UNIVERSITY of MARYLAND MEDICAL SYSTEM

November 2017

Position Specification

Vice President, Talent Management

Retained Search Services by:

Summit Talent Group
Executive Search Consultancy

This Position Specification is intended to provide additional information about the University of Maryland Medical System and the position of **Vice President, Talent Management**. It is designed to assist qualified individuals in assessing their interest in the position. UMMS has retained the Summit Talent Group to conduct this national search. UMMS is an Equal Opportunity Employer.

Position Summary

Baltimore, MD

Baltimore, the colorful, diverse city that is Maryland's largest city and economic hub, is known for its beautiful harbor; quirky, distinct neighborhoods; unique museums and world-renowned medical systems.

Historically a working-class port town, Baltimore has a modern service economy, led by high-tech, biotech, medicine and tourism. Distinctive restaurants, bars, businesses and shops can be found throughout. The new "Inner Harbor" has become the model for cities around the world. Several Fortune 1,000 companies like Constellation Energy, Legg Mason, T. Rowe Price, and Black and Decker call Baltimore home.

With hundreds of identified districts, Baltimore has sometimes been dubbed "a city of neighborhoods," but is more commonly known as "Charm City." Baltimoreans take pride in their city, boasting one of the most remarkable transformations in history.

http://baltimore.org/

The University of Maryland Medical System (UMMS) has retained Summit Talent Group to conduct a national search for the position of **Vice President, Talent Management (VPTM)**. Reporting to the Senior Vice President/Chief Human Resources Officer (SVP/CHRO), System Shared Services, the VPTM creates an enterprise culture by aligning Talent Acquisition (TA), Organization Development and Inclusion (OD&I), and the Employee Service Center (ESC) with organizational initiatives. The VPTM has responsibility for three direct reports and over 50 FTEs.

The VPTM serves as an internal consultant, continually building key relationships across UMMS and soliciting feedback from stakeholders, proactively addressing critical business challenges and supporting the growth and expansion of the continuum of care.

Critical to success in this role is the standardization of enterprise services that leverage economies of scale, produce high reliability in service levels, and demonstrate cost savings by driving organizational metrics and anticipating trends that correlate to positive business outcomes.

The incumbent will have a penchant for communicating the value proposition of engagement (the Total Employee Experience), addressing recruitment and retention excellence in the areas of: next generation workforce readiness; clinical talent attraction; “fit-for-hire” and career advancement; employee, family, and consumer loyalty and branding.

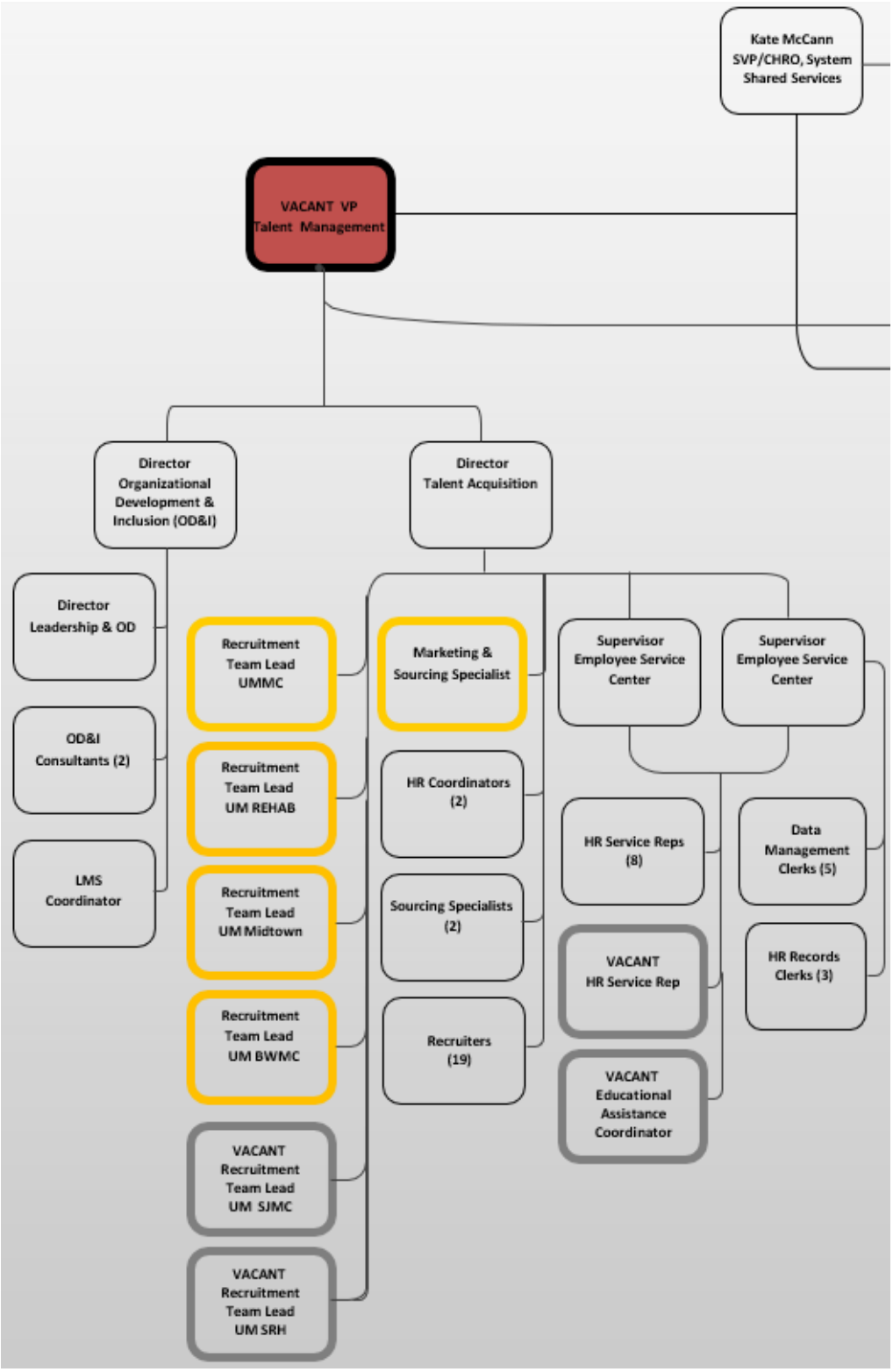
The VPTM stays abreast of the impact of healthcare reform, compliance, and workforce inclusion best practices while serving as an influential voice for promoting UMMS regionally and nationally.

