

National Association Medical Staff Services Leadership Career Pathway

| Element | Entry Level | Experienced | Leadership |
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| Experience | <ul style="list-style-type: none"> • 0 – 4 Years | <ul style="list-style-type: none"> • 5-14 Years | <ul style="list-style-type: none"> • 15 and above |
| Education | <ul style="list-style-type: none"> • Associates or Undergraduate Degree | <ul style="list-style-type: none"> • Undergraduate Degree | <ul style="list-style-type: none"> • Masters or Doctorate Level |
| Certifications | <ul style="list-style-type: none"> • CPCS | <ul style="list-style-type: none"> • CPCS and/or CPMSM | <ul style="list-style-type: none"> • CPCS and CPMSM and other healthcare related certifications (Quality, Risk Management, etc.) |
| Training/Ongoing Education | <ul style="list-style-type: none"> • Medical Services Professional Education | <ul style="list-style-type: none"> • NAMSS Leadership Institute • Education on Accreditation/Regulations • Patient Safety and Quality • Risk Management • Six Sigma • Budgets • Finance • Legal • Leadership | <ul style="list-style-type: none"> • Participate in NAMSS Virtual Round Table |
| Skills, Knowledge and Responsibilities | <ul style="list-style-type: none"> • Credentialing • Meeting Preparation | <ul style="list-style-type: none"> • Liaison between Administration and Medical Staff Leaders • Supervision of Employees • Meetings Management • Education and Training of Staff • Onboarding Process • Meets Regulation and Accreditation Standards • Quality and Peer Review • Leadership | <ul style="list-style-type: none"> • Governance and Organization Structure • Human Resources • Finance • Collaborate with Legal Counsel • Healthcare Technology and Information Management • Quality and Performance Improvement • Laws and Regulation • Professionalism and Ethics • Healthcare Industry • Team Development • Vision • Contract Management • Business Planning • Product Development • Culture Change |

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Skills, Knowledge and Responsibilities (Continued)

- Marketing
- Compliance
- Recruitment
- Service Line Development
- Project Management
- Shared Services
- Affiliation Agreement – Medical Institutions, Corporate Responsibilities

Servant Leadership

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| <ul style="list-style-type: none"> • Volunteer in Community • Volunteer in Local Chapter or State Association | <ul style="list-style-type: none"> • Volunteer in Local Chapter, State Association and National Association Medical Staff Services | <ul style="list-style-type: none"> • Volunteer in Healthcare Related Associations and Community Services |
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Professional Contributions

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| <ul style="list-style-type: none"> • Local Chapter Medical Staff Services Newsletter • Medical Staff Newsletter | <ul style="list-style-type: none"> • State or national medical staff services publication or web content • Editor of Newsletter • Peer Review Publications • Book Contributor • Serve as an Expert Witness • Presentations for Professional and/or Healthcare Organizations; | <ul style="list-style-type: none"> • Serve on National Healthcare Related Interest Groups • National Association Medical Staff Services Publication and/or other Healthcare Organizations • Fellow designation in NAMSS and/or related professional organizations |
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