

PD-0087 Rev 3

Recovery Surgeon

DEPARTMENT: Clinical
STATUS: Exempt; Salaried
REPORTS TO: Chief Operating Officer
SUPERVISES: None

GENERAL JOB FUNCTION

The Lead Organ Procurement Surgeon is responsible for the surgical recovery of deceased donor organs for transplantation and/or research in the operative setting and is primarily accountable for the surgical dissection, removal, and preservation of abdominal donor organs (primarily kidneys) for transplantation. The Lead Organ Procurement Surgeon participates in quality assurance and process improvement (QAPI) and research activities aimed at increasing donation and improving transplant outcomes. This position manages the operative environment in a manner that facilitates the recovery of all suitable organs for transplantation or research and is consistent with the core purpose and core values of the organization. In collaboration with the organ recovery surgical staff, the Lead Organ Procurement Surgeon is instrumental in directing the flow of activity including donor hospital staff, and others who participate in the recovery process. Collaborates within the organization and with external resources to develop and promote practices that increase the number of deceased donor organs recovered for transplantation. At all times, the Lead Organ Procurement Surgeon is expected to support LifeSource in achieving its core purpose of saving lives by increasing donation and transplantation.

JOB DUTIES AND RESPONSIBILITIES

Contributes to the overall success of LifeSource by providing strong organizational leadership for key internal and external initiatives:

1. Ensures kidney recovery procedures, both Donation after Brain Death (DBD) donors and Donation after Circulatory Death (DCD) donors, meet national standards for organ recovery and transplantation.
2. Manages the donor hospital recovery process by collaborating with hospital staff and other transplant center personnel in a respectful and professional manner.
3. Performs organ biopsies and assists in the interpretation of biopsies to determine suitability with donor hospital pathology when requested. Responsible for inspecting the abdominal cavity for abnormalities that necessitate pathological evaluation.
4. Recovers abdominal organs from deceased donors for transplantation. Recovers heart valves and organs for research.
5. Maintains a working knowledge of organ preservation and places organ(s) on the preservation devices as needed. Prepares organs for cannulation in collaboration with the Surgical Recovery Coordinator/Surgical Recovery Specialist.
6. Provides an accurate and verifiable description of organ anatomy with the LifeSource staff to include assessment of quality, anatomical abnormalities, and surgical injuries for the awareness and ultimate acceptance of the recipient transplant programs.
7. Performs sterile packaging of organs per regulatory requirements and assists with verification of organ labeling to ensure accuracy and safety and assists the Surgical Recovery Coordinator (SRC) in perfusion and preservation.
8. Communicates with the Medical Examiner on findings as appropriate.
9. Participates in quality review of donors.
10. Maintains a professional operating room environment with responsibility to manage conflict when necessary.

11. Assist, as directed, in the development of policies and procedures relating to organ donor evaluation, screening, medical management, surgical recovery, and organ preservation.
12. Accountable for timely, complete, and accurate documentation for all surgical procedures.
13. Supports compliance with CMS, UNOS, and AOPO standards and all medical/legal requirements of LifeSource.
14. Participates in the research committee and provides ongoing training of LifeSource clinical staff regarding surgical technique, anatomy, dissection of research organs.
15. Attends Clinical Advisory Board meetings and organ specific committee meetings as directed.
16. Extensive travel within Minnesota, North Dakota, and South Dakota both by vehicle and small aircraft. Some national travel may also be required.
17. Available a minimum of 20 on-call days each month, including some weekends. When on-call, must be available to surgically recover organs at any time set by LifeSource staff and the Administrator On Call.
18. Engages in activities, meetings, and initiatives with professional associations such as United Network of Organ Sharing (UNOS), Organ Procurement Transplant Network (OPTN), Association of Organ Procurement Organizations (AOPO), obtaining required continuing medical education/units per regulatory agency.

