



Chief Legal Officer

LEADERSHIP PROFILE

SEPTEMBER 2026

Prepared by Werner Boel, LL.M. and Taeler Kauffmann



WittKieffer



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THE OPPORTUNITY

Billings Clinic–Logan Health (BC–LH) seeks a dynamic and experienced executive to serve as its Chief Legal Officer (CLO). This is a rare opportunity to shape the legal strategy and governance of one of the region’s most influential and rapidly evolving health systems.

Billings Clinic–Logan Health (BC–LH) is Montana’s largest independent, not-for-profit health system, serving communities across Montana, northern Wyoming, and the western Dakotas. Formed through the integration of two leading healthcare organizations, BC–LH includes 25 hospitals, more than 9,000 employees, 1,200 physicians and advanced practice providers, and 80 specialties. With approximately \$2 billion in annual revenue, the organization is advancing a unified vision focused on expanding access, strengthening regional partnerships, and delivering exceptional care close to home. Formed through the integration of two highly respected healthcare organizations in 2023, BC–LH is building a stronger and more connected health system while remaining deeply committed to the communities, patients, and caregivers it serves throughout Montana, northern Wyoming, and the western Dakotas. The organization has established a unified mission, vision, values, strategic roadmap, and system-wide performance framework and is now focused on building the capabilities, culture, and leadership necessary to realize its long-term vision.

Reporting to Clint Seger MD, CEO, the Chief Legal Officer will serve as a strategic advisor to executive leadership and the Board on a broad range of legal, regulatory, governance, transactional, compliance, risk management, and business matters. The CLO will play a key role in supporting the continued integration of the health system while helping advance organizational growth, partnerships, and strategic priorities.

The successful candidate will bring a collaborative, solutions-oriented approach to legal leadership. BC–LH seeks a trusted partner who can provide thoughtful risk assessments, practical guidance, and actionable options that support informed decision-making. The CLO will build strong relationships across the enterprise, earning the confidence of clinical, operational, and administrative leaders while fostering a legal function recognized as a valued strategic resource.

The ideal candidate will be an accomplished healthcare legal executive with experience advising complex healthcare organizations and navigating the unique opportunities and challenges facing providers today. Experience supporting health system integration, affiliations, partnerships, governance, and strategic growth initiatives is highly desirable. BC–LH seeks a leader who combines sound judgment, executive presence, and business acumen with a collaborative, solutions-oriented approach to legal leadership.

The successful candidate will be a trusted advisor and relationship builder who is passionate about advancing healthcare access across urban, rural and frontier communities. This individual will thrive in a dynamic environment, helping guide the continued integration of the organization while supporting innovation, partnership, and responsible growth.