The ideal candidate has earned a Master’s Degree in Business, HR Management or related area, in combination with PHR/SPHR, Lean Six Sigma, or PMP certifications. In addition, ten years of progressively responsible leadership experience in talent acquisition, organization development, and/or talent management in a complex healthcare system with recent experience in the implementation and/or optimization of a standardized human resources delivery model.

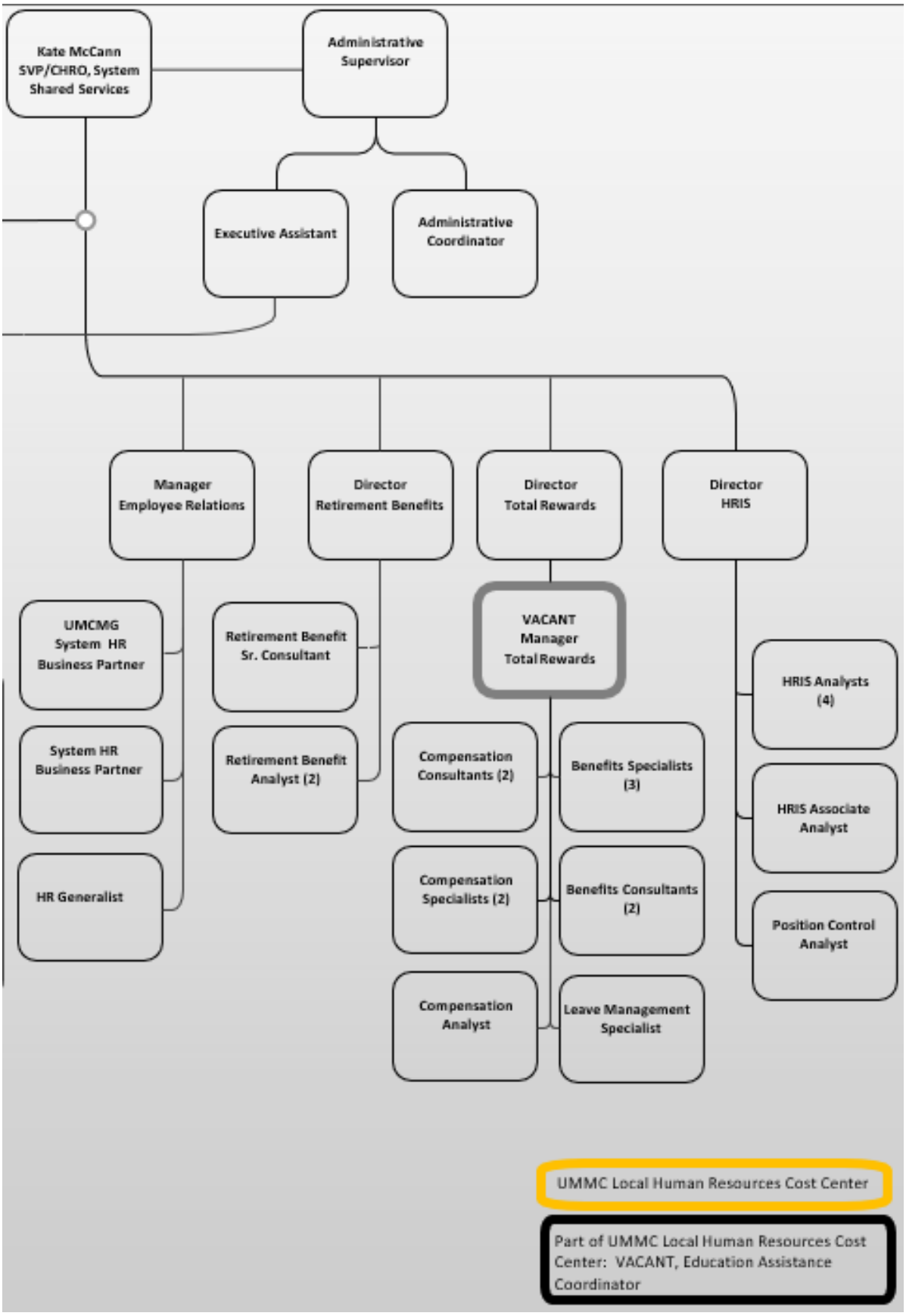
Reporting Relationships

This position reports to the SVP/CHRO, System Shared Services.

Organizational Chart – Part 1



Organizational Chart - Part 2



Major Duties & Responsibilities

The following statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all job duties performed by personnel so classified.

Talent Acquisition

1. Leads the strategic development of Medical System's employment, recruitment, placement and transfer programs to achieve operational goals and comply with Equal Opportunity, Affirmative Action, and Human Resource policies and procedures. Works closely with UMMS Director of Talent Acquisition and encourages innovative recruitment and retention strategies, directing and planning UMMS participation in career fairs, college recruitment drives, and open house opportunities for applicants.
    a. Monitors employment practices such as job postings and advertising for regulatory purposes including Affirmative Action compliance and diversity.
    b. Promotes the mission of the Medical System. Plans, organizes, implements and evaluates employment and placement activities to achieve the established goals and objectives for the Department of Human Resources.
    c. Collaborates with staff to coordinate reduction in work force when necessary, assisting in reassignment of personnel within the Medical System or with designated outplacement services.
2. Hires, orients, trains, and provides leadership and technical guidance to recruitment and development leadership. Reviews the work and assignments of staff as necessary. Encourages and supports staff educational, training and professional development activities.
3. Oversees the establishment of recruiting and staffing budgets, ensuring adequate support of the employment needs of UMMC. Identifies cost saving strategies related to administrative or operating expenses.
    a. Administers recruiting services budget, including; selecting advertising, print, television and radio advertisers and agencies to promote employment opportunities. Implements and evaluates courses of actions in programs and procedures to continually improve recruiting and staffing services.
4. Ensures applicable Human Resources policies and procedures are being administered; maintains established Medical System policies and procedures. Communicates new or revised policies and procedures to staff and/or Medical System employees, as appropriate. Reviews HR policies and procedures to assure compliance with state and federal law and adherence to the Mission, Vision and Values of the Medical System.
5. Maintains professional affiliations as appropriate and participates in professional activities to keep abreast of developments in the Human Resources field.

Organizational Development and Inclusion

1. Leads the strategic development of the corporate strategy for OD & I, ensuring integration with the Talent Acquisition Strategy.
2. Works closely with UMMS Director of Organizational Development to establish priorities for training programs and audiences which support the strategic plan and service quality management initiatives of the System.
3. Assesses recommendations for organizational development/employee and management development initiatives which will enhance the performance of the organization.
4. Oversees the development and implementation for the following types of system-wide programs and initiatives:
    a. Performance Management – common practice for setting performance expectations, aligning performance, and conducting a formal review using a standardized review form, and selection of technology to implement.
    b. Succession Management and Talent Review – common practice for identification of incumbents, leader assessment, calibration of assessment, development planning, pipeline management, and selection of technology to implement.
    c. Leadership Coaching – including internal and external coaching for the HLI and executive sponsored leaders.
    d. Change Management – managing change for large, strategic initiatives, leading change of organizational units, and working through change on an individual level.
    e. Organizational Surveys & Analytics – project managing the System bi-annual employee survey, action planning, and business impact of action taken; also, resources to deliver smaller surveys.

