Program Director, Voiding and Incontinence Program

Texas Children's Pediatrics & Division of Pediatric Urology | Houston, Texas

Opportunity Overview

Texas Children's Pediatrics, Texas Children's Hospital, and Baylor College of Medicine are seeking a pediatrician to serve as Program Director of the Voiding and Incontinence Program (VIP) within the Division of Pediatric Urology.

The Program Director will provide clinical and administrative leadership for a growing program dedicated to high-quality, efficient, and patient-centered care for children with urinary continence and bladder function disorders. The role will focus on improving access, clinical outcomes, safety, patient experience, and program growth while supporting the development and engagement of providers within the Division of Pediatric Urology.

Key Responsibilities

- Lead program development and quality improvement for patients with voiding and incontinence conditions in outpatient urology clinics.
- Support the recruitment, onboarding, training, and professional development of Division of Pediatric Urology providers who care for these patients and families.
- Monitor clinical performance, outcomes, safety events, patient experience, and other key program measures.
- Partner with the Chief of Pediatric Urology to develop and implement plans that strengthen VIP clinical operations and advance program development.
- Collaborate with pediatricians, pediatric urologists, advanced practice providers, referring physicians, and operational leaders to deliver coordinated care.
- Improve patient access, scheduling, resource allocation, and care-team workflows.
- Strengthen relationships with referring providers and support continued program growth.
- Participate in relevant departmental and institutional committees.
- Maintain alignment with the strategic priorities of Texas Children's Pediatrics, Texas Children's Hospital, and Baylor College of Medicine.
- Advance research and outcomes analysis using data from the VIP clinical practice.

Qualifications

- Successful completion of an accredited pediatric residency program or equivalent international training.
- Board certification or board eligibility through the American Board of Pediatrics.
- Eligibility for an unrestricted Texas medical license or a Faculty Temporary License through the Texas Medical Board.
- Demonstrated experience in quality improvement and program development.
- Strong communication, interpersonal, organizational, and collaboration skills.
- Interest in expanding expertise in pediatric urinary continence and bladder function disorders.

Leadership Attributes

The successful candidate will be a collaborative, adaptable leader who:

- Builds trusted partnerships across clinical and operational teams.
- Communicates clearly and effectively with varied audiences.
- Uses data, evidence, and sound judgment to make informed decisions.

- Builds support and commitment for new ideas and improvement efforts.
- Encourages innovation and helps teams successfully navigate change.
- Keeps organizational values and the needs of patients and families at the center of decisions.

Join a multidisciplinary team focused on improving access, outcomes, and the care experience for children and families.