Peter Martin at peter@gosselin-associates.com.