Employee Service Center

1. Establishes and assures high customer service standards.
2. Monitors compliance metrics and reports on the performance of Service Level Agreements.
3. Provides supervision on all aspects of the Employee Service Center; provides input to development of policies and procedures.
4. Coaches, counsels, and evaluates the performance of service center staff.
5. Oversees the Employee Service Center Case Management system and monitors system to assure follow-up and accountability.
6. Fosters and maintains positive relationships with HR colleagues and customer base, serves as an interface between internal/external customers and functional team members to ensure effective definition of, continuous improvement and delivery of HR Contact Center processes.

(The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities.)

Position Qualifications

Education

- A Master's Degree in Business or Human Resource Management, Psychology, Organizational Behavior or a related area of study required.
- Professional Certification as a PHR (Professional in Human Resources) or SPHR (Senior Professional in Human Resources) through SHRM preferred.

Experience

- Eight to ten years of progressively responsible experience in Talent Management (recruitment and OD & I) including workforce planning in a complex organization is required. Experience managing a large organization is required.
- Experience in a metrics driven environment and in behavior interviewing models is preferred.
- Prior experience as an organization/management development consultant (internal or external).
- Prior experience with the design and delivery of training programs. Hospital industry experience preferred.
- Hospital industry experience preferred.

Knowledge, Skills & Abilities

- Demonstrated proficiency in the fundamental concepts, principles, practices and procedures related to employment and unemployment law and generally accepted employment practices.
- Strong working knowledge of web search engines/tools, Microsoft Word, PowerPoint, Excel and applicant tracking system required.
- Demonstrated ability to oversee, monitor, evaluate and motivate the performance of professional and support staff is required. A collaborative and motivational management style which is inclusive and which promotes a participatory style of Human Resources management is preferred. Ability to build consensus, provide strong leadership in a team environment, and have the highest sense of professional integrity.
- Highly proficient communication, customer service, and interpersonal skills are required to work successfully with various levels of leadership and management personnel, as well as the public and external community.
- Highly effective written and verbal communication and interpersonal skills are required to work successfully with various levels of administrative and management personnel.

University of Maryland Medical System

UMMS At A Glance

- 12 Affiliate Hospitals
- 2,252 Licensed Beds
- 24,713 Employees

FY 2016 FIGURES

- 110,371 Hospital Admissions
- 1,315,096 Outpatient Visits
- 386,929 Emergency Visits
- 65,353 Outpatient
- Surgical Cases
- $3.67 Billion Annual Revenue

The University of Maryland Medical System (UMMS) is a university-based health care system delivering greater care to the people of Maryland. From primary and urgent care to physical and occupational therapy to highly specialized treatments for more serious conditions, we provide the care you and your family need to stay healthy and feel good.

With more than 150 locations including eleven community hospitals and two specialty hospitals from the Eastern Shore to central and southern Maryland, the care you need is right where you need it – close to home.

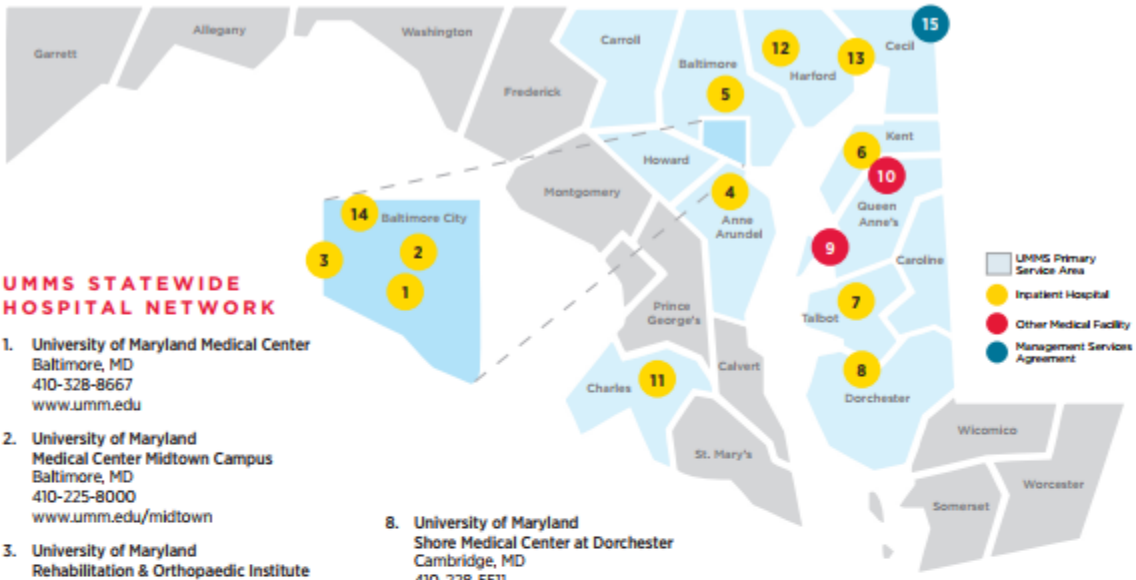
All of this is connected to the University of Maryland Medical Center where discoveries are bringing new treatments to the people of Maryland and beyond. So you are powerfully aligned with the innovative health care only university-based medicine has to offer.

By putting greater care within reach, everyone in Maryland has everything they need to live better.

