

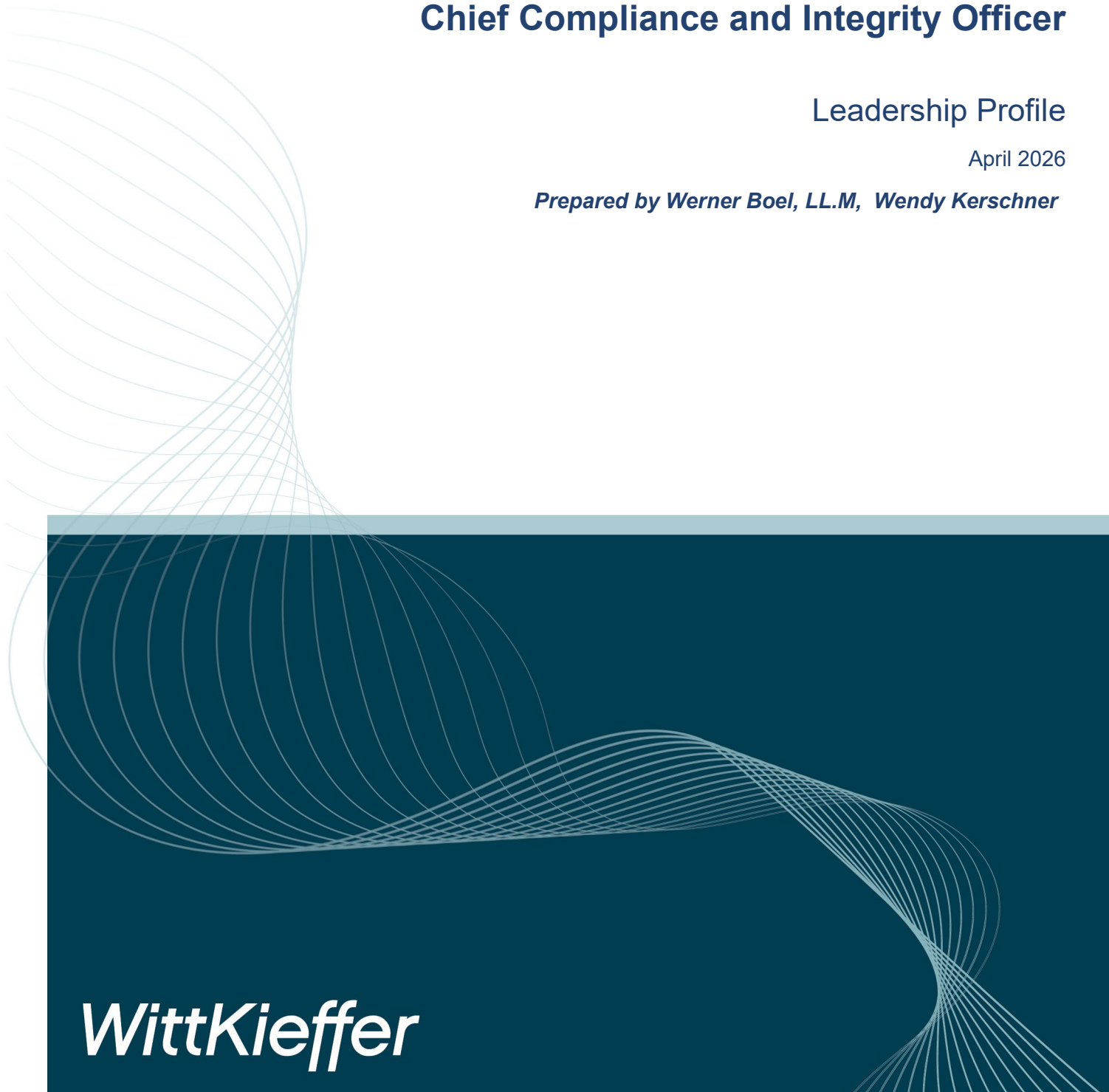


Chief Compliance and Integrity Officer

Leadership Profile

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A decorative graphic consisting of numerous overlapping, light blue, curved lines that sweep across the page from the left side towards the bottom right. These lines create a sense of motion and depth, framing the central text and the WittKieffer logo.

