



Senior Vice President & Chief Assessment and Certification Officer
Intealth
Philadelphia, Pennsylvania

THE OPPORTUNITY

Intealth seeks a visionary and innovative leader to assume the inaugural role of Senior Vice President & Chief Assessment and Certification Officer (SVP/CACO). As a member of the Intealth Executive Leadership Team (ELT), the SVP/CACO will oversee ECFMG's Certification program and introduce new assessments to ensure international medical graduate (IMG) readiness to enter the U.S. health care system. In a moment of significant health care transformation and technological innovation, Intealth has developed a strategic plan that reaffirms its longstanding commitment to high-quality assessment of physician competency. The SVP/CACO will conduct reviews of the ECFMG Certification and Pathways programs and determine how to redesign these programs strategically and operationally to be at the leading edge of assessment and customer experience. The SVP/CACO will cultivate strong relationships with partners across the medical education, assessment, and regulatory communities and must demonstrate substantial expertise and credibility to serve as a trusted authority and ambassador for Intealth in areas related to competency-based assessment and ECFMG's Certification program.

ABOUT INTEALTH

Intealth is a private, nonprofit organization that advances quality in health care education worldwide in order to improve health care for all. Through the strategic integration of its two operating groups, ECFMG (Educational Commission for Foreign Medical Graduates) and FAIMER (Foundation for Advancement of International Medical Education and Research), Intealth offers a flexible, multi-layered portfolio of services. These services enhance the education and training of health care professionals around the world, verify their qualifications required to enter supervised post-graduate medical education, support international physicians in U.S. graduate medical education, and inform the development of health workforce policies worldwide. Through FAIMER, Intealth conducts research and provides data-driven insights that shape health care policy and workforce planning.

Certification by ECFMG is the standard for evaluating the qualifications of IMGs before they enter U.S. graduate medical education. ECFMG Certification is also a requirement for IMGs to take Step 3 of the United States Medical Licensing Examination (USMLE®) and to obtain an unrestricted license to practice medicine in the United States. IMGs constitute roughly 25% of the U.S. physician workforce, and a higher proportion of many important specialties, making Intealth's role in certification vital to national health care delivery.

When the USMLE® program suspended its Step 2 Clinical Skills exam in early 2020, subject matter experts at ECFMG and FAIMER combined their efforts to develop the Pathways. The Pathways are an interim and innovative solution for continuing to ensure that IMGs entering the U.S. health care system have appropriate clinical and communication skills. In the years ahead, Intealth plans to redesign and augment the Pathways program to continue enhancing the assessment of skills and competencies core to delivering on its mission.

FAIMER promotes excellence in international health professions education through programmatic and research activities. To date, FAIMER has trained more than 2,000 fellows worldwide in partnership with its FAIMER Regional Institutes (FRIs) and has partnered with many organizations to advance the quality of health professions education.

FAIMER Global includes the flagship International FAIMER Institute and nine FRIs across India, China, Egypt, Indonesia, and Uganda. The goal of these FRIs is to provide professional development curricula in health professions education and leadership for international health professions faculty who have demonstrated the potential to play a key role in advancing health professions education for improving health at their institutions, within their countries, or around the globe. FAIMER's new Assessment Institute (FAI) seeks to partner with global institutions and organizations to advance assessment in support of competency-based education.

INTEALTH LEADERSHIP

[Eric S. Holmboe](#), M.D., was named CEO of Intealth effective January 2, 2024, joining from the Accreditation Council for Graduate Medical Education (ACGME), where he served as Chief Research, Milestones Development and Evaluation Officer. Dr. Holmboe has made significant contributions across several domains of medical education, with particular impact in the area of assessment. Since arriving at Intealth, Dr. Holmboe has initiated a forward-looking strategic planning process designed to position the organization in a rapidly changing future environment. The SVP/CACO will help lead the implementation and ongoing management of that strategic plan, translating its vision into new opportunities to deliver Intealth's missions into the future.

ROLE OF SENIOR VICE PRESIDENT & CHIEF ASSESSMENT AND CERTIFICATION OFFICER

Reporting directly to the Intealth CEO and serving as a member of the Executive Leadership Team (ELT), the SVP/CACO provides strategic leadership and management of ECFMG's programs and services — developing new assessments for the ECFMG Certification program, revising the current Pathways program, and leading continuous quality improvement across ECFMG's domestic service lines. The SVP/CACO represents Intealth externally and advances the quality and impact of ECFMG's services to IMGs and internationally trained physicians (ITPs) and serves as a key point of contact for ECFMG's strategic partners, including medical regulatory authorities, the USMLE Program, and the Intealth Board's Medical Education and Credentials Committee (MECC).

The SVP/CACO oversees ECFMG's business and process improvement activities, customer service, compliance functions, and annual departmental budgets. Direct reports include the current positions of Director, ERAS and Pathways; AVP, Customer Experience; and an Executive Administrative Assistant. Additional roles may be developed as the incoming leader assesses needs for new functional expertise. The SVP/CACO will provide clear direction to the team and ensure robust training and development opportunities to support a positive and productive culture.

The SVP/CACO will be a collaborative, enterprise-wide leader, supporting cross-functional partnerships across the organization to advance strategic priorities. This includes close collaboration with the New SVP for Intealth Verification Services on domestic verification service needs and special investigations involving ECFMG applicants, and with the Intealth Chief Academic Officer and SVP of FAIMER to co-plan key evaluation and research needs for the ECFMG Certification program, including the rigorous evaluation of new assessment methods and approaches.

KEY OPPORTUNITIES FOR THE SENIOR VICE PRESIDENT & CHIEF ASSESSMENT AND CERTIFICATION OFFICER

This inaugural SVP/CACO will join at an exciting moment, as Intealth embarks on the new strategic plan. Key priorities include:

Develop and Implement a Bold Strategic Vision for ECFMG Programs

Intealth's strategic plan outlines growth and innovation in formative, competency-based assessments. The SVP/CACO will translate this goal into specific strategies and enhancements for the ECFMG Certification. Notably, the SVP/CACO will consider how to leverage technologies and advances in assessment science to introduce new assessment activities that demonstrate valid evidence of physician competence and readiness for graduate medical education. The SVP/CACO will test and launch pilot programs with an ultimate goal to develop digital credentials and a globally recognized assessment system.

Lead Review and Redesign of ECFMG Certification to Ensure Operational Excellence

Intealth is placing increased emphasis on the IMG experience, and the SVP/CACO will partner with the CEO, other Intealth leaders, and the ECFMG team to advance customer-centered design and applicant experience by leading quality and process improvement across key activities in the IMGs certification experience. While leading program change, the SVP/CACO must keep Intealth's core certification obligations running without disruption. This will require superb change management and execution skills to develop work plans and hold leaders accountable for timely execution. The SVP/CACO also carries regulatory and legal responsibility, overseeing requests for exceptions to ECFMG policy and ensuring ECFMG's programs and services remain compliant, trustworthy, and reliable. Fiscal stewardship is also critical, and the SVP/CACO will demonstrate prudent use of ECFMG's budgets.

Extend Intealth's Influence and Reach

The SVP/CACO will develop outreach programs and represent ECFMG directly with domestic medical education and regulatory organizations, as well as with domestic credentialing and verification organizations. For example, the SVP/CACO represents Intealth with the USMLE Program and serves on USMLE Program Committees as appropriate. The SVP/CACO will be a visible and active member of the education, credentialing, and assessment communities, sharing innovations across the field and securing Intealth's influence on decisions that shape the future of IMG assessment.

Navigate a Changing Healthcare Landscape

The SVP/CACO will follow national and international trends and advances in medical education, as well as relevant regulatory frameworks, to stay abreast of exogenous factors. In collaboration with others, such as the Chief IMG Experience Officer, this individual will work with the medical education community of program directors, designated institutional officials (DIOs), and others to surface salient issues for Intealth's mission. The SVP/CACO will anticipate how changing policy impacts ECFMG programs, services, operations, and applicants. The SVP/CACO will also collaborate with the Chief Academic Officer and SVP of FAIMER to design and execute necessary validity research for new assessments and programs as well as the SVP and Chief IMG Experience Officer to respond to the particular needs and assessment opportunities for that critical audience. The SVP/CACO also serves as a crucial sounding board and thought partner, providing counsel to the CEO on key and emerging issues.

QUALIFICATIONS AND CHARACTERISTICS

While not every candidate will possess all the following characteristics, the SVP/CACO will demonstrate most of the following:

- A minimum of 15 years of progressively responsible senior/executive leadership experience in medical education settings and/or medicine-related organizations. An MD/DO is preferred; a PhD with medical education training and leadership experience will also be considered.
- Physicians must be licensed and certified within a medical specialty; previous experience in medical education leadership and training is preferred.
- Demonstrated expertise in assessment methods and competency-based medical education (CBME), with responsibility for strategy development for CBME programs and assessments.
- Evidence of collaboration and innovation in medical education, including ability to support international stakeholders and educational systems.
- Previous experience implementing and leading quality improvement initiatives in medical education and/or clinical care is preferred.

- A strategic and service mindset attuned to future trends in assessment and global medical education, combined with a genuine record of innovation.
- Experience overseeing complex operational activities; an ability to delegate effectively and ensure accountability of critical functions.
- Leadership in medical education associations or organizations at a regional or national level.
- Ability to shape and guide strategy development and execution to effect change or transformation initiatives effectively.
- Exceptional interpersonal skills and a record of positive collaborative relationships. Strong customer and service focus preferred.
- Excellent communication skills to express ideas with clarity, precision, and purpose in a variety of settings.
- A record of establishing strong relationships, building rapport, facilitating consensus, and gaining support across various constituencies.
- Experience working with high-performing teams and inspiring others to meet organizational goals.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/intealth/senior-vice-president-chief-assessment-and-certification-officer>

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