Maryland's health is our top priority. The University of Maryland Medical System delivers a special blend of expertise, innovation and caring in each community we serve. We share the teaching, research and specialty expertise based at our academic medical center with our affiliated hospitals, health centers, doctors and care teams, all of which are focused on the people we serve. With "Maryland" in our name, we wouldn't have it any other way.

http://www.umms.org/about

Facilities



UMMS STATEWIDE HOSPITAL NETWORK

1. **University of Maryland Medical Center**
   Baltimore, MD
   410-328-8667
   www.umm.edu
2. **University of Maryland Medical Center Midtown Campus**
   Baltimore, MD
   410-225-8000
   www.umm.edu/midtown
3. **University of Maryland Rehabilitation & Orthopaedic Institute**
   Baltimore, MD
   410-448-2500
   www.umrehabortho.org
4. **University of Maryland Baltimore Washington Medical Center**
   Glen Burnie, MD
   410-787-4000
   www.mybwmc.org
5. **University of Maryland St. Joseph Medical Center**
   Towson, MD
   410-337-1000
   www.stjosephtowson.com
6. **University of Maryland Shore Medical Center at Chestertown**
   Chestertown, MD
   410-778-3300
   www.UMShoreRegional.org
7. **University of Maryland Shore Medical Center at Easton**
   Easton, MD
   410-822-1000
   www.UMShoreRegional.org
8. **University of Maryland Shore Medical Center at Dorchester**
   Cambridge, MD
   410-228-5511
   www.UMShoreRegional.org
9. **University of Maryland Shore Emergency Center at Queenstown**
   Queenstown, MD
   410-827-3900
   www.UMShoreRegional.org
10. **University of Maryland Shore Nursing & Rehabilitation Center at Chestertown**
    410-778-4550
    Chestertown, MD
    www.UMShoreRegional.org
11. **University of Maryland Charles Regional Medical Center**
    La Plata, MD
    301-609-4000
    www.charlesregional.org
12. **University of Maryland Upper Chesapeake Medical Center**
    Bel Air, MD
    443-643-1000
    www.umuch.org
13. **University of Maryland Harford Memorial Hospital**
    Havre de Grace, MD
    443-843-5000
    www.umuch.org
14. **Mt. Washington Pediatric Hospital**
    Baltimore, MD
    410-578-8600
    www.mwph.org
15. **Union Hospital of Cecil County**
    Elkton, MD
    410-398-4000
    www.uhcc.com

University of Maryland Medical Center (UMMC)

Founded in 1823 as the Baltimore Infirmary, the University of Maryland Medical Center is one of the nation's oldest academic medical centers. Located on the West Side of Downtown Baltimore, the Medical Center is distinguished by discovery-driven tertiary and quaternary care for the entire state and region and innovative, highly specialized clinical programs.

The University of Maryland Medical Center (UMMC) is the heart of the University of Maryland Medical System's downtown campus.

QUICK NUMBERS

750	Total Licensed Beds
8,584	Employees
1,177	Faculty Physicians
910	Resident Physicians

FY 2016 FIGURES

28,859	Total Admissions
61,398	Emergency and Observation Visits
324,591	Outpatient Visits
15,955	Outpatient Surgical Cases
9,615	Maryland ExpressCare Transfer Admissions

The hospital provides comprehensive care for the West Baltimore community and tertiary care for Maryland and the surrounding area. The hospital has more intensive care beds than any other hospital in Maryland.

Mission

University of Maryland Medical Center is the academic flagship of the University of Maryland Medical System. Its mission is to provide health care services on its two campuses for the Baltimore community, the State of Maryland and the nation. In partnership with the University of Maryland School of Medicine and the University of Maryland health professional schools, we are committed to:

- Delivering superior health care
- Training the next generation of health professionals
- Discovering ways to improve health outcomes worldwide

Vision

UMMC will be known for providing high value and compassionate care, improving health in Maryland and beyond, educating future health care leaders and discovering innovative ways to advance medicine worldwide.

UMMC Midtown Campus

QUICK NUMBERS

167	Total Licensed Beds
1,092	Employees
615	Medical Staff
4,698	Admissions
More than 120,000	Outpatient Visits
More than 30,000	Emergency Visits
5,267	Surgical Cases

Since its founding more than 130 years ago as a community teaching hospital, the University of Maryland Medical Center (UMMC) Midtown Campus has grown to become a trusted hospital for medical and surgical care in Baltimore City. Located in Baltimore's cultural center near the historic Mount Vernon neighborhood, UMMC Midtown Campus is a community hospital with a focus on helping people manage chronic diseases, including diabetes, hypertension, pulmonary conditions, and infectious diseases. It is also one of two campuses of the University of Maryland Medical Center.

UMMC Midtown Campus continues to build on its commitment to offer comprehensive care for health issues that significantly impact our patients and our community. In 2019, we will open a new, 101,600-square-foot outpatient care center that will focus on chronic diseases management and population health.

University of Maryland Rehabilitation & Orthopaedic Institute

QUICK NUMBERS	
138	Total Licensed Beds
625	Employees
190	Medical Staff Members
2,868	Admissions
410	Inpatient Surgeries
5,172	Outpatient Surgeries
24,326	Clinic Visits
30,953	Therapy Visits

The University of Maryland Rehabilitation & Orthopaedic Institute is Maryland's largest and most comprehensive rehabilitation and orthopaedic specialty hospital. Formerly known as Kernan Hospital, UM Rehab & Ortho was founded more than 120 years ago as a facility to treat children.

Now, the highly specialized staff provides interdisciplinary care to people recovering from stroke and neurological diseases as well as spinal cord, brain or other traumatic injury. UM Rehab & Ortho is a leader in neurological conditions, sports medicine, musculoskeletal disease, research and robotic technologies to improve movement. The hospital is an integral component of the University of Maryland Medical System, and the attending physicians are faculty members at the University of Maryland School of Medicine.

University of Maryland Baltimore Washington Medical Center

On paper, UM Baltimore Washington Medical Center looks like many of the other suburban hospitals you'll find across America. We have 288 beds (in FY18). We're home to 2,200 employees and 700 physicians. We are a member of the prestigious University of Maryland Medical System.

But those are mere statistics. And they don't begin to capture what makes UM Baltimore Washington Medical Center so special. From the very beginning we have made it our goal to treat people to the very best of our ability. And we do so with the utmost respect, enthusiasm and compassion.

Mission

The mission of University of Maryland Baltimore Washington Medical Center is to provide the highest quality health care services to the communities we serve.

Vision

To be the preferred regional medical center through nationally recognized quality, personalized service and outstanding people.

University of Maryland St. Joseph Medical Center

UM St. Joseph Medical Center has a rich heritage of compassionate service and superb clinical programs. Our primary goal is to build upon that heritage by enhancing our relationship among our community, employees and physicians. We hope to do this, in part, through our website, where you'll find access to information about our many outstanding programs and services. In addition, we have made finding a physician for your specific needs quick and easy – literally at your fingertips. You'll also find valuable health information and learn about things that you can do to enhance your lifestyle. We hope you'll visit often. We are grateful for the opportunity to

serve you and to help carry on the UM St. Joseph mission of providing the highest quality of care possible to our Baltimore community.

Who We Are

UM St. Joseph Medical Center is a 224 licensed bed, Catholic acute care hospital that observes the Ethical and Religious Directives for Catholic Health Care Services.

