



Vermont Program for Quality in Health Care, Inc.

Quality Improvement Advisor

Full-time, Exempt | Hybrid

Compensation Range: \$41.00–\$46.00 per hour

The Vermont Program for Quality in Health Care (VPQHC) is seeking a highly skilled and dynamic Quality Improvement (QI) Advisor to support the design, implementation, and spread of evidence-based quality improvement initiatives across Vermont's healthcare system. This role is ideal for an experienced professional with a strong background in both hospital-based and community-based care settings, who brings expertise in facilitation, training, data-informed improvement, and applied improvement science. The QI Advisor will play a central, hands-on role across the full lifecycle of improvement work, from stakeholder engagement and facilitation, to implementation, data use, reporting, and regulatory alignment. This is a role for someone who is comfortable operating across functions and can independently lead work while partnering closely with project management and data/analytics team members. A commitment to VPQHC's Core Values is essential:

- *Leading with Compassion* – Fostering empathy, respect, and care.
- *Excellence in All We Do* – Holding ourselves to the highest standards.
- *Independent Thinking, Purposeful Collaboration* – Balancing independence and teamwork.
- *Evidence-Based Innovation* – Driving improvement through research, data, and creativity.
- *Integrity & Trust* – Acting with honesty, accountability, and transparency.

About VPQHC

VPQHC is Vermont's leading independent quality improvement organization, established by statute in 1988. We serve as a neutral, trusted convener across the healthcare system, working longitudinally across the healthcare system and state partners, to drive meaningful, data-informed improvement.

Key Responsibilities

Quality Improvement Implementation

- Lead and support QI initiatives across healthcare settings
- Apply established improvement methodologies and tools (e.g., Model for Improvement, Clinical Microsystems, DMAIC, PDSA cycles, Lean principles) to drive measurable change



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- Guide sites in identifying gaps, setting aims, testing changes, and sustaining improvements
- Partner with project management staff to support coordination, timelines, and execution

Facilitation & Stakeholder Engagement

- Design and facilitate large group convenings, including learning collaboratives, workshops, and panel discussions
- Conduct 1:1 interviews, focus groups, and stakeholder listening sessions
- Serve as a highly skilled facilitator across diverse settings and audiences
- Build and maintain strong relationships with healthcare partners statewide

Training & Capacity Building

- Deliver training on QI methodologies to multidisciplinary audiences – both remotely and in person
- Develop and adapt training materials
- Provide coaching and technical assistance to build internal QI capacity within partner organizations

Data, Reporting & Evaluation

- Utilize both qualitative and quantitative methods to inform and evaluate improvement efforts
- Partner with data/analytics staff to interpret and apply data to drive improvement
- Translate data into actionable insights for diverse audiences
- Lead and contribute to the drafting of reports, grant deliverables, and evaluation summaries

Regulatory & Quality Alignment

- Align QI initiatives with relevant regulatory and accreditation standards (e.g., CMS, Joint Commission, NCQA, and state requirements)
- Apply understanding of regulatory frameworks to inform implementation strategies

Communication & Representation

- Communicate program goals, progress, and outcomes clearly to internal and external stakeholders
- Represent VPQHC in meetings, collaboratives, and stakeholder engagements



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- Contribute to presentations and dissemination of project work

Qualifications

Required

- Bachelor's degree in a relevant field (Master's preferred)
- Demonstrated experience in healthcare quality improvement across both hospital and community-based settings
- Strong working knowledge of QI methodologies and tools (Model for Improvement, PDSA, Lean, etc.)
- Proven experience facilitating groups of varying sizes, including large convenings and small group discussions
- Experience using both qualitative and quantitative methods
- Ability to operate across multiple functions, including facilitation, implementation, data use, and reporting
- Effective communication and organizational skills, with the ability to manage multiple priorities

Preferred

- Experience supporting multi-site or statewide QI initiatives
- Familiarity with healthcare quality measurement frameworks (e.g., CMS, HEDIS)
- Experience with regulatory/accreditation processes (e.g., CMS, Joint Commission, CCBHC, NCQA)

Working Conditions

Hybrid, with periodic in-state travel for site engagement and facilitation.

How to Apply

Please submit your cover letter and resume to Hillary Wolfley, Executive Director (hillaryw@vpqhc.org).