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The Opportunity

Ann & Robert H. Lurie Children's Hospital of Chicago (Lurie Children's) is seeking a collaborative, mission-driven compliance leader to serve as its next Chief Compliance & Integrity Officer (CCIO). This individual will lead the enterprise-wide compliance and integrity program, ensuring alignment with organizational strategy and regulatory requirements, and fostering a strong culture of ethics, accountability, and patient-centered care.

Lurie Children's is a nationally recognized pediatric academic medical center dedicated to advancing the health and well-being of children through exceptional clinical care, groundbreaking research, and medical education. As the pediatric training hospital for Northwestern University Feinberg School of Medicine, Lurie Children's combines leading subspecialty expertise with a strong commitment to family-centered care, serving children from infancy through young adulthood across a wide range of complex and routine conditions.

This role reports administratively to the Executive Vice President and Chief Administrative and Legal Officer, with a functional reporting relationship to the CEO and the Board of Trustees. The CCIO will serve as a trusted advisor and partner to senior leadership and the Board in proactively identifying, assessing, and managing compliance and regulatory risk across a complex pediatric academic medical center. A key priority for this role will be the thoughtful optimization of the existing compliance program—distinguishing between foundational, high-value compliance activities and those that may be redundant or less impactful. The CCIO will identify opportunities to streamline processes, enhance efficiency, and strengthen overall effectiveness, ensuring that improvements are implemented in a manner that preserves regulatory rigor and avoids unintended risks or adverse organizational impacts.

Lurie Children's has a strong and well-established culture of compliance and integrity. This leader will build upon that foundation by further strengthening engagement, consistency, and continuous improvement across the organization. The incoming leader should be a visible, approachable leader who brings sound judgment, intellectual curiosity, and demonstrated strength as a people leader, with the ability to build trust, develop teams, and foster cross-functional collaboration. This leader will serve as a trusted sounding board to colleagues, helping to thoughtfully evaluate potential risks, benefits, and trade-offs associated with strategic and operational decisions.

The CCIO will ensure compliance education, communication, and engagement are embedded throughout the organization and serve as a driver of operational excellence. The incoming CCIO must be comfortable navigating a complex, evolving regulatory landscape and translating requirements into practical, organization-wide approaches that support both compliance and the delivery of high-quality pediatric care.

The successful candidate must have a Bachelor's degree and an advanced degree, such as a J.D., Master's Degree, or other advanced degree. CHC certification is required within 12 months of hire if not already certified. In addition, candidates must have an outstanding record of achievement with at least ten years of experience in healthcare and knowledge of all elements of corporate compliance and privacy programs, knowledge of laws, rules, and regulations regarding privacy, healthcare billing and coding, healthcare delivery and operations, research, teaching, and conflict of interest management. The successful candidate must also have experience in working with the board and board committees on corporate compliance matters. Prior experience in an academic medical center or complex integrated healthcare delivery system is strongly desired. The successful candidate will also be a transparent and collaborative leader comfortable spearheading and supporting change, rather than identifying fault, in a complex environment.

Organizational Overview

Ann & Robert H. Lurie Children's Hospital of Chicago is a nationally recognized pediatric academic medical center and the pediatric training hospital for Northwestern University Feinberg School of Medicine, providing comprehensive care across more than 70 pediatric specialties.

The flagship hospital is located in Chicago's Streeterville neighborhood and is a large freestanding children's hospital with approximately 360 licensed beds, including a Level I Pediatric Trauma Center and advanced neonatal and pediatric intensive care units. In addition to the main downtown campus, Lurie Children's operates an extensive network of nearly 50 outpatient, specialty, and immediate care locations across the Chicago metropolitan area and surrounding suburbs, expanding access to pediatric care closer to where families live. As one of the largest pediatric providers in the Midwest, Lurie Children's reports annual operating revenue of approximately \$2billion, reflecting its scale, high clinical volume, and significant role in pediatric care, research, and education. Lurie Children's serves more than 250,000 unique patients annually and recently announced plans to open a new hospital in Downers Grove, a southwest suburb of Chicago.