Originally called St. Joseph German Hospital, it was founded in 1864 by the Sisters of St. Francis of Philadelphia. The organization moved to its current location in Towson, Maryland in 1965. UM St. Joseph is a member of the University of Maryland Medical System, a multi-hospital system with academic, community and specialty service missions reaching every part of the state and beyond.

QUICK NUMBERS

STAFF

2,378	Employees
857	Medical Staff

CLINICAL ACTIVITIES

232	Total Licensed Beds
38	Critical Care Beds
19	Psychiatric Beds
17,821	Total Admissions
2,271	Births
44,224	Emergency Visits
8,502	Outpatient Surgeries
6,207	Inpatient Surgeries

Mission

UM St. Joseph Medical Center will be guided by our Catholic health care tradition of loving service and compassionate care. As an integral member of University of Maryland Medical System, we provide access to a full spectrum of health care services that improves the health of the communities we serve.

Vision

UM St. Joseph Medical Center, guided by our Catholic health care values, will be known for our ability to deliver the highest quality, innovative and coordinated care for the communities we serve.

Values

UM St. Joseph Medical Center embraces a mission of loving service and compassionate care for all regardless of ability to pay. Our core values are Reverence, Integrity, Compassion, Excellence and Stewardship.

University of Maryland Shore Regional Health

University of Maryland Shore Regional Health is a regional, nonprofit, medical delivery care network formed on July 1, 2013, through the consolidation of two University of Maryland partner entities, the former Shore Health and the former Chester River Health.

The UM Shore Regional Health network serves the Mid-Shore region, which includes Caroline, Dorchester, Kent, Queen Anne's, and Talbot counties. In addition to its three hospitals — University of Maryland Shore Medical Centers at Chestertown, Dorchester and Easton — UM Shore Regional Health includes the UM Shore Emergency Center at Queenstown and UM Shore Medical Pavilions at Chestertown, Dorchester, Easton and Queenstown, UM Shore Nursing and Rehabilitation Center at Chestertown, and a broad array of inpatient and outpatient services in

locations throughout the five-county region. UM Shore Regional Health will break ground at its newest Medical Pavilion, in Denton, in February 2017.

As a member of UMMS, UM Shore Regional Health is able to enhance its various clinical programs and facilities and facilitate physician recruitment, bringing world-class medical care to the residents of Maryland's Mid-Shore region. The organization's affiliate, UM Community Medical Group, employs physicians and advanced practice providers in family practice and diverse specialties, including behavioral health, breast health, cardiology, diabetes and endocrinology, internal medicine and palliative care, neurology and sleep medicine, nephrology, neurological surgery, obstetrics and gynecology, otolaryngology, pain management, pediatrics, rehabilitation, surgical and wound care, and urology and continence. These practitioners provide care in office and clinical locations in towns throughout the five-county region, including Cambridge, Centreville, Chestertown, Denton, Easton, Galena, and Queenstown

University of Maryland Shore Medical Center at Chestertown

University of Maryland Medical Center at Chestertown is 31-bed acute care community hospital providing inpatient medical services, 24-hour emergency care, inpatient and same-day surgical services outpatient diagnostic services (including endoscopy and 3-D digital mammography with tomosynthesis), lab testing with the full range of radiological modalities, and oncology services.

University of Maryland Shore Medical Center at Dorchester

University of Maryland Medical Center at Dorchester is a 47-bed adult medical/surgical community hospital, providing 24-hour emergency services and inpatient services including medical, surgical, gynecological, orthopedic, acute rehabilitation, behavioral health and critical care. The hospital's primary service area is Dorchester County; its secondary service area includes Caroline and Talbot counties. More than 17,000 visits to the Emergency Department are recorded every year.

University of Maryland Shore Medical Center at Easton

With 112 licensed beds, and a 20-bed acute inpatient rehabilitation center, University of Maryland Shore Medical Center at Easton serves primarily Caroline, Dorchester, Queen Anne's and Talbot counties; its secondary service area includes Kent County. Its Emergency Department serves as many as 40,000 patients a year.

University of Maryland Shore Emergency Center at Queenstown

UM Shore Emergency Center at Queenstown is open 24 hours a day providing care for patients with acute illnesses, injuries and trauma. The Emergency Center is staffed by board-certified emergency medicine physicians and nurses, and it offers full diagnostic imaging and laboratory services.

University of Maryland Shore Medical Pavilion at Queenstown

University of Maryland Shore Medical Pavilion at Queenstown is home to a wide array of medical services, located next to UM Shore Emergency Center on Shoreway Drive.

University of Maryland Shore Nursing and Rehabilitation Center at Chestertown

University of Maryland Shore Nursing and Rehabilitation Center at Chestertown is a comprehensive health care facility providing skilled and intermediate care and rehabilitation services. The 98-bed facility offers a full range of services and therapies designed to help rehabilitation patients and long-term care residents reach and maintain the highest level of well-being and quality of life.

University of Maryland Charles Regional Medical Center

University of Maryland Charles Regional Medical Center (UM CRMC) has been the center of health care in La Plata, Charles County, for decades. The 89-bed Medical Center, with an active medical staff of 140, has a rich history of providing high-quality care to the community since 1939. Today, it has grown significantly and expanded to meet the needs of the increasing population. UM CRMC serves the community's needs with distinction, delivers award-winning care and is one of the largest employers in Charles County.

Mission

University of Maryland Charles Regional Health exists to always provide excellent patient care as measured by the population's health, clinical outcomes, patient satisfaction and cost effectiveness.

Our goal is to make UM Charles Regional the preeminent healthcare provider for our community. We wish to provide the most enhanced facilities, technology, and equipment for our patients. We endlessly strive to maintain an excellent record of quality care and patient safety; to provide consistent, highly responsive emergency services; to create and maintain a highly skilled workforce and excellent physician partners; and to generate financial health to facilitate re-investment in our facility and community.

Vision

University of Maryland Charles Regional Health will remain the premier place to receive care and the premier place to provide care.

University of Maryland Upper Chesapeake Health

University of Maryland Upper Chesapeake Health (UM UCH) offers the residents of northeastern Maryland an unparalleled combination of clinical expertise, leading-edge technology, and an exceptional patient experience.

A community-based, integrated, non-profit health system, our vision is to become the preferred, integrated health system creating the healthiest community in Maryland. We are dedicated to

QUICK NUMBERS

277	Total Licensed Beds
17,203	Total Admissions
1,441	Births (UM UCMC)
71,130	Emergency Department Visits
246,573	Outpatient Visits
8,893	Same-Day Surgical Procedures
4,367	Inpatient Surgical Procedures

UM UPPER CHESAPEAKE HEALTH STAFF

3,321	Employees
630	Physicians in 83 Specialties
989	Volunteers Contributed 81,059 Hours of Service

THE UPPER CHESAPEAKE HEALTH FOUNDATION

$2.06 Million All Giving Total FY 2016

maintaining and improving the health of the people in our community through an integrated health delivery system that provides high quality care to all. Our commitment to service excellence is evident through a broad range of health care services, technologies and facilities. We work collaboratively with our community and other health organizations to serve as a resource for health promotion and education.

