



Anesthesiologist & CRNA Careers

careers.soundphysicians.com



Who We Are

Engaged teams stem from strong clinical leadership. Sound's anesthesia leadership team includes board-certified physicians and CRNAs who deliver years of clinical and operational knowledge. Clinicians are valued and invested in as our leadership is committed to building and maintaining a supportive care team model.

Members of the anesthesia team practice at the top of their license by using regional anesthesia and the latest ERAS protocols. We are looking for individuals with highly-honed skills interested in spreading their knowledge in an organization that embraces change. Together, we can continue to improve the perioperative experience and decrease costs for our patients nationwide.

As a part of Sound Physicians, our anesthesia team will provide you with consistent development opportunities and well-being resources. Sound heavily invests in online and in-person training to help you reach your greatest potential. Your training begins with an onboarding session to align you with our vision and values, and those of our hospital partners. Becoming a part of Sound means joining an organization that values clinicians and has a strong partnership with over 400 hospitals.

Team-Based Care

Our unique approach of using anesthesia care teams leverages physicians and CRNAs to support the perioperative patient experience. This provides a foundation for increased communication in operating rooms and with patients. Our anesthesiologists and CRNAs work together, side-by-side, to care for our patients. We believe in collaboration and teamwork to give all patients the best care throughout the perioperative experience.



Data-Driven Performance Management

Our proprietary analytics platforms provide real-time, risk-adjusted metrics at the partner, clinician, and patient levels to optimize care while also supporting clinical workflows to enable fluid patient management across care settings.



Meet Our Leadership Team



**Andi Damron, CRNA Certified, MS,
BSN, RN**
*Chief Anesthetist Officer
Anesthesia Services*

Andi is Sound's chief anesthetist officer and works closely with the administrators at Sound partner hospitals to ensure communication and program implementation.

With 23 years of experience in the anesthesia industry, Andi is responsible for developing education, innovative processes, and resources to enable Sound teams to deliver financial and operational excellence. Andi is a culturally-focused relationship builder and travels throughout the country leading recruiting efforts for nurse anesthetist programs at the state and national level.



Phil Eichenholz, MD
*Chief Executive Officer
Anesthesia Services*

Dr. Eichenholz leads the anesthesia service line for Sound. He is responsible for quality, physician leadership, and program design; and he partners with our management team on all aspects of growing the service.

His career uniquely combines excellence as a cardiac anesthesiologist, entrepreneur, and business visionary. Dr. Eichenholz graduated from the Duke University School of Medicine and received board certifications in internal medicine, critical care, and anesthesia from UT Southwestern, the NIH, and UCSF.



Robert Bessler, MD
Founder &
Chief Executive Officer



Annie Fowler, MBA
Chief People Officer



Fabienne Moore, MD
VP, Physician Development



John Birkmeyer, MD
Chief Clinical Officer



**Catherine Abshire,
MBA, BSN, RN**
Chief Nursing Officer



Nanette Wells, CRNA, DNSc
VP, Clinical Operations,
Anesthesia Services



Mark Rudolph, MD, SFHM
Chief Experience Officer



Tracy Cardin, ACNP, SFHM
VP, Advanced Practice
Providers



Noele Morse, CRNA, MS
VP, Clinical Operations,
Anesthesia Services

Sound Physicians Invests in Your Development

At Sound, we want to ensure our clinicians have dedicated development opportunities. Our practice is more robust when our clinicians grow into leadership roles, and we want to make sure you have the tools needed to succeed. Our proprietary learning platform, SoundInstitute, provides educational courses and development opportunities online and in person. Career development is critical to Sound, which is why our organization provides clinicians with programs dedicated to developing skills to prepare for leadership roles within our organization.

Compass Program

The Compass Program is for physicians in training who demonstrate early interests in leadership. Features of the Compass program include core development curriculum, attendance at our annual leadership conference, consideration for the Emerging Leaders Program, and monthly stipends for the remaining months of training when committing early to Sound.

Emerging Leaders

The Emerging Leaders track is created for clinicians with an interest in leadership. Emerging Leaders, also known as EmLe, provides a 12-month program providing education on the principles and practices that define successful leadership. Our goal is to build influential leaders from within our organization.



As a leader with over 29 years of experience, it is my goal to enhance Sound Physicians' vision to provide our clients with quality perioperative anesthesia services with a focus on reducing cost.

- Dr. Nanette Wells, CRNA, DNSc, Vice President, Clinical Operations

Your Well-being is Important to Us!

We know that the only way to achieve our vision of being the unmatched leader in improving quality and lowering the cost of care in the communities we serve is through the well-being of our people. As a clinician at Sound, you will receive:

- ✓ **Hassle-Free Onboarding** - Sound's team of SoundBoard Specialist's serve as your concierge through the pre-boarding period. At your new colleague onboarding, you will have opportunities to participate in a Q&A with leaders at Sound and make connections with other new colleagues.
- ✓ **Continuing Education** - Sound is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education. Clinicians take advantage of Sound's CME opportunities through the Sound Institute, including online and in-person content.
- ✓ **Patient Experience Training** - Online Patient Experience modules help you improve the patient experience of care. Our Patient Experience (PX) curricula include the PX Master Module, AIDET® Key Communications: The Introduction, AIDET Key Communications: The Care, AIDET Key Communications: The Goodbye, and Always Be Able.
- ✓ **Innovation Training** - Innovation is one of our five core values, and it's critical to advancing our effectiveness. We work with teams and individual clinicians to promote innovation and incorporate the most promising clinical practice ideas. We offer clinical innovation training programs, featuring five modules designed to equip sound colleagues for independent or collaborative innovation.
- ✓ **Other benefits include retirement planning, medical, dental, and vision insurance, health savings accounts, life insurance, disability benefits, student loan assistance, and more.**

Career Mobility & Flexibility

With hundreds of hospital partners around the country, we can help find you a place where you can practice and thrive. Sound supports clinicians moving to different locations and can orchestrate a smooth transition for you and your family, complete with relocation allowances.



About Sound Physicians

Sound Physicians is a leading healthcare organization with a proven track record of improving its hospital partners' quality, satisfaction, and financial performance. Sound combines a high-performance model with engaged clinicians to drive reproducible results across the acute care episode – through anesthesia, emergency medicine, hospital medicine, critical care, telemedicine, and physician advisory services.