

DIRECTOR, DEVELOPMENT/STRATEGIC INNOVATION

Position Summary

Strategic Innovation is a new HCA initiative focused on supporting and accelerating innovation across the enterprise. Strategic Innovation aims to support innovators across HCA with resources and insight to accelerate their efforts to address pressing challenges with creative solutions.

This position will report to the AVP, Development/Strategic Innovation and will play a key role across three critical Strategic Innovation functions:

- The development and shaping of an innovation portfolio consisting of ideas and projects from across HCA
- The research and identification of healthcare trends as well as the prioritization of specific focus areas for innovation activity
- The support of prioritized innovation projects with resources and expertise

This position will require an ability to manage multiple work efforts simultaneously with participation from leadership across HCA as well as external partners. This position will require strong strategic thinking, an ability to convert strategy into discrete tactics & actions, and an ability to manage cross-functional teams without direct reporting authority over most team members. Candidates should have a strong understanding of healthcare along with consulting experience in strategy and planning.

General Responsibilities

This position will have broad responsibility across the three functions of Strategic Innovation and will be expected to work independently, set priorities and multi-task as needed. General responsibilities for this position include the following, but may vary over time as Strategic Innovation matures within HCA.

- Leads the development and ongoing operations of a technology platform that enables the collection, display and management of innovation ideas across the enterprise
- Manages and curates HCA's portfolio of innovation ideas to identify specific opportunities and general themes for further exploration and development
- Coordinates research & insight from internal and external resources to inform horizon scanning and focus area prioritization
- Manages internal and external advisory groups to inform horizon scanning and focus area prioritization
- Coordinates the development of opportunity statements, project plans, etc. to support projects endorsed and sponsored by Strategic Innovation
- Manages status tracking & reporting for projects endorsed and sponsored by Strategic Innovation
- Facilitates communication and reporting to the governance of Strategic Innovation along with HCA's leadership team
- Supports the measurement and analysis of innovation results
- Supports the communication strategy for Strategic Innovation across the organization
- Serves as a key contact for internal and external leadership to engage with Strategic Innovation and builds strong working relationships, as needed, to support the goals of Strategic Innovation
- Participates in ongoing innovation learning opportunities to aid further development of Strategic Innovation

- Participates in the setting and achievement of specific Strategic Innovation goals annually and contributing to the achievement of Development and HCA annual goals
- Practice and adhere to HCA's "Mission & Vision Statement" and "Code of Conduct"

Competencies

Critical to the performance of the above responsibilities are the following set of competencies:

- Well-developed understanding of HCA's organization, strategic agenda and operations
- Ability to influence and develop teams of individuals across business units, functions and geographies to support the execution of the innovation strategy
- An understanding of the healthcare industry and the forces impacting HCA
- An appreciation of structured learning and an ability to promote rapid learning with a tolerance for failure
- Ability to work and adapt in a fast-paced and sometimes ambiguous environment
- Ability to develop business cases that articulate strategy, value propositions, required investments, proof of concept testing & implementation, and financial return
- Strong ability in setting priorities, problem-solving and multi-tasking in a dynamic, rapidly changing environment
- Excellent organizational, communication and people skills

Experience

- 7-10 years post-graduate experience
- Consulting experience (e.g., with a large consulting firm) at senior levels with in-depth knowledge and capabilities of performing in consulting settings required. Experience in company-wide strategy and planning preferred.
- Excellent verbal and written communication skills
- Strong meeting and work session facilitation skills

Education

- MBA or equivalent graduate degree
- In-depth knowledge of healthcare business required
- An understanding of innovation, venture capital and entrepreneurship is strongly preferred.