Today, UM UCH is the leading health care system and second largest private employer in Harford County. Our 3,500 team members and over 650 medical staff physicians serve residents of Harford County, eastern Baltimore County, and western Cecil County.

University of Maryland Upper Chesapeake Health owns and operates:

- University of Maryland Harford Memorial Hospital (UM HMH), Havre de Grace, MD
- University of Maryland Upper Chesapeake Medical Center (UM UCMC), Bel Air, MD
- The Upper Chesapeake Health Foundation, Bel Air, MD
- The Patricia D. and M. Scot Kaufman Cancer Center, Bel Air, MD
- The Senator Bob Hooper House, Forest Hill, MD

Mt. Washington Pediatric Hospital

Mt. Washington Pediatric Hospital (MWPH) is a specialty hospital that serves children with medically complex conditions, from birth to the age of 21. Founded in 1922, the hospital is coming close to its centennial year. Since our founding, MWPH has retooled itself to take care of a whole host of children and their illnesses.

Today, we are very contemporary in taking care of children who are medically complex and come out of pediatric or neonatal intensive care units. In 2006, we became a co-owned facility with the University of Maryland Medical System and Johns Hopkins Medicine.

At MWPH, we know that it takes a village to raise and heal a child. That's why the staff are the heart and soul of our institution. They are devoted, compassionate caregivers who have dedicated their professional careers to taking care of children. They are experts in the work that they do, providing the best possible care for your child.

It's all about the kids. That's the reason why our staff chose to have our careers at MWPH, and that's why we have such a tenure of employees staying here. We care about our patients; we're here for our patients; and we do everything possible to make sure that our patients get the best care possible and go home in the best condition they can.

MWPH is uniquely positioned to take care of your child. Through our wide range of services (offered in Baltimore, in Prince George's County and in the community), we are here to help your child heal and grow.

University of Maryland Capital Region Health

University of Maryland Capital Region Health (formerly Dimensions Healthcare System) was formed in 1982 as an integrated, not-for-profit healthcare system serving the citizens of Prince George's County and the surrounding area. Our mission is to provide high-quality, accessible healthcare services in partnership with our community.

Providing greater health care to the residents of Prince George's County and beyond. That's the mission of University of Maryland Capital Region Health, the regional health system serving communities throughout the county. As the newest member of the University of Maryland Medical System (UMMS), UM Capital is committed to delivering the innovative and comprehensive health care you and your family deserve close to home.

UM Capital is made up of several hospitals and health care facilities that have had a longstanding presence in the community and were previously owned by Dimensions Healthcare System. Each has taken on the University of Maryland name:

- University of Maryland Prince George's Hospital Center
- University of Maryland Laurel Regional Hospital
- University of Maryland Bowie Health Center
- University of Maryland Capital Region Surgery Center
- University of Maryland Family Health and Wellness Centers

Union Hospital of Cecil County

https://www.uhcc.com/

Union Hospital is an award-winning, full-service community hospital located in Elkton, Maryland. Nationally recognized for clinical excellence in the treatment and prevention of disease, our not-for-profit hospital is dedicated to providing superior, personalized, quality health care to our neighbors, families and friends.

Our mission is to enhance the health and well-being of residents in Cecil County and neighboring communities. Our services combine the latest technology with the warm, personal touch you'd expect from a community hospital. Serving the residents of Cecil County and the neighboring communities in Delaware and southern Pennsylvania for more than 100 years, we've made it a priority to remain committed to the high quality of care that we've been known for since 1908.

The Region

Baltimore, Maryland

Baltimore, a bustling city built on tradition and civic pride, is an American success story.

Baltimore is the largest city in Maryland and the center of a metropolitan area of 1.5 million people. Located on the Chesapeake Bay, the city is a melting pot of cultures and neighborhoods, ranging from metal and glass skyscrapers to brick row houses to the famous Inner Harbor.

Baltimore offers cultural opportunities, professional sports, outdoor activities and much more. If you enjoy the surf and sand, Baltimore is within driving distance of beaches and ocean resorts. Or if you'd prefer, head to the mountains. Washington, D.C., Philadelphia and New York are also an easy drive or train ride away.

History

Baltimore - the colorful, diverse city that is Maryland's largest city and economic hub, is known for its beautiful harbor; quirky, distinct neighborhoods; unique museums and the world-renowned Johns Hopkins Hospital to the east and the University of Maryland Medical Center to the west. With the rich history the city boasts however, it's amazing that Baltimore hasn't been deemed one of America's greatest historical destinations.

Named for Lord Baltimore (Cecilius Calvert) in the Irish House of Lords, Baltimore settled in the early 17th century. The waterfront, surrounded with shops, restaurants and attractions that lure tourists and residents today, made Baltimore a hub for tobacco trade with England in its earliest days. By the 18th century, Baltimore had also become a granary for sugar-producing colonies in the Caribbean.

As a major seafaring and trading community, Baltimore played a key role in events that shaped the nation's history, including the American Revolution. Suffering from taxes and commerce regulations that

the British attempted to impose, outraged merchants signed agreements not to trade with Britain. Leaders moved to the city to join the resistance, causing sizeable losses for British merchants, which fueled growth in Baltimore. The population doubled between 1776 and 1790, and again by 1800. Baltimore was once the second leading port of entry for European immigrants. The Revolutionary War also expanded the number of black residents as the British offered freedom to escaped slaves who remained in the city after the war. Although slavery was legal in Baltimore, the city had more free persons of color than any other southern city.

Baltimore found enormous profit in overseas trade. When the British tried to cripple America's efforts to become ruler of the seas, America responded by declaring war in 1812. The British attacked the city in the summer of 1814. During the Battle of Baltimore, Maryland lawyer Francis Scott Key was aboard a British ship negotiating for the release of a prisoner. Key recounted the bombardment by writing "The Star-Spangled Banner," the poem that would ultimately be set to music and become the country's national anthem. Historic Fort McHenry National Monument and Historic Shrine, where troops successfully defended Baltimore's beloved harbor, remains a popular attraction.