Its mission is both clear and unwavering: every child's health and future come first. It fulfills this promise through its CARE model—excellence in Clinical Care, Advocacy, Research, and Education—working together to improve outcomes for children locally, nationally, and around the world.

Medical Staff

Lurie Children's medical staff includes more than 1,800 physicians and allied health professionals across 70 pediatric specialties. It was the first children's hospital in the country, and the first hospital in Illinois, to earn the American Nurses Credentialing Center's Magnet Award for Nursing Excellence, and is one of the few hospitals in the nation to have earned the Magnet designation six times. Lurie Children's continues to be the top-ranked children's hospital in Illinois by U.S. News & World Report. It has been named a Level I pediatric surgery center by the American College of Surgeons (ACS) for the third time, making it the first children's hospital in Illinois to earn this designation.

Research

Research at Lurie Children's is conducted through [Stanley Manne Children's Research Institute](#). Our goal is to generate new knowledge and translate advancements in the prevention, diagnosis, and treatment of diseases that affect children's health. Research studies are led by over 750 researchers and are organized into four scientific pillars: Basic and Preclinical Science; Clinical and Community Trials; Community, Population Health, and Outcomes; and Quantitative Science.

Since 2013, Lurie Children's has proudly maintained full accreditation from the Association for the Accreditation of Human Research Protection Programs (AAHRPP)—the gold standard in promoting high-quality, ethically sound research. This prestigious recognition affirms our unwavering commitment to safeguarding the rights and welfare of research participants. Through AAHRPP's rigorous, peer-driven review process, Lurie Children's continually strengthens its research integrity and accountability, ensuring that every study upholds the highest standards of ethics, safety, and scientific excellence.

Awards & Accolades

Lurie Children's is proud to be recognized for the following awards, accolades, and achievements.

- Named Among the Top Children's Hospitals: In the 2025-26 U.S. News & World Report rankings of the Best Children's Hospitals, Lurie Children's continues to be the top children's hospital in Illinois, ranking in 11 specialties.

- Newsweek's World's Best Specialized Hospitals 2026: Lurie Children's was awarded on Newsweek's list of World's Best Specialized Hospitals 2026. This award was presented by Newsweek and Statista Inc., the world-leading statistics portal and industry ranking provider.
- The World's Best Specialized Hospitals 2026 ranking identifies the best hospitals that specialize in Cardiology, Endocrinology, Gastroenterology, Oncology, Neurology, Orthopedics, Pediatric & Adolescent Medicine, Cardiac Surgery, Neurosurgery, Pulmonology, and Urology.
- Magnet Recognized: Lurie Children's is one of the less than one percent of all hospitals to have received [Magnet® recognition](#) six times by The American Nurses Credentialing Center's (ANCC) Magnet Recognition Program®. The hospital is the first hospital in Illinois and the first free-standing pediatric hospital in the nation to achieve six designations.
- Joy in Medicine Recognition Award 2025-2026: Lurie Children's received the American Medical Association's Joy in Medicine Recognition Award for its commitment to physician well-being. The honor reflects a broad wellness strategy that includes the Practitioner Health & Wellness Committee, workshops, stress management programs, the RISE peer support program, and dedicated online resources. Leadership has also advanced transparency and engagement through listening sessions, focus groups, and data-driven efforts to reduce burnout and improve efficiency. These initiatives underscore Lurie Children's dedication to creating a supportive environment where physicians can thrive and deliver exceptional care.
- Forbes America's Best Employers for Healthcare Professionals 2025: In 2025, Lurie Children's was recognized as one of America's Best Employers for Healthcare Professionals 2025, a prestigious award honored by Forbes and Statista. This recognition celebrates Lurie Children's outstanding workplace culture, employee support systems, and unwavering commitment to advancing the healthcare professions. [Learn more.](#)
- Association for the Accreditation of Human Research Protection Programs (AAHRPP): Lurie Children's has been awarded full accreditation by the Association for the Accreditation of Human Research Protection Programs (AAHRPP). AAHRPP promotes high-quality, ethically sound research through an accreditation process that helps organizations worldwide strengthen their research protection programs. As an independent, non-profit accrediting body, AAHRPP uses a voluntary, peer-driven, educational model to ensure that human research protection programs meet rigorous standards.

For additional information, please visit www.luriechildrens.org

Position Summary

The Chief Compliance and Integrity Officer (CCIO) has responsibility for oversight and management of Lurie Children's Corporate Compliance and Privacy functions.

The CCIO oversees the organization's development and direction of Lurie Children's Compliance and Privacy programs to meet Federal, state, and local regulatory requirements, and applicable professional standards, while supporting the growth of Lurie Children's. Also, the position helps ensure systems are in place to promote compliance with Lurie Children's policies and procedures, including the Lurie Children's Code of Conduct. The Office of Compliance and Integrity functions as an independent and objective body empowered to review and evaluate issues and concerns within the organization. The CCIO has direct, unfiltered access to the Board Committee overseeing the Compliance and Privacy program and authority to escalate matters without management interference.

The Office of Compliance and Integrity exists to provide 1) a channel of communication to receive and review compliance matters, including the delegation to appropriate Lurie Children's team members for investigation and resolution, and 2) a final internal resource with which concerned parties may communicate after other formal channels and resources have been exhausted.

Reporting Structure:

This position reports administratively to the Executive Vice President and Chief Administrative and Legal Officer (CALO) and has functional reporting to the President and Chief Executive Officer (CEO) and to the committee or subcommittee to which the Medical Center Board of Directors has assigned Compliance Program and Privacy Program oversight duties.

Direct reports include:

- Director, Compliance and Integrity x2
- Director, Compliance Audit
- Director, Policy Administration
- Director, Pharmacy Compliance (dotted line report)
- Senior Director, Research Compliance Officer (dotted line report)

Responsibilities:

The successful Chief Compliance and Integrity Officer candidate will:

- Develop and oversee implementation and management of Lurie Children's Compliance Program and Privacy Program infrastructure development, maintenance, and enhancement, striving for best practice program activities.
- Promote and foster a culture of ethical and compliant behavior and oversee the adoption of internal controls to aid compliance with legal, regulatory, and internal standards.
- Oversee planning and staff activities of all components within the Office of Compliance and Integrity.
- Oversee Lurie Children's Code of Conduct and policies and procedures crafted to guide compliant operations and activities.
- Collaborate with internal audit and enterprise risk functions on conducting periodic risk assessments.

- Consult with the attorneys in the Legal Services Department on complex legal issues, law and regulatory interpretation, and external or internal investigations requiring attorney-client privilege.
- Collaborate with the Lurie Children's Cybersecurity function by providing objective analyses, recommendations, and other support.
- Oversee implementation of Lurie Children's Compliance and Privacy work plans, including planned, scheduled, as well as unexpected and 'for cause' periodic audits and assessments.
- Develop, implement, manage, and distribute policies, procedures, and practices designed to ensure compliance with Compliance and Privacy requirements set forth in federal and state health care and other government guidance.
- Assess and monitor risk mitigation efforts related to third-party vendors and business partners.
- Works with the Human Resources department and other departments on the development of effective compliance training, including training for all employees and managers, and response to concerns of bias.
- Monitor the day-to-day compliance activities and reporting obligations engaged in by the organization.
- Meet regularly with the CEO to keep them informed of matters brought to the attention of the Office.
- Oversee response to alleged violations of laws, rules and regulations, policies and procedures, and the Code of Conduct, including to governmental agencies.
- Oversee appropriate evaluation, investigation, and resolution of reported concerns; report alleged violations to various enforcement agencies, as required.
- Use objective and quantifiable metrics to routinely report Compliance and Integrity Office activity to the CEO, Compliance Committee, and the Medical Center Board's Audit and Compliance Committee.
- Chair of the organization's Compliance Committee, providing the Committee with education and reports of the organization's compliance and integrity-related activities and responding to questions about that activity.
- Continuously monitor the design, development, and operation of the Compliance and Integrity Office programmatic activities and take appropriate steps to support and enhance its effectiveness.
- Advise and consult with senior management, department leaders, and the Board of Directors on changes in legal and regulatory requirements and expectations as they are identified by the Office of Compliance and Integrity Office, in collaboration with the Legal Services Department.
- Collaborate with the Stanley Manne Children's Research Institute leadership to support and provide expertise to research compliance efforts, including matrixed reporting by the Research Compliance Officer to the Compliance and Integrity Officer.
- Collaborate with the Pharmacy department leader to support and provide expertise to pharmacy compliance efforts, including matrixed reporting by the Pharmacy Compliance Director to the Compliance and Integrity Officer.
- Serve on organizational committees and working groups to ensure Compliance is seen as a proactive partner with departments within the organization.
- Other job functions as assigned.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- Collaborate with senior management and become fully integrated into the leadership team. Be a solution-oriented team player who has credibility and integrity, provides counsel, and contributes broadly as a subject-matter leader.
- Optimize the existing compliance program by distinguishing between essential and redundant activities, streamlining processes, and enhancing overall efficiency without compromising regulatory rigor or organizational risk posture.
- Strengthen a strong existing culture of compliance by enhancing engagement, communication, and accountability across clinical, operational, and administrative functions.
- Actively support a proactive, service-oriented culture in areas of responsibility where employees feel comfortable seeking guidance from compliance, audit, and privacy professionals.
- Partner closely with Cybersecurity and Technology teams to address cybersecurity risks, data governance, and technology-enabled compliance challenges.
- Build strong, collaborative relationships across all levels of the organization to ensure compliance is integrated into daily operations and decision-making.

Candidate Qualifications

Education/Certification

- Requires a Bachelor's degree and an advanced degree, such as a J.D. or Master's Degree (M.J., MHA, as an example)
- Current CHC certification or successful certification within twelve months of start date.

Knowledge and Work Experience

- Minimum of ten years in progressively responsible corporate compliance roles within the healthcare industry required, preferably for a large, complex multi-hospital system or academic medical center.
- Strong working knowledge of performing auditing and monitoring of system-level compliance and privacy issues.
- Expert knowledge of aspects of Medicare, Medicaid, and government health insurance reimbursement, laws, and regulations applicable to an academic medical center, including fraud and abuse laws, EMTALA, provider licensure, HIPAA, and state law equivalents.
- Knowledge of the issues and challenges facing the clinical, education, and research components of a complex health institution with a full understanding of, and ability to adopt corporate compliance and privacy efforts to effectively respond to changes in healthcare and research practices, legal/regulatory changes, and technological trends.
- Ability to identify and assess potential concerns across numerous risk dimensions by rubric and impact on the organization.

Leadership Skills and Competencies

- Demonstrated ability to guide and develop the talents of all team members. Crucial to have the skill and desire to lead and inspire by example.
- Excellent interpersonal skills and the ability to communicate at all levels of Lurie Children's and with key constituencies in the regulatory community. Effectively communicate and educate in a way that builds and maintains a climate of trust and inspires commitment from others to achieve organization goals. Exhibits effective presentation skills with small and large audiences.
- Demonstrate ongoing commitment to the principle of championing equity for Lurie Children's patients and workforce.
- Strong analytical skill set with sound judgment and the ability to make recommendations on regulatory issues. Must be a critical thinker, capable of discerning the nuances and subtleties of complex compliance issues.
- Capable of multi-tasking, working through complex issues, and handling conflicting demands and highly confidential information.
- Ability to work independently yet collaboratively, display traits of sound measured judgment, emotional maturity, and intelligence.
- Demonstrate and set high standards of behavior, performance, quality, credibility, and integrity. Exhibit judgment and business acumen necessary to advocate effectively for the corporate compliance agenda. Be focused on achieving results in an accurate and timely fashion.

- Recognize the need for change; adapt to, and cause others to adapt to values, strategies, goals, and plans in response to changing business conditions.
- Has a passion for excellence; believes in exceptional patient care, education, research, and service to the community.

The Community

Chicago, IL

Chicago, Illinois, is the third-largest city in the United States. It is a dynamic metropolis known for its iconic skyline, rich history, and cultural diversity. Situated along the southwestern shore of Lake Michigan in the state of Illinois, Chicago serves as a major hub for business, transportation, education, and the arts. With a population of nearly 2.7 million residents and over 9 million in the greater metropolitan area, the city is a vibrant patchwork of 77 officially designated community areas—each with its own unique character, traditions, and cultural influences.

Founded in 1837, Chicago quickly grew into a center of industry and innovation, particularly following the Great Chicago Fire of 1871, after which the city was rebuilt with striking architectural ambition. Today, Chicago is world-renowned for its architecture, home to pioneering skyscrapers like the Willis Tower (formerly Sears Tower), the John Hancock Center, and modern marvels by architects such as Frank Lloyd Wright, Ludwig Mies van der Rohe, and Jeanne Gang. The city's architectural legacy is celebrated through boat tours on the Chicago River and international design events.

Economically, Chicago has one of the most diverse economies in the country. Key industries include finance, healthcare, logistics, manufacturing, higher education, and a rapidly growing tech sector. It is home to the Federal Reserve Bank of Chicago and the Chicago Board of Trade, as well as the headquarters of numerous Fortune 500 companies, including United Airlines, Boeing, and McDonald's. O'Hare International Airport, one of the busiest in the world, and Midway Airport ensure global connectivity, while the Chicago Transit Authority (CTA) operates an extensive network of buses and the "L" train system that keeps the city well connected.

Culturally, Chicago is a powerhouse. It is home to world-class museums such as the Art Institute of Chicago, the Field Museum, the Museum of Science and Industry, and the Museum of Contemporary Art. The city's performing arts scene thrives with institutions like the Chicago Symphony Orchestra, Lyric Opera of Chicago, and dozens of acclaimed theaters, including the Steppenwolf and Goodman. Chicago also holds a rich musical legacy, credited as the birthplace of electric blues, house music, and a long history of jazz, gospel, and hip-hop innovation. Major annual events like Lollapalooza, the Chicago Blues Festival, and Taste of Chicago draw visitors from around the world.

The city is also known for its food scene, ranging from iconic deep-dish pizza and Chicago-style hot dogs to a growing number of Michelin-starred restaurants and global cuisines reflecting the city's immigrant roots. Chicago is one of the most racially and ethnically diverse cities in the U.S., shaped by generations of African American, Latino, Polish, Irish, Italian, Chinese, South Asian, and Middle Eastern communities, among others.

Sports are central to Chicago's identity. The city is home to passionate fan bases for its professional teams, including the Chicago Bears (NFL), Bulls (NBA), Cubs and White Sox (MLB), Chicago Sky (WNBA), Blackhawks (NHL), and Chicago Fire (MLS). Sports history runs deep, with legendary moments like the Cubs' 2016 World Series win and Michael Jordan's dominance with the Bulls in the 1990s.

Ultimately, Chicago stands out as a city of neighborhoods—each with its own heartbeat. Whether you're exploring the historic streets of Hyde Park, the mural-lined alleys of Pilsen, the lakefront trails of Lincoln Park, or the bustling food scene of West Loop, Chicago offers a deeply layered experience of American urban life. It is a city where history, progress, creativity, and community intersect.

Procedure for Candidacy

All applications, nominations, and inquiries are invited.

Please direct all applications, nominations, and inquiries to WittKieffer consultants Werner Boel or Wendy Kerschner assisting Lurie Children's with this recruitment, preferably via e-mail, to wkerschner@wittkieffer.com.

*The anticipated base compensation range for this position is **\$270,189- \$401,906** annually, commensurate with the successful candidate's experience, plus eligibility for a bonus based on achievement of organizational and individual goals. Final determination of a successful candidate's starting pay will vary based on several factors, including, but not limited to, credentials and experience within the industry.*

Lurie Children's values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.



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