

# SHAPING YOUR ONCOLOGY CAREER

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# Charting Your Oncology Leadership Career

- ▶ Emerging Roles in Oncology Leadership
- ▶ Oncology Market Trends
- ▶ Crafting Your Oncology Leadership Resume
- ▶ Use and Understanding of Social Media
- ▶ Taking Your Career to the Next Level

# Oncology Trends

- ▶ 2007-2010:
  - ▶ Large growth in hospital based oncology service lines
  - ▶ Several waves of lay offs of VP Roles
  - ▶ Healthcare system mergers
  - ▶ Large hospital systems starting to create System & VP of Oncology Service Line Roles
  - ▶ Top academic oncology programs grew their network
- ▶ 2010-2013:
  - ▶ Continued growth within oncology services
  - ▶ 2010-2012, Holding pattern for new position recruitment
  - ▶ Continued hospital/healthcare mergers
  - ▶ Large systems redefining their org charts at both a system level and a local hospital level to define how their clinical specialty areas should be structured
  - ▶ In 2013 we started to see a large increase in oncology executive positions being created

# Oncology Trends

- ▶ 2013-Present:
  - ▶ Continued growth in hospital based oncology service lines
  - ▶ Continued healthcare system mergers
  - ▶ Some large healthcare systems are still redefining their org charts at both a system level and a local hospital level to define how their clinical specialty areas should be structured
  - ▶ Oncology recruitment needs have increased due to retirements
  - ▶ Growth in hospital owned insurance plans
  - ▶ Academic Health Care System's continue to grow their networks (branding)
  - ▶ Precision Medicine
  - ▶ Functional Medicine
  - ▶ Proton Center Growth

## Emerging Roles in Oncology Leadership – Common Recruitment Requests

- ▶ C-Level/VP/Regional/Area/System Oncology Executive
- ▶ Chief Nurse Executive/VP Cancer Nursing – System
- ▶ Network Executive Roles, Academic Healthcare Systems
- ▶ Proton Executives
- ▶ Research Directors /CTO
- ▶ Medical Directors, Cancer Services – System
- ▶ Physician Executives, Medical Oncology, Hematology – to include subspecialties
- ▶ Oncology Service Line Directors/Executive Oncology Directors
- ▶ Radiation Oncology System/Multi-Site Executives
- ▶ Director of Operations/Director of Cancer Center/COO
- ▶ Medical Oncology & Infusion Directors/Managers

# Trends: Candidate Experience Requests

- ▶ Candidates with multi-site responsibilities
- ▶ Candidates with a clinical specialty background – Precision medicine, Proton, BMT, Medical Oncology/Infusion...
- ▶ 5+ years of leadership experience to include both strategy and operations
- ▶ Master's degrees required in business roles
- ▶ Master's degree required in nursing roles; PhD preferred in many
- ▶ Technology savvy
- ▶ Community Engagement
- ▶ Emotional Intelligence
- ▶ Soft skills – differ by client
- ▶ Participatory/Team Approach
- ▶ Passionate about their field



# Resumes and Profile Tips

- ▶ Update/Review every 30 days
- ▶ Ensure your resume aligns with the position you are applying for
- ▶ Use bullet points to highlight accomplishments
  - ▶ Use specific metrics of achievements
- ▶ Do homework to find information about system, cancer program, technology and equipment before submitting your resume
- ▶ Create a professional profile that displays specific experiences
- ▶ Project List (Consultant discussion)

# Social Media

- ▶ LinkedIn:
  - ▶ Keep profile updated
  - ▶ Have a professional image
  - ▶ Identify & Connect with others within Healthcare & Oncology
  - ▶ Keep all postings professional on LinkedIn
  - ▶ <https://www.linkedin.com/in/juliaewilliams/>
- ▶ Other Publications/Blogs
  - ▶ Expand electronic footprint by participating in studies
  - ▶ Continue community engagement with online articles and news
  - ▶ Post professional videos about your area of expertise and brand yourself



# Relationships & Networking – Taking Your Career to the Next Level

Networking and developing relationships is key to the success of a long Career.

- ▶ Developing professional relationships
  - ▶ Colleagues
  - ▶ Physicians
  - ▶ Other Industry leaders
- ▶ Sign up for committees within your healthcare organization/system, your hospital, a foundation, community organization/events
- ▶ Join professional organizations & attend conferences
- ▶ Join national oncology associations & attend conferences
- ▶ Identify a mentor that is willing to help you grow within your field of specialty

# Taking Your Career to the Next Level - Q&A Topics

- ▶ The importance of building relationships/network in your local healthcare community & nationally
- ▶ Applying for jobs - the do's and don'ts
- ▶ Discussing salary with a potential new employer
- ▶ How to manage HR and ensure you get your questions answered
- ▶ How to prepare throughout entire process – phone, skype, in person
- ▶ How often to make a professional career move
- ▶ When it may be time to make a career move
- ▶ The different tracks for consulting during your career
- ▶ Market trends - offers
- ▶ What not to do during an interview
- ▶ How to professional prepare to accept or decline a new employment offer

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Julia joined ZRG Partners in 2017 after working within the healthcare industry for over 20 years. Julia has held a variety of roles within this industry, and her unique experience has afforded her the ability to have a broad understanding of the overall industry and the delivery of patient care.

Over the last fifteen years, Julia has specialized in executive search in this sector; working on positions within Oncology, Research, Telehealth, Strategy & Business Development, Academic Medicine, Ambulatory Operations and Hospital Executive Leadership. Her experiences have added value to her clients through her ability to understand their complex structures & organizational models. She has many cherished friendships and enjoys working within oncology.

Julia is an active member of several professional healthcare associations and currently sits on the membership committee for the Association of Cancer Executives (ACE). Julia has worked with top ranked Academic Medical Centers and Community Healthcare Systems across the country, many of which are NCI Designated Cancer Centers. She has a passion for oncology and research medicine, believing that we must always keep the patient first.