ORGANIZATION OVERVIEW

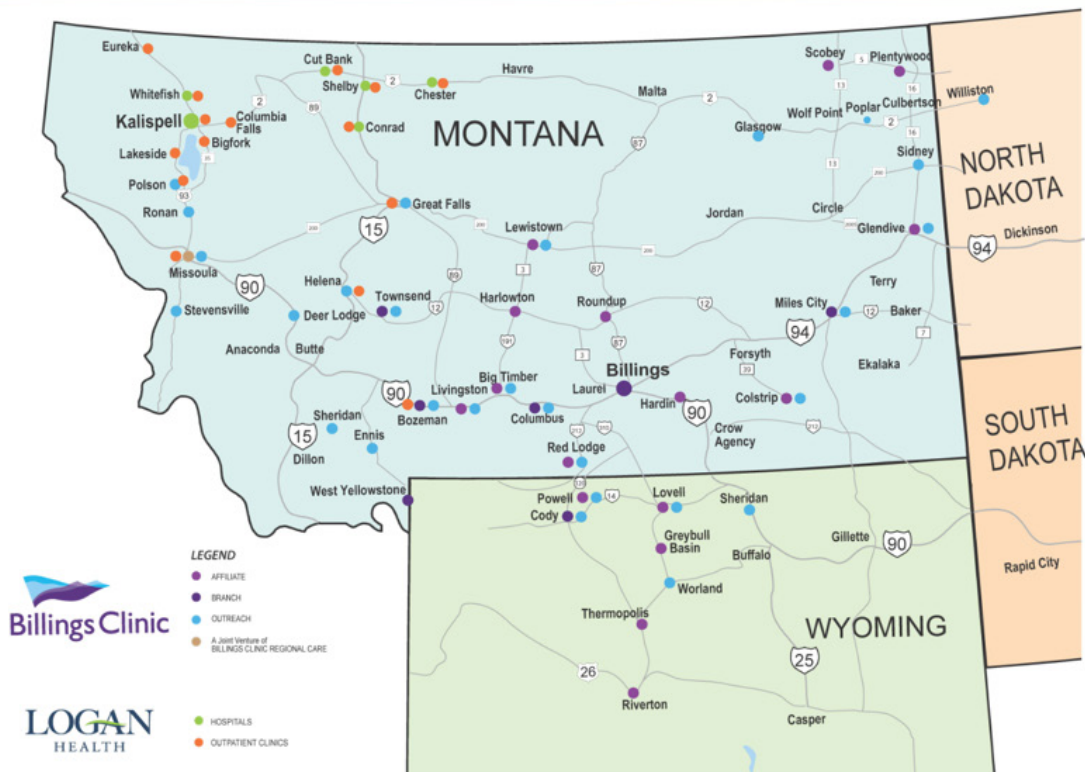
Billings Clinic – Logan Health (BC-LH) is a unified not-for-profit, Montana-based, independent health system focused on keeping patients and families close to home. The combined system serves Montana, northern Wyoming, and the western Dakotas.

With annual revenue of approximately \$2 billion, BC-LH encompasses 25 hospitals, including 16 regional partnerships with critical access hospitals and clinics. More than 9,000 employees, including 1,200 physicians and advanced practice providers practicing in 80 specialties, work together to provide patients, and their families, with a positive, proactive, patient-centered experience through innovative and effective approaches to high quality, safe health care. Annually, BC-LH provides 2.1 million clinical visits, 50,000 surgeries, and approximately 1700 air transports.


Billings Clinic


LOGAN
HEALTH

At a Glance



With strength in unity, Billings Clinic – Logan Health is positioned to adapt more robustly to the rapid and often-significant changes in today's health care environment. The enterprise is committed to sustaining and growing its services to meet the needs of the communities it serves.

Billings Clinic – Logan Health continues to integrate its legacy organizations and is advancing "system-ness" through culture work, integrating Electronic Health Record (EHR) systems, Enterprise Resource Planning (ERP), Group Purchasing Organization (GPO), and other platforms as well as specialty pharmacy, flight, physician cross-coverage, and administrative services. BC-LH has successfully executed multiple performance improvement efforts that have been transformational. In FY 2024, BC-LH developed new system-wide Mission, Vision, and Values; conducted a strategic planning process encompassing system and subsidiary levels; and developed a unified strategic roadmap and balanced scorecard. Efforts in FY 2025 and 2026 include: identifying unified KPIs and tracking these monthly; tied financial incentives to the strategic map, scorecard, and KPIs; and aligned local-level goals with subsidiary and system goals. The organization is finalizing an integrated name and brand which is expected to be released in late 2026.



At a Glance



2.1M

Clinical
Visits



1.15K

Medical
Staff



~50K

Annual
Surgeries



9K

Employees



100

Sites of
Care



172

LTC and
SNF Beds



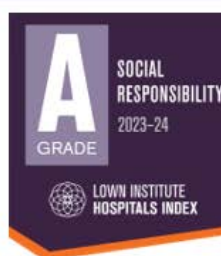
1.7K

Air
Transports



~\$2B

Annual
Revenue



The core mission is to provide high-quality, compassionate care for all. This applies to patients, their families, employees, and the wider community. The unified system's vision is to "reimagine health care through connection, service and innovation." BC-LH values are: Be kind. Work together. Trust and be trusted. Strive for excellence.

