

Department Chief and Service Line Leader, Anesthesiology & Perioperative Services

Corewell Health West
Grand Rapids, Michigan

A Position Profile



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Letter from the Chief Medical Officer/SVP, Ambulatory and Population Health

As the Chief Medical Officer/SVP, Ambulatory and Population Health of Corewell Health's West Michigan region, I am inviting you to consider a transformational leadership role that will shape the future of care for our communities. We are seeking a **Department Chief and Service Line Leader, Anesthesiology & Perioperative Services** – a physician leader with the vision and energy to help us build an integrated, in-house anesthesia and perioperative services service line.

This opportunity comes at an important moment for our organization. As we concluded our longstanding relationship with a third-party anesthesia group this past March, we are taking a bold step to design a program that aligns fully with our mission: to improve health, instill humanity, and inspire hope. Our values – compassion, collaboration, clarity, and courage – will guide every part of this transition. We are looking for a leader who not only excels clinically and operationally, but who can model these values in the way they engage, support, and unite our teams.

The Chief and Service Line Leader will serve as the senior physician leader for anesthesiology across a diverse and expansive West Michigan enterprise, to also include the Surgical Optimization Center associated with Corewell Health's Blodgett Hospital, overseeing clinical quality, operations, workforce strategy, education, and long-term program development. Corewell Health West Michigan includes a **Level 1 Trauma Center**, one of the **Top 10 busiest birthing centers**, a **transplant program**, multiple community hospitals, critical access sites, and ASCs with more than **187 anesthesia FTEs** and a mixed provider model of physicians and CRNAs across **10 hospitals**, trauma and tertiary care settings, community sites, and ambulatory surgical centers.

The Chief and Service Line Leader will lead three existing divisions—**Pediatric, Cardiac, General Anesthesia, and Women's Health**—and will support the development and establishment of new anesthesia subspecialty services. The work ahead includes establishing infrastructure, building trust, and bringing alignment to a provider base amid significant cultural change. This highly visible, politically nuanced role brings enormous potential for impact.

Strategic priorities include workforce design, cost optimization, care model evolution, and the advancement of an anesthesia service line capable of supporting both academic and community missions. A future centerpiece of this work includes launching a new **Anesthesiology Residency Program**. This initiative will require leadership with strong familiarity in ACGME accreditation, as well as a genuine passion for education and academic program development.

The ideal candidate brings not only deep anesthesiology and perioperative services expertise but also the interpersonal and change-management capability to lead through complexity with transparency, humility, and steady resolve. We are looking for someone who can strengthen relationships, communicate with clarity, and foster a culture grounded in safety, engagement, and performance excellence.

This is more than a leadership role—it's a chance to architect something meaningful for the next generation of clinicians and the communities we serve. If you are drawn to building, unifying, and elevating an essential service line within a dynamic health system, I invite you to join us in this exciting endeavor.

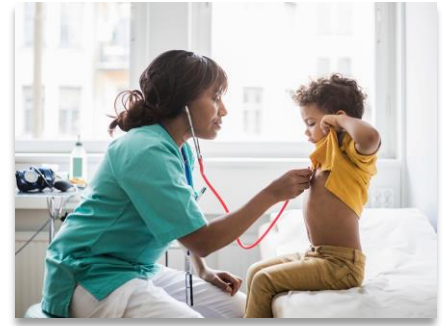
Sincerely,

Rima Shah, MD
Chief Medical Officer/SVP, Ambulatory and Population Health
Corewell Health West Michigan

Corewell Health

Corewell Health is a \$17 billion not-for-profit health system that provides care and coverage with an exceptional team of over 60,000 dedicated people—including over 12,000 physicians and advanced practice providers offering services in 21 hospitals, with over 300 outpatient locations and several post-acute facilities—and Priority Health, a provider-sponsored health plan serving more than 1.3 million members serving Michigan, Indiana, and Ohio.

Corewell Health's differentiation is that it operates as an integrated health system, providing greater value to its patients, health plan members and communities. It experiments and innovates with creative solutions by leveraging the learnings from Priority Health with the expertise of its clinicians. This collaboration enables people to receive the right care in the right place at the right time and for the right price.



About Corewell Health

Mission: Improved health, instill humanity and inspire hope

Vision: A future where health is simple, affordable, equitable and exceptional

Values: Compassion, Collaboration, Clarity, Curiosity, Courage

By the Numbers

Numbers are only part of Corewell Health's story. They help demonstrate its positive impact on lives across Michigan.



Awards and Recognition

Centers for Medicare and Medicaid Services Stars

Seven Corewell Health Hospitals achieved high-star ratings in 2024.

The CMS Star Rating program is one of the external ranking programs used to measure our hospitals' performance. There are 46 hospital quality measures CMS publicly reports on and they are divided into five measure groups: Mortality, Patient experience, Readmission, Safety of care, and Timely and effective care.



5-star ratings: Corewell Health Grand Rapids Hospitals (Blodgett, Butterworth, Helen DeVos Children's Hospital, Meijer Heart Center)

4-star ratings: Corewell Health Beaumont Grosse Pointe Hospital, Corewell Health Big Rapids Hospital, Corewell Health Greenville Hospital, Corewell Health Lakeland Hospitals, Corewell Health Ludington Hospital, and Corewell Health Pennock Hospital

Magnet Recognition Program

Corewell Health William Beaumont University Hospital became the State of Michigan's first Magnet-designated hospital in 2004. Since then, Corewell Health's hospitals in Grand Rapids, Farmington Hills, Grosse Pointe, Taylor, Troy, Trenton, and Wayne have earned [Magnet designation](#). Corewell Health has the most Magnet-designated hospitals/facilities in Michigan.



Corewell Health William Beaumont University Hospital tied for the top spot in the state, ranks No. 10 nationally out of 257 hospitals in the OB/GYN category, ranked in the top 50 for nine specialties and had high performing ratings in 19 procedures and conditions (up from 15 last year).



This prestigious list ranks the top 50 hospitals and specialties across the nation. Helen DeVos Children's Hospital had five specialties ranked nationally, up from two last year. The specialties ranked were cancer, endocrinology, neurosciences, nephrology, and pulmonology.

Executive Leadership



Rima Shah, MD

*Chief Medical Officer/Senior Vice President, Ambulatory and Population Health
Corewell Health West*

Dr. Rima Shah serves as the Chief Medical Officer/Senior Vice President, Ambulatory and Population Health for Corewell Health West. She is a board-certified internal medicine physician. She oversees primary care, cardiovascular health, hospitalists, orthopedics, cancer Health, neurosciences, women's health, specialties, digestive health, population health, virtual health, Helen DeVos Children's Hospital and the clinically integrated network. Her primary specialty is internal medicine.

Dr. Shah joined Corewell Health in 2004 as part of the internal medicine residency core faculty. She has held several leadership roles, including Vice President of Virtual Health, Associate Program Director of the Internal Medicine Residency, Associate Professor at Michigan State University as well as Division Chief and Department Chief of Primary Health until 2023.

Dr. Shah earned her Medical degree from Khyber Medical College in Peshawar, Pakistan. She completed her internal medicine residency at Resurrection-Westlake Hospital in Melrose Park, Illinois. She also earned a Master of Business Administration degree from Grand Valley State University.

Dr. Shah's clinical interests include preventive medicine, chronic disease management and training medical students and residents.

Position Description

Corewell Health's West Michigan region is seeking a transformational **Department Chief and Service Line Leader, Anesthesiology and Perioperative Services** to lead the creation of a fully integrated, in-house anesthesia service line. This role represents a rare opportunity to architect, build, and operationalize a comprehensive anesthesia program and perioperative service line across multiple hospitals and ambulatory/procedural sites.