The city experienced phenomenal growth after the war. Vigorous foreign trade resumed, especially in flour. By 1825, there were dozens of flour mills. The National Road (currently U.S. Route 40) now linked Baltimore to major markets in the Midwest by land. When New York completed the Erie Canal, threatening the city's hold on trans-Allegheny traffic, Baltimore businessmen responded with verve. They established the first common carrier railroad in the nation, the Baltimore & Ohio (B&O) Railroad, making Baltimore a major shipping and manufacturing center, and the second largest municipality in the country.

Growing rapidly, Baltimore's skyline began to take shape, peppered with churches and monuments. President John Quincy Adams called Baltimore "Monument City" after a visit in 1827. The collapse of the south's economy at the end of the Civil War began to reverse the tide, causing suffering. The city gradually recovered however, helped by tremendous amounts of grain transported by the B&O trains and the canning industry - which became important when, for the first time, jewels of the Chesapeake Bay were preserved and shipped to other parts of the country. All the while, people fleeing the Deep South continued to fuel growth. Harriet Tubman passed through many times on her journeys to free slaves on the Underground Railroad.

Catastrophe struck Baltimore in 1904 when fire consumed most of downtown, destroying over 1,500 buildings in 30 hours. This enabled the emergence of a better planned city. Two years later, the Baltimore

American newspaper reported that "one of the greatest disasters of modern time had been converted into a blessing."

Baltimore served as an important shipbuilding and supply-shipping center during World Wars I and II. "Suburban flight" led to rapid decay in the 1960s and 70s however. The city lost so much in population and business it became as financially depressed as it had been during the Depression.

Resilient Baltimore came back strong, beginning in 1979, with urban renewal efforts that rank among the most ambitious in the United States. Downtown and many other neighborhoods have been revitalized, with special attention given to the city's greatest asset - the harbor. Hotels, office buildings and entertainment facilities like Harborplace, the Maryland Science Center and National Aquarium (Maryland's largest tourist attraction) replaced dilapidated wharves and warehouses. State-of-the-art stadiums have been constructed nearby for the Baltimore Orioles and Baltimore Ravens. A few miles away, billion-dollar biotechnology parks attract the world's leading scientists. The National Great Blacks In Wax Museum, American Visionary Art Museum, B&O Railroad Museum and Frederick Douglass - Isaac Myers Maritime Park (among others) entertain and educate. (Frederick Douglass worked the docks in Fell's Point, Baltimore as a young man.)

Historically a working-class port town, focused on steel processing, shipping, auto manufacturing and transportation, Baltimore now has a modern service economy, led by high-tech, biotech, medicine and tourism. Distinctive restaurants, bars, businesses and shops can be found throughout. The new "Inner Harbor" - so important in the city's first days - has become the model for cities around the world. Several Fortune 1,000 companies like Constellation Energy, Legg Mason, T. Rowe Price, and Black and Decker call Baltimore home.

With hundreds of identified districts, Baltimore has sometimes been dubbed "a city of neighborhoods," but is more commonly known as "Charm City." The talents of writers Edgar Allan Poe and H.L. Mencken, musician James Hubert "Eubie" Blake, and singer Billie Holiday influenced it; each called Baltimore "home." Baltimoreans take pride in their city, boasting one of the most remarkable transformations in history. Yet, they continue to welcome and amaze visitors with "down to earth, small town" spirit and hospitality.

Baltimore's Inner Harbor

The centerpiece of downtown Baltimore is the world-famous Inner Harbor, the vibrant and beautiful waterfront. The Inner Harbor is surrounded by hotels, restaurants, attractions and shops and is just steps from the Baltimore Convention Center and the stadium complex.

In just a few city blocks, you can get up-close-and-personal with dolphins, jellyfish, sharks and other creatures from the deep at the National Aquarium – which recently opened its new exhibit, Blacktip Reef –discover an expansive collection of dinosaurs at the Maryland Science Center, submerge yourself in the courageous journey of African Americans at the Reginald F. Lewis Museum of Maryland African American History & Culture, or wander through pop culture icons of years past at Geppi's Entertainment Museum. A wealth of other not-to-be-missed attractions are also nearby, including Port Discovery Children's Museum, Ripley's Believe It or Not! Odditorium in Harborplace, Sports Legends Museum at Camden Yards, the Babe Ruth Birthplace and the fleet of Historic Ships in Baltimore, including the USS Constellation.

Canton

East of downtown lies Canton, a charming neighborhood settled in the late 19th century by Polish immigrants working at local canneries. What were once factories are now condominiums, artists' studios, offices, restaurants and stores. A quaint and lively village square rimmed with eclectic restaurants, pubs and shops along O'Donnell Street is the heart of this waterfront neighborhood. Wander down the blocks surrounding Canton Square to see painted screens, window shrines and classic marble stoops in front of brick and formstone row houses.

Nearby is Patterson Park, once the country's largest urban park, the expansive Canton Waterfront Park, Greektown, Butcher's Hill and the Highlandtown Arts and Entertainment District, also known as ha!, which is home to the innovative Creative Alliance.

Charles Street Scenic Byway

As you head north along the Charles Street National Scenic Byway past the Mount Vernon Cultural District, you will land in the Station North Arts and Entertainment District. Just steps from Amtrak's Penn Station, the neighborhood is undergoing a transformation, as new arts groups, galleries and restaurants occupy its storefronts and a collection of murals by international artists grace its facades.

The Baltimore Museum of Art, featuring the world's largest collection of works by Henri Matisse, as well as the kid-friendly Maryland Zoo in Baltimore in Druid Hill Park, greet you farther north as you continue along Charles Street out towards the Johns Hopkins University campus. In the Johns Hopkins/Homewood area, you will find several historic homes and museums that offer programs and concerts throughout the year.

Federal Hill

The best view of the Inner Harbor and downtown skyline is found on Federal Hill, which, in 1788, hosted 4,000 patriots who celebrated Maryland's ratification of the U.S. Constitution with a picnic and fireworks. It also played a role in the Battle of Baltimore in 1814 as citizens watched the "bombs bursting in air" over Fort McHenry, and during the Civil War, as batteries perched upon the hill aimed at the divided city below.

Today you can enjoy everything from sushi and locally brewed beers to fine dining in the popular neighborhood. Boutiques mingle with a wealth of pubs and restaurants, many within walking distance of Baltimore's pro-sports venues. While in the area, don't miss the neighboring, one-of-a-kind American Visionary Art Museum and the Baltimore Museum of Industry. Come for the view, stay for ... well … everything!

Fell's Point

Named for the Englishman who founded a ship-building company here in the early 1700s, Fell's Point is a spirited waterfront community in perpetual celebration of Baltimore's British nautical roots. Enjoy 18th- and 19th-century homes and storefronts found along streets with names like Shakespeare and Fleet, or walk the Belgian Block streets and explore unique shops on Thames Street and Broadway. Chesapeake Bay cuisine is at its best here, whether you crave oysters on the half shell at a local pub or upscale seafood at a charming restaurant.

Seasonal walking tours make Fell's Point a great place to explore. To learn more about the history of Fell's Point, stop by the Fell's Point Visitor Center on Thames Street, where you will find a wealth of information about the neighborhood and the Baltimore region. Through 2015, the center will host "Bearden & Billie," a series of exhibitions, installations, musical events and action-learning experiences that explore African American heritage and culture through the lives and work of Romare Bearden and Billie Holiday. Fell's Point also hosts a number of fun-filled festivals throughout the year, so check the calendar to see what's happening.

Following Broadway north from Fell's Point will lead you to the National Great Blacks In Wax Museum, the only wax museum of African American history in the nation.

Hampden

No neighborhood says “Bawlmer” quite like Hampden, a 19th-century mill town that has evolved into the epicenter of hipster Baltimore kitsch. Famous for its starring role in John Waters’ films and long known as the place where everybody calls you “hon,” Hampden centers on 36th Street. Here, along “The Avenue,” you’ll find dozens of unique shops and an eccentric array of cafés and restaurants. Honfest is an annual spring street festival brimming with beehive hairdos and cat’s-eye glasses, and there’s the holiday lights extravaganza, known as the Miracle on 34th Street, which can be seen from space.

Harbor East

A short walk from the Inner Harbor, trendy Harbor East beckons with its growing list of shopping and dining options. An array of unique local and national retailers and restaurants — all steps from a variety of hotels — offer everything from shoes to sushi and furniture to fine wines. Here, you’ll also find Baltimore-based Under Armour’s first retail store. An upscale movie theater, spa and health club, as well as a supermarket round out the Harbor East experience.

Little Italy

Let intoxicating aromas of garden-fresh basil and garlic-laden tomato sauce lead you to this authentic Italian neighborhood, which is home to more than a dozen cozy, family-owned eateries located only a few steps from the buzz of the Inner Harbor. Whether your tastes tend toward traditional and casual or innovative and upscale, rest assured that you’ll find a meal that is both homemade and heavenly.

After dinner, relax over cappuccino and tiramisu and watch locals engaged in a heated game of bocce just like generations of their forefathers. On Friday nights during July and August, residents and visitors alike pull up lawn chairs to enjoy outdoor films. But, in any season, Little Italy brings a touch of Europe to downtown Baltimore.

Locust Point

The way out to Fort McHenry National Monument and Historic Shrine, passes through Locust Point, a charming neighborhood that is home to Under Armour’s global headquarters in Tide Point.

In 1706, the peninsular Locust Point — then called Whetstone Point, after a park in London — was established as a port of entry by the Maryland Colonial Assembly. Whetstone Point and the future South Baltimore peninsula were annexed by the City of Baltimore in 1816 and later renamed Locust Point because of the locust trees growing on the peninsula. Since 1868, when the first immigration station opened in Locust Point, immigration has been an important part of its history. The neighborhood once served as the center of Baltimore’s Polish American, Irish American and Italian American communities.

Aside from Fort McHenry, Locust Point also offers a great view of the Domino sugar plant and its massive neon sign, an iconic feature of the Baltimore skyline.

Mount Vernon

Just north of downtown rests the city's cultural heart, Mount Vernon, which was once home to Baltimore's Gilded Age elite. Let the impressive architecture and manicured public gardens transport you to a bygone era. The nation's first monument to George Washington sits proudly at the center of Mount Vernon Square. What once were grand mansions belonging to Baltimore's 19th-century industrialists are now museums, galleries, shops and restaurants.

View masterpieces by Raphael, El Greco and Bernini as well as Greek and Roman antiquities at The Walters Art Museum, stroll across the street to see the spiraling heights and ornamental ironwork of the Peabody Library's grand cathedral of books or enjoy a concert at the famed Peabody Institute. You can also visit America's first Catholic cathedral, meticulously restored beyond its original glory, or take a walk through the monumental Enoch Pratt Free Library – and don't miss its Poe Room. The Maryland Historical Society, one of the jewels of the Mount Vernon Cultural District, features special exhibitions commemorating the Bicentennial of the War of 1812 and the 150th anniversary of the Civil War.

Pigtown

Within walking distance of Baltimore's stadiums and vibrant sports scene is historic Pigtown, also known as Washington Village. The name "Pigtown" dates back to the 1800s when the Baltimore & Ohio Railroad released its cargo of pigs to run through Ostend and Cross streets on their way to slaughterhouses in South Baltimore. The community housed many of the railroad workers from the B&O.

Each year, residents gather for the annual Pigtown Festival, featuring live music, crafts, food and drink, kids' activities and most notably, the Running of the Pigs, an area tradition. Pigtown's rich history also includes such sites as Carroll Park, home to the Mount Clare Museum House, a 1760 colonial Georgian mansion built by Charles Carroll, Barrister, one of Maryland's leading patriots and one of the state's first senators.

Westside

Currently undergoing transformative redevelopment, the neighborhood has now been designated the Bromo Tower Arts and Entertainment District. Near where Cab Calloway, Louis Armstrong, Nat King Cole and other world-renowned African American entertainers performed at local nightclubs on Pennsylvania Avenue, modern theatergoers can catch Broadway's finest touring productions at the France-Merrick Performing Arts Center at the Hippodrome Theatre, celebrating its 10th anniversary this year, and the brand-new Everyman Theatre. The area is also the final resting place of Edgar Allan Poe, buried at Westminster Hall Burying Ground, and home to Lexington Market, the nation's oldest continually running public market. At the Baltimore & Ohio Railroad Museum, visitors can see dozens of historic locomotives and rolling

stock, including many from the Civil War era that are part of the special exhibition, "The War Came by Train."

Nestled between Federal Hill and the Westside is the stadium complex. Oriole Park at Camden Yards was the first of the downtown retro ballparks to be built. Catching the O's is a great way to spend the evening or a Sunday afternoon and soak in the all-American atmosphere. The NFL's Baltimore Ravens play at nearby M&T Bank Stadium.

https://baltimore.org/

Compliance

As a condition of employment, the hired candidate for this position will be required to complete and sign an employment application, successfully pass a background check and agree to an employee confidentiality agreement as a condition of employment. Further, the selected candidate will need to acknowledge that they are not restricted by any non-complete or similar employment agreement. Finally, the selected candidate agrees to attend scheduled orientations, compliance, and other training programs.

The hired candidate must be legally authorized to work in the United States without a UMMS-sponsored petition for visa, such as an H-1B visa. UMMS does not intend to file any visa applications in connection with this position.

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