Provides leadership and guidance to the Organ Procurement team to achieve improved outcomes and maximizes organs for transplantation and research:

1. In collaboration with the Medical Director, reviews all surgical injuries.
2. Leads additional Organ Procurement Surgeons
3. Provides training and mentorship to Organ Procurement Surgeons as well as Surgical Recovery Specialists
4. Develops and maintains effective working relationships with key transplant center customers.
5. Provides training and mentorship of surgical fellows to transplant center programs with active transplant fellowships.
6. Participates in Quality Improvement initiatives aimed at improving donation and transplantation outcomes.
7. Assist the Chief Operations Officer in efforts to develop and modify organ recovery protocols designed to maximize the number of donors and number or organs transplanted.
8. Assures practices, policies and procedures are compliant with all regulatory, accrediting, and governing policies and standards.

STANDARDIZED REQUIREMENTS

1. Performs work while demonstrating a commitment to excellence and performance improvement.
2. Collaborates with the leadership team to develop and achieve performance goals and objectives
3. Completes documentation according to LifeSource standards and performs quality review of position and departmental responsibilities.
4. Updates LifeSource electronic systems (clinical systems as well as administrative systems) with accurate real time information that is appropriate according to LifeSource standards.
5. Represents LifeSource in a professional manner including personal appearance and communication with both internal and external customers.
6. Participates in person on site in all appropriate meetings at LifeSource as defined by their manager.
7. Routinely provides feedback to management including identification of training needs.
8. Must provide outstanding clinical, customer service, collaboration, and communication skills.

9. Maintains confidentiality of all LifeSource information.
10. Demonstrates LifeSource Values.
11. Actively participates on assigned committee and project teams as appropriate.
12. Performs job functions in accordance with LifeSource Standard Operating Procedures.
13. Performs other duties as required and assigned by their manager.

QUALIFICATIONS

1. Completion of transplant fellowship preferred or currently licensed MD or DO with 5 years' experience in organ recovery.
2. Detail oriented and highly organized with a desire to improve processes, take initiative and solve problems.
3. Excellent critical thinking and analytical skills to confidently execute reasonable and sound decision making.
4. Strong communication and interpersonal skills including effective written correspondence, active listening, and professional customer service response at all levels.

SCHEDULE/PHYSICAL REQUIREMENTS

1. Able to work a minimum of 20 call days per month including some weekends
2. Must maintain a valid driver license and have reliable personal automobile to be used with company reimbursement using IRS guidelines. Must be able to travel within the service area by ground or air.
3. Ability to lift/push/pull packages up to 50 pounds
4. Manual dexterity to perform organ procurement surgery for transplant
5. Keyboard literacy and/or dexterity sufficient to type, and ability to safely operate standard office equipment
6. Ability to concentrate on technical details with constant interruptions. Ability to frequently understand and relate to ideas, concepts and theories behind several related concepts as well as constantly remember multiple tasks and assignments given over time periods from immediate to several months.
7. Must be able to successfully complete a background check.

Team Member Statement of Acknowledgement and Understanding

Acknowledgement of this job description is performed electronically via Q-Pulse—the LifeSource document control system. A team member's electronic signature will represent the following statement of understanding:

I acknowledge that I have received and reviewed the job description for my position and I feel that I can meet the requirements with or without reasonable accommodations. I understand that this job description is intended to describe the general content and requirements of the job and that it is not an exhaustive list of all duties, responsibilities and requirements of this position. Additionally, I understand the general description of the expectations related to work hours and absences, attached herein, are subject to change based on department and organizational requirements. I understand that LifeSource has the right to revise this job description at any time.

The following is a general description of the expectations related to work hours and absences. This is subject to change based on department and organizational requirements.

POSITION EXPECTATIONS

Job Title: Recovery Surgeon
Reports To: Chief Operating Officer
Exemption Status: Exempt; Salaried

WORK

Work Day: Monday-Sunday
Hours: On Call
Lunch/Breaks: Self-directed
Overtime: N/A
On-Call: Yes
Flexible Hours: Yes
Flexible Location: Yes
Weekends: Yes
Travel: Yes
Mandatory Meetings: Yes – Clinical Policy Board, All Team,
Shift Relief: N/A

ABSENCE

Planned Absence (*Vacation, Holiday, Leave of Absence, etc.*)
Short-term: Vacations via The HUB.
CEO, AA, and other managers as needed.
Long-term: COO, AA, and other managers as needed.
Unplanned Absence (*Injury, Illness, Leave of Absence, etc.*)
Short-term: CEO, AA, and other managers as needed.
Long-term: COO, AA, and other managers as needed.

COMMENTS