

Supplementary Table 1. Degree of criticality, difficulty, and frequency of each task and element thereof in recipient management

Task/element of task	Criticality	Difficulty	Frequency
Pre- & peritransplant management			
1. Provide information about transplantations	3.90±0.338	2.74±0.636	2.75±0.704
2. Coordinating pretransplant tests	3.88±0.321	2.92±0.664	2.66±0.758
3. Family support for recipients	3.76±0.472	2.92±0.678	2.55±0.774
4. Medical evaluation of the recipient	3.91±0.281	3.23±0.686	2.63±0.800
5. Submitting a request for live-donor transplant via the National Institute of Organ, Tissue, and Blood Management and checking for approval	3.89±0.345	2.69±0.706	2.49±0.810
6. Request consult from the resources department for financial assistance as needed	3.50±0.608	2.38±0.728	2.05±0.984
7. Arranging preoperative admission or surgery scheduling	3.85±0.388	2.89±0.702	2.51±0.853
After transplantation			
1. Checking for postoperative status	3.75±0.479	2.80±0.656	2.60±0.780
2. Providing discharge education and information	3.91±0.285	2.75±0.705	2.41±0.954
3. Providing education and information for outpatient services	3.69±0.506	2.61±0.657	2.36±0.996
4. After-hours transplant-related counseling	3.33±0.749	2.96±0.695	2.17±0.888
5. Organizing and retaining posttransplant administrative documents	3.65±0.554	2.61±0.738	2.66±0.735
6. Managing recipient data (e.g., KOTRY, hospital database)	3.55±0.623	2.83±0.732	2.53±0.829
Waitlist management			
1. Providing information about brain-dead donation registry	3.87±0.343	2.60±0.679	2.74±0.668
2. Checking medical test results	3.87±0.343	2.83±0.661	2.77±0.627
3. Registering for brain-dead donation waitlist	3.86±0.404	2.49±0.728	2.75±0.635
4. Management after registering for brain-dead donation waitlist	3.89±0.339	2.76±0.706	2.72±0.660
5. Support for waitlisted patients and families	3.49±0.710	3.02±0.675	2.40±0.842
6. Request consult from resources department for financial assistance as needed	3.44±0.671	2.46±0.717	2.01±1.005
7. Coordinating with the surgeon during the selection of brain-dead donor transplant recipient	3.96±0.193	3.13±0.720	2.64±0.736
8. Coordinating surgical preparation for brain-dead donor transplantation	3.92±0.305	3.29±0.817	2.54±0.840
Organ procurement from brain-dead donor			
1. Establishing the medical team for organ retrieval	3.82±0.498	2.96±0.974	2.24±0.918
2. Arranging transport for organ procurement team	3.83±0.450	3.14±0.829	2.36±0.917
3. Perfusion and packaging of the procured organ	3.92±0.312	3.07±0.937	2.11±1.010

Values are presented as mean±standard deviation. Thirteen Korea Organ Donation Agency staff members excluded, 107 included in the analysis. KOTRY, Korean Organ Transplantation Registry.

Supplementary Table 2. Degree of criticality, difficulty, and frequency of each task and element thereof in donor management