For more information about Billings Clinic-Logan Health, visit:

- <https://www.billingsclinic.com/about-us/>
- <https://www.billingsclinic.com/>
- <https://www.logan.org/>





POSITION SUMMARY

This position is responsible for leading the Health System corporate strategic and tactical legal initiatives. Provides senior management with legal advice on Health System strategies and implementation, manages the Health System legal function, and assigns and oversees the work of the internal in-house legal, contract management, and risk management teams in addition to outside counsel. Leads complex business transactions, dealing with regulatory compliance and in review and negotiation of critical contracts.

Reporting Relationships

Reporting to Clint Seger, MD, CEO, the Chief Legal Officer will have the following direct reports:

- Deputy General Counsel
- Associate General Counsel (6)
- Director Risk Management
- Director Legal Services
- Paralegals

Responsibilities

- Participates in the definition and development of corporate policies, procedures and programs and provides continuing counsel and guidance on legal matters and on legal implications of all matters.
- Serves as key lawyer/legal advisor on all major business transactions, including acquisitions, affiliations divestitures and joint ventures.
- Establishes strategy for major litigation matters; evaluates the merits of litigation filed against or on behalf of Health System, works with the appropriate executive(s) to define a strategic litigation approach and approves settlements of disputes where warranted.
- Partners with the compliance office on healthcare regulatory, payer, and other legal compliance concerns.
- Structures and manages the Health System internal legal function and staff.

- Oversees the selection, retention, management and evaluation of outside counsel.
- Advises on legal aspects of Health System financing, including assessing and advising on current and future business structures and legal entities.
- Leads all legal processes (e.g., commercial contracts, licensing and regulatory matters, intellectual property, mergers and acquisitions, compliance issues, transactions, agreements, lawsuits, etc.).
- Provides expert and strategic advice to management. Develops company policy and position on legal issues. Researches, anticipates and guards Health System against legal risks.
- Participates in government relations and legislative review processes to ensure the organization's interests are represented before state and federal legislative and administrative bodies.
- Keeps abreast of legislative and regulatory changes.
- Oversees the Risk Management department and function for the Health System, including structuring and managing Risk Management staff.
- Supports Health System boards in governance matters.





GOALS AND OBJECTIVES

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

- **Support Enterprise Integration and Organizational Alignment**, serve as a strategic legal advisor supporting the continued integration of Billings Clinic and Logan Health while fostering alignment, collaboration, and trust across the system.
- **Advance Strategic Growth Through Partnerships and Affiliations**, provide practical legal guidance that enables affiliations, partnerships, joint ventures, and other strategic initiatives that strengthen healthcare access throughout the region.
- **Serve as a Trusted Advisor and Relationship Builder**, build strong relationships across the organization and cultivate a service-oriented legal function that is viewed as a trusted, solutions-focused partner.
- **Strengthen Support for Rural and Frontier Healthcare**, support BC-LH's mission to improve healthcare access and sustainability for rural and frontier communities through innovative collaborations and care delivery models.
- **Enhance Risk Management and Governance**, deliver clear, actionable legal counsel that helps leaders and boards effectively balance risk, growth, innovation, and organizational priorities.



CANDIDATE QUALIFICATIONS

Education/Certification

- Juris Doctor (JD) from an ABA-accredited law school and eligibility to practice in Montana.

Knowledge and Work Experience

- Minimum of fifteen (15) years' experience ideally in a combined law firm and corporate/healthcare system law department.
- Experience working on matters of nonprofit tax-exempt healthcare organization corporate governance and with a board of directors.
- Experience managing other attorneys and supervising support staff; experience with cost-effective management of outside legal resources.
- Experience in working with and understanding of the Federal and State laws, regulations and processes affecting healthcare services providers; including (at a minimum):
 - Medicare and Medicaid Programs, Provider Types, and Regulatory Schemes
 - Anti-Kickback Statute
 - Physician Self-Referral Law ("Stark Law")
 - Federal Civil Monetary Penalties Law
 - Federal Civil False Claims Act
 - Federal and State Tax Exemption Laws
 - Federal Tax-Exempt Bond Rules
 - Medicare Enrollment and Payment Systems as they impact System Organizations
 - Federal and State Information Privacy and Security Laws (including HIPAA)

- Business Organization forms
 - Malpractice, licensing, general liability laws
 - Employment and labor law
 - Critical Access Hospital and Rural Health Clinