

POSITION OVERVIEW

Job Title: Associate Vice President, Operations
Business Title: N/A
Job Code: AVPOPS
FLSA Status: Exempt
Department: Operations
Reports to: Vice President, Operations
Location: IN
Draft Date: 6.23.2026
Revision Date: XXXXX
Approved By: XXXX
Role: People Leader

POSITION SUMMARY

Radiology Partners is seeking an Associate Vice President of Operations who will focus on leading a team of outstanding physicians and dedicated practice directors and teammates in order to deliver outstanding clinical value and service to our hospital and outpatient imaging center clients. The ideal candidate must not only have experience managing a P&L and hitting revenue and expense goals, but must also be adept at cultivating and growing relationships with System and Client C-Suite personnel and leaders. A successful candidate must be able to manage multiple manager and director level direct reports over a broad geography, leading, mentoring and coaching them to work as a team. The position requires close work with not only Practice physicians, but also key physician referrers and senior hospital executives. The candidate will be a part of a dyad team with the local radiology practice's governing board (Local Practice Board) and practice chairman/president that will develop the strategic goals of the practice. Along with the practice directors, candidate will ensure that the local practice and nation practice goals are achieved.

Additionally, the AVP will work closely with our sales and business development teams in order to expand Radiology Partners presence across the states they are responsible for and oversee.

POSITION DUTIES AND RESPONSIBILITIES

- Oversees all operational functions across assigned markets, including client, customer, and physician relations, ensuring timely resolution of issues and sustained operational excellence.
- Own practice-level financial performance, including budget development, cost management, and ongoing monitoring of productivity vs. budget targets.
- Analyze operational and financial data to identify risks, drive corrective actions, and improve overall practice performance.
- Drive standardization and continuous improvement of workflows to enhance efficiency, service quality, and scalability.
- Partner closely with physician leadership in a dyad model to align operational strategies with clinical priorities and drive shared accountability.
- Lead workforce planning efforts by aligning recruiting strategies with capacity needs, growth projections, and coverage requirements.
- Lead physician recruitment, onboarding, and retention efforts by partnering with support teams, fostering strong relationships with providers, and driving ongoing engagement initiatives to enhance physician satisfaction and long-term commitment.
- Build and maintain strong relationships with health system partners, ensuring high levels of client satisfaction and retention, while forging opportunity for new business growth.

- Lead regular business reviews, presenting performance metrics, service improvements, and operational insights.
- Ensure adherence to quality, compliance, and patient safety standards across all operations.
- Lead and develop operations leaders (PDs, PMs), fostering accountability, engagement, and professional growth.
- Serve as a key change leader, guiding practices through operational and technological model transitions.
- Promote a culture of transparency, collaboration, and performance excellence across practices.
- Promotes communication and cooperation among teammates to create a spirit of unity in the department.
- Works closely with leadership and teammates to improve work relationships, build morale, and increase productivity and retention.
- Provides day-to-day performance management guidance to direct reports (e.g., coaching, counseling, career development, disciplinary actions).
- Performs other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge –Understanding of healthcare industry regulations, trends, and best practices.
- Skills –Proficiency in computer software including Microsoft Office Products. (Word, Excel, Access, Outlook, CoPilot, PowerPoint).
- Abilities –Ability to work with and maintain confidential information.

REQUIRED QUALIFICATIONS

- Experience in healthcare services, preferably physician practice management
- MBA preferred, not required
- 8+ years in healthcare services
- Effective use of Technology and Teleconferencing to engage both RP Personnel and Clients effectively
- 20-40% Regional Travel required

PREFERRED PROFESSIONAL SKILLS AND EXPERIENCE

- Education in a certain field or a degree beyond the required qualifications, if applicable
- Experience in a certain field, with certain technologies, or beyond the required qualifications, if applicable
- Specific certifications, licenses, or other credentials that are beyond the required qualifications, if applicable

Physical Activities

Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like.

☐ Never ☒ Occasionally ☐ Constantly

Moving self in different positions to accomplish tasks in various environments including tight and confined spaces.

☐ Never ☒ Occasionally ☐ Constantly

Remaining in a stationary position, often standing or sitting for prolonged periods.

☐ Never ☒ Occasionally ☐ Constantly

Moving about to accomplish tasks or moving from one worksite to another.

☐ Never ☒ Occasionally ☐ Constantly

Adjusting or moving objects up to 15 pounds in all directions.

☐ Never ☒ Occasionally ☐ Constantly

Communicating with others to exchange information.

☐ Never ☐ Occasionally ☒ Constantly



Repeating motions that may include the wrists, hands and/or fingers.

☐ Never ☒ Occasionally ☐ Constantly

Operating motor vehicles or heavy equipment.

☐ Never ☒ Occasionally ☐ Constantly

Assessing the accuracy, neatness and thoroughness of the work assigned.

☐ Never ☐ Occasionally ☒ Constantly

Environmental Conditions

Low temperatures.

☐ Never ☒ Occasionally ☐ Constantly

High temperatures.

☐ Never ☒ Occasionally ☐ Constantly

Outdoor elements such as precipitation and wind.

☐ Never ☒ Occasionally ☐ Constantly

Noisy environments.

☐ Never ☒ Occasionally ☐ Constantly

Hazardous conditions.

☐ Never ☒ Occasionally ☐ Constantly

Poor ventilation.

☐ Never ☒ Occasionally ☐ Constantly

Small and/or enclosed spaces.

☐ Never ☒ Occasionally ☐ Constantly

No adverse environmental conditions expected.

☐ Never ☒ Occasionally ☐ Constantly

Physical Demands

Sedentary work that primarily involves sitting/standing.

☐ Never ☒ Occasionally ☐ Constantly

Light work that includes moving objects up to 20 pounds.

☐ Never ☒ Occasionally ☐ Constantly

Medium work that includes moving objects up to 50 pounds.

☐ Never ☒ Occasionally ☐ Constantly

Heavy work that includes moving objects up to 100 pounds or more.

☒ Never ☐ Occasionally ☐ Constantly

I have reviewed this job description and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my manager or a member of the Human Resources team.

I acknowledge that the job has been explained to me both verbally and in written format.

Support Teammate's Signature

Date