The Chief and Service Line Leader will partner in a physician-administrative dyad to lead anesthesiology and perioperative services across West Michigan to include the Surgical Optimization Center associated with Corewell Health's Blodgett Hospital. The Surgical Optimization Center serves as a perioperative assessment clinic that evaluates and prepares patients before surgery, with a particular focus on medical optimization and risk reduction.

This executive physician leader is accountable for the clinical, operational, educational, quality/safety, and strategic performance of anesthesia and perioperative services across the West Michigan region, ensuring the highest standards of care, workforce stability, and operational efficiency across the service line. The Chief and Service Line Leader will work closely with medical staff leadership, hospital leaders and key clinical department teams to advance patient care, foster a collaborative culture, and drive continuous improvement.

Key outcomes include establishing departmental and service line practice standards and governance, developing an effective anesthesia care team model, improving perioperative performance, and building an engaged, high-performing in-house team aligned to Corewell Health's mission, values, and community needs.

Reporting Relationship

The Chief and Service Line Leader reports to the Chief Medical Officer/Senior Vice President, Ambulatory and Population Health of Corewell Health West Michigan.

Principal Accountabilities

Vision, Strategy, and Service Line Leadership:

- Architect and operationalize a fully integrated, in-house anesthesia service line across West Michigan, including the Perioperative Service Line and the Surgical Optimization Center located at the Blodgett Hospital.
- Develop and execute a multi-year strategic plan that aligns anesthesia and perioperative services priorities with regional/system goals (growth, access, quality, experience, and value).
- Define the service line operating model (scope, site structure, leadership roles, care team model, and standard work) and drive consistent implementation across sites.

- Identify and execute specialty and program growth opportunities (e.g., cardiac, OB, pediatrics, neuro, trauma, regional anesthesia, acute pain, critical care interfaces as applicable).
- Lead site-of-care and growth strategy in partnership with perioperative and ambulatory leadership (ASC/procedural expansion, new site planning, service integration).
- Partner in a physician-administrative dyad to align clinical strategy with operational execution and remove barriers.
- Align employed and independent provider groups (as applicable) to shared standards, goals, and performance expectations.

Clinical Excellence, Quality, Safety, Experience and Value

- Develop, improve and sustain a culture of safety and high reliability to ensure that safety remains a priority for the clinical service line, inclusive of assigned Corewell Health departments.
- Recruit, develop, and retain a high-performing in-house team; strengthen engagement, belonging, and joy at work.
- Evaluate and elevate the performance of the professional staff and care teams to meet standards of care expected by the community and professional societies.
- Create a tactical plan that aligns with operational teams to drive best practice and reliability.
- Translate quality, safety, experience and value into the foundational elements of a physician's role.
- Meet payer contract requirements in respect to quality incentives and requirements.
- Ensure that moving from volume to value is a priority.
- Demonstrate a high level of collaboration and influence to align goals across stakeholder groups including the system, elected medical staff, and the clinically integrated network (CIN).
- Lead the implementation and measure adherence of clinical pathways that are evidence-based while engaging key stakeholders, including the care team.
- Foster a consumer-centric approach for access, care pathways, and patient education.
- Support academic and research programs within clinical service line.

People Leadership, Culture, and Engagement

- Foster a "people first" culture where providers feel known, included, and empowered.
- Responsible for recruitment of physicians and advanced practice providers with exemplary credentials and alignment with Corewell Health's values, culture, and strategy.
- Demonstrate competence in leading change and effective communication.
- Engage and empower leaders by identifying and communicating clear performance expectations and providing performance feedback.
- Support organizational direction by demonstrating behaviors that aligns providers, clinical and operational employees.
- Support Epic optimization following Corewell Health's standards in clinical service line.

- Champion delivery system engagement strategies as well as identify opportunities to improve engagement and joy at work for both employed and independent providers.