Task/element of task	Criticality	Difficulty	Frequency
Predonation by a live donor			
1. Providing information about the pretransplant process	3.94±0.239	2.89±0.871	2.54±0.804
2. Arranging testing for donor	3.88±0.327	2.97±0.727	2.47±0.881
3. Coordinating donor assessment by a social worker	3.75±0.456	2.47±0.769	2.38±0.881
4. Medical evaluation of donor	3.93±0.255	2.98±0.693	2.47±0.819
5. Medical team meeting	3.84±0.393	2.87±0.770	2.44±0.842
6. Support for donor and family (e.g., providing information about the postdonation process)	3.72±0.514	2.88±0.671	2.38±0.792
Postdonation by a live donor			
1. Medical evaluation of the postoperative state	3.82±0.388	2.81±0.695	2.25±0.968
2. Completing retrieval-related documents after donation	3.67±0.569	2.48±0.717	2.30±0.985
3. Managing donor-related data	3.61±0.600	2.57±0.726	2.18±1.024
4. Monitoring the medical state of the donor	3.75±0.456	2.80±0.685	2.20±0.970
5. Education on postoperative care	3.82±0.411	2.92±0.735	2.20±0.985
Brain-dead donor screening			
1. Confirmation of presumed brain death	3.89±0.319	2.73±0.813	2.35±0.910
2. Notify or submit confirmation of presumed brain deaths to KODA	3.83±0.511	2.37±0.895	2.22±0.925
3. Counseling for families of individuals who are presumed brain-dead	3.95±0.228	3.42±0.678	1.68±1.036
4. Confirmation of consent by family for brain-dead donation	3.96±0.195	3.26±0.736	1.79±1.041
5. Explaining postdonation financial support	3.88±0.371	2.83±0.785	1.64±1.071
6. Checking the medical and drug use history of the potential brain-dead donor	3.87±0.335	2.78±0.793	1.99±0.979
7. Checking the medical state and information of the potential brain-dead donor	3.95±0.218	2.99±0.792	1.99±0.966
8. Physical assessment for potential brain-dead donor	3.92±0.271	3.04±0.745	1.85±1.070
9. Preparing for organ procurement approval before the autopsy of individuals who suffered an accidental death	3.91±0.282	3.20±0.708	1.42±1.181
10. Coordinating transport-related details with the hospital where brain death occurred	3.87±0.342	3.36±0.685	1.57±1.098
11. Managing supplies for transport of brain-dead donors (e.g., drugs, ambu-bag)	3.82±0.388	2.95±0.820	1.44±1.030
12. Coordinating brain-dead donor transport team	3.83±0.413	3.16±0.741	1.42±1.073
13. Coordinating admission of the brain-dead donor	3.79±0.471	3.16±0.759	1.38±1.036
14. Transport of brain-dead donor	3.91±0.289	3.43±0.552	1.32±1.079
Determination of brain death			
1. Checking for organ compatibility (examining medical state)	3.92±0.313	3.26±0.624	1.76±1.089
2. Coordinating the process of brain death determination	3.90±0.341	3.24±0.630	1.82±1.080
3. Arranging various tests	3.88±0.360	3.19±0.630	1.74±1.100
4. Checking test results	3.87±0.375	2.78±0.848	1.84±1.084
5. Entering data into the organ transplant information system of the National Institute for Organs, Tissues, and Blood Management	3.83±0.419	2.65±0.936	1.41±1.131
6. Providing family counseling and information about the donation process for families of brain-dead donors	3.90±0.300	3.18±0.705	1.38±1.071
7. Completing the organ donation consent form and legal documents	3.93±0.263	3.03±0.795	1.40±1.182
8. Identifying potential organs for donation	3.88±0.325	3.15±0.730	1.73±1.121
9. Coordinating communication with medical team for each donated organ	3.88±0.329	3.32±0.679	1.62±1.087
10. Determining the status of brain-dead donor organs and communicating results with the National Institute for Organ, Tissues, and Blood Management and the recipient's hospital	3.89±0.315	3.17±0.685	1.70±1.113
11. Arranging time with the Brain Death Review Committee	3.76±0.484	2.78±0.746	1.89±1.125
12. Sharing current status with the National Institute for Organs, Tissues, and Blood Management	3.86±0.348	2.76±0.866	1.66±1.178
13. Notifying the time of brain death determination (time of death) to the family of the brain-dead donor	3.78±0.514	2.81±0.877	1.44±1.089

Supplementary Table 2. Continued

Task/element of task	Criticality	Difficulty	Frequency
Organ procurement			
1. Support for families of brain-dead donors	3.90±0.304	3.27±0.597	1.51±1.062
2. Coordinating surgery time and supplies for organ procurement surgery	3.89±0.315	2.96±0.788	1.77±1.066
3. Coordinating organ procurement in the operation room	3.86±0.355	2.98±0.712	1.67±1.086
4. Providing guidance for external organ procurement teams (sign-in sheet, dressing room, entry and exit)	3.46±0.797	2.43±0.834	1.58±0.987
5. Donation-related documentation (initiation time, ACC, organ procurement time)	3.80±0.437	2.38±0.878	1.62±1.056
6. Support for the perfusion process	3.77±0.421	2.81±0.738	1.71±1.059
After organ procurement			
1. Coordinating the process of body recovery for brain-dead donors	3.85±0.399	3.07±0.704	1.34±1.133
2. Postmortem support for families of brain-dead donors	3.84±0.371	3.30±0.654	1.25±1.066
3. Administrative support, including obtaining a coroner's certificate, for accidental deaths	3.84±0.371	3.21±0.674	1.26±1.078
4. Donation-related documentation	3.82±0.391	2.59±0.893	1.53±1.143
5. Organizing and submitting documents related to brain-dead donor management to the National Institute for Organs, Tissues, and Blood Management	3.71±0.490	2.51±0.859	1.60±1.152
6. Processing financial support for families of brain-dead donors	3.76±0.465	2.58±0.801	1.24±1.105
7. Completing and submitting postdonation test results and cost-related documents to the organ-receiving hospital	3.74±0.477	2.53±0.863	1.40±1.083
8. Postdonation support for families (e.g., thank-you card, phone call to express appreciation)	3.70±0.495	2.98±0.754	1.17±1.101

Values are presented as mean±standard deviation. Thirteen Korea Organ Donation Agency staff members excluded, 107 included in the analysis. KODA, Korea Organ Donation Agency; ACC, aorta cross clamping.

Supplementary Table 3. Degree of criticality, difficulty, and frequency of each task and element thereof in organ donation activation management, organ transplantation administration, and professional capability development

Task/element of task	Criticality	Difficulty	Frequency
Facilitation of organ donation - promotion and education			
1. Donation-related education for the general public	3.50±0.652	2.94±0.719	1.47±0.977
2. Public media coverage and campaigning	3.46±0.658	2.93±0.689	1.38±0.885
3. Preparing educational content about donation (e.g., leaflets, videos)	3.46±0.645	2.98±0.672	1.44±0.931
4. Promotion and education for healthcare professionals	3.60±0.549	2.96±0.672	1.69±0.853
Administration - data management			
1. Transplantation and donation-related documents	3.66±0.514	2.49±0.624	2.49±0.754
2. Analysis of transplantation and donation-related documents	3.61±0.548	2.69±0.677	2.29±0.876
3. Updating transplantation and donation-related data	3.66±0.517	2.59±0.635	2.34±0.863
4. Entering data into the organ transplantation information system of the National Institute for Organs, Tissues, and Blood Management	3.66±0.514	2.43±0.651	2.50±0.818
Administration - departmental administrative tasks			
1. Management of department operations	3.62±0.563	3.21±0.627	1.95±1.054
2. Planning and preparation of departmental events	3.63±0.544	3.24±0.619	1.92±0.966
3. Preparing for evaluation of the National Institute for Organs, Tissues, and Blood Management (e.g., brain death management, emergency assessment)	3.81±0.394	3.17±0.679	1.90±0.943
4. Preparing for healthcare facility accreditation evaluation	3.77±0.467	3.40±0.645	1.87±0.867
5. Partaking in transplantation and donation-related policymaking	3.69±0.526	3.32±0.636	1.52±1.049
6. Budget planning and cost management	3.59±0.588	3.26±0.597	1.75±1.164
Professional development - research, education, self-improvement			
1. Participating in organizations or associations	3.38±0.626	2.89±0.698	1.77±0.823
2. Attending transplantation-related conferences	3.50±0.590	2.86±0.713	2.06±0.741
3. Engaging in research	3.29±0.654	3.28±0.569	1.50±0.903
4. Demonstrating leadership as a coordinator	3.38±0.646	3.25±0.636	1.48±0.985
5. Participating in work-related education	3.50±0.606	2.77±0.666	1.94±0.787
6. Training preceptees	3.14±0.786	2.99±0.669	1.23±1.043
7. Facilitating smooth interdepartmental relations	3.58±0.583	3.04±0.667	2.28±0.814

Values are presented as mean±standard deviation.

Supplementary Table 4. Specific career distribution of organ transplant coordinators

Duration (yr)	Value
<1	8 (7.5)
≥1 & <2	15 (14.0)
≥2 & <3	9 (8.4)
≥3 & <4	15 (14.0)
≥4 & <5	10 (9.3)
≥5 & <6	3 (2.8)
≥6 & <7	6 (5.6)
≥7 & <8	7 (6.5)
≥8 & <9	1 (0.9)
≥9 & <10	2 (1.9)
≥10 & <11	7 (6.5)
≥11 & <12	3 (2.8)
≥12 & <13	2 (1.9)
≥13 & <14	2 (1.9)
≥14 & <15	2 (1.9)
≥15 & <16	4 (3.7)
≥16 & <17	0
≥17 & <18	4 (3.7)
≥18 & <19	1 (0.9)
≥19 & <20	0
≥20 & <21	1 (0.9)
≥21 & <22	0
≥22 & <23	1 (0.9)
≥23 & <24	2 (1.9)
≥24 & <25	2 (1.9)
≥25 & <26	0
≥26 & <27	0
≥27 & <28	0
≥28 & <29	0
≥29 & <30	0

Values are presented as number (%).