Operational and Financial Sustainability:

- Achieve financial sustainability through program and clinical service line strategy, growth, cost containment and improved efficiencies, including scheduling, resource utilization and performance metrics.
- Partner with other areas of the system to increase standardization and appropriate use of medical supplies.
- Continual review of the compensation approach that aligns provider and system incentives.
- Effectively communicate and educate providers to ensure they understand the compensation philosophy and model, as well as our commitment to financial sustainability.

Experience and Qualifications

- Minimum of 10 years of progressive clinical experience, including at least 5 years in leadership (e.g., Chair, Division Chief, Medical Director, Service Line or equivalent).
- M.D. or D.O. with board certification in Anesthesiology (active/eligible medical licensure as required).
- Demonstrated success leading in health system, including multi-site anesthesia operations and physician/APP team leadership.
- Strong command of clinical operations and perioperative performance, including OR throughput, staffing/coverage models, quality and safety, and standardization of practice.
- Experience with programmatic growth development.
- Preferred experience in advancing education, research, and teaching (as applicable), with commitment to professional excellence and clinical innovation.
- Exceptional communication, influence, and relationship-building skills with the ability to engage diverse stakeholders (clinicians, administrators, patients, and community partners).
- Demonstrated commitment to building a culture of belonging and accountability.
- Proven ability to lead transformational change—setting a vision, building governance, managing ambiguity, and delivering measurable results.

Personal and Professional Attributes

Leading Organizational and Clinical Transformation - Leads large-scale clinical and organizational transformation with clarity, credibility, and resilience, particularly in a complex and politically nuanced environment. Guides the rapid stabilization, integration, and maturation of a newly in-housed anesthesia and perioperative services department following a period of disruption and workforce instability. Builds trust and alignment among physicians, CRNAs, administrators, and system leaders while establishing new governance, care team models, compensation structures, and performance expectations. Navigates resistance constructively, maintains momentum through uncertainty, and ensures the organization moves from stabilization to sustainable growth.

Thinking Strategically and Architecting the Service Line - Demonstrates the ability to assess complex clinical, operational, financial, and organizational dynamics across a multi-hospital system and translate them into a clear, cohesive service line strategy. Grounds decisions in deep anesthesiology and perioperative services expertise, enabling credible leadership across diverse care models and sites. Designs care delivery models, leadership structures, and standard work that balance local variation with system-wide consistency. Integrates anesthesia and perioperative strategy with broader system priorities including access, quality, efficiency, academic development, and long-term growth, while anticipating risks and sequencing initiatives appropriately.

Driving Results and Operational Excellence - Consistently delivers measurable improvements in workforce stability, OR performance, quality outcomes, and financial sustainability. Establishes clear goals, metrics, and accountability mechanisms across sites and subspecialties, translating strategy into disciplined execution. Ensures reliable coverage models, efficient OR throughput, and effective resource utilization while maintaining clinical quality and safety. Addresses performance issues directly and constructively, even in a constrained and highly competitive talent environment, balancing accountability with retention and organizational stability.

Inspiring, Engaging, and Leading Physicians and Care Teams - Creates an environment where physicians, CRNAs, and perioperative teams feel valued, included, and motivated to perform at a high level during and after significant change. Leads with authenticity, humility, and consistency, modeling organizational values and reinforcing a culture of trust, psychological safety, and professionalism. Builds engagement by listening, recognizing contributions, and clearly communicating expectations. Strengthens retention by fostering meaning in work, supporting well-being, and aligning people to a shared purpose focused on high-quality patient care.

Collaborating, Influencing, and Building Alignment Across the System - Effectively partners across disciplines, hospitals, and administrative functions to align interests and advance shared clinical and operational goals. Operates skillfully within a physician-administrative dyad, integrating clinical insight with operational execution. Builds productive relationships with surgical leaders, nursing, hospital executives, medical staff leadership, and external partners. Uses clear communication, influence, and negotiation to resolve conflict, manage competing priorities, and drive alignment without relying solely on positional authority.

Building Talent, Capability, and the Future Workforce - Builds a sustainable anesthesia workforce by attracting, developing, and retaining high-quality physicians and advanced practice providers over time. Invests in the development of division chiefs, medical directors, and emerging leaders, strengthening leadership capability and succession readiness. Champions education and training initiatives, including future academic partnerships and residency development, with a clear understanding of organizational readiness and pacing. Establishes structures for mentorship, feedback, and professional growth that support long-term capability building once stabilization and core performance are achieved.

Community Information

Corewell Health is based in Grand Rapids, located in West Michigan and home to the Medical Mile, a world-class healthcare destination featuring clinical, research and academic institutions that have attracted renowned medical professionals from around the globe.

Why Michigan?



Grand Rapids

The second largest city in Michigan, Grand Rapids is consistently recognized as one of the best-run cities in the United States, ranking No. 23 nationally and the highest in Michigan for operational efficiency, quality of services, and fiscal management. The city boasts a cost-of-living 8 percent below the national average and a robust, growing economy, particularly in tech and healthcare, with employment growth outpacing state and national trends. It is centrally located in West Michigan with close proximity to several major cities and regional hubs like Detroit, Chicago, and Milwaukee.

Education is a standout, with top-ranked public schools offering rigorous academic programs and high graduation rates. Recognized for strong job and population growth, particularly in tech and manufacturing sectors, this growing metropolitan area is home to more than 1 million people.

Professionals are attracted to the lifestyle Grand Rapids provides. Affordable housing, successful school systems, reasonable commutes, and proximity to cultural and recreational entertainment are a few highlights. From world-class [attractions](#) and [outdoor recreation](#) to nationally ranked [food](#) and [craft beverage](#) scenes – [Grand Rapids](#), Michigan is filled with unexpected surprises. Get an eyeful of [spectacular art](#) and an earful of [live music](#). Explore endless opportunities for [family fun](#).

Sources:

www.experiencegr.com
<https://grandrapids.org>
www.grandrapidsmi.gov

Furst Group

Furst Group is in its fourth decade of providing leadership solutions for the healthcare industry. Our experience in evaluating talent, structure, and culture helps companies align their organizations to execute their strategic initiatives.

Our talent and leadership solutions provide a comprehensive array of retained executive search and integrated talent management services, from individual leadership development to executive team performance to organizational/cultural assessment and succession planning.

Our clients include hospitals and health systems, managed care organizations, medical group practices, healthcare products and services companies, venture capital- or equity-backed firms, insurance companies, integrated delivery systems, and hospice and post-acute care businesses.

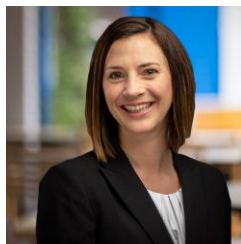
Furst Group recognizes partnerships are the cornerstone of our business. In today's competitive talent environment, having a defined process that provides clients and individuals with clarity and feedback throughout the entire job search is paramount to our business model.

We take extra steps to ensure candidates:

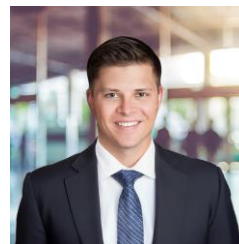
- Understand the nuances of a particular position or organization.
- Are prepared for interviews and conversations.
- Have access to interview and travel schedules.
- Are provided timely feedback.
- Remain in our database for future contact.
- Value diversity and the principles and ethics practiced by our client organizations.

We look forward to working with you as a potential candidate for the Department Chief and Service Line Leader, Anesthesiology and Perioperative Services for Corewell Health West in Grand Rapids, Michigan.

For additional information on Furst Group, please visit our website at www.furstgroup.com. To learn more about this particular position, please call (800) 642-9940 or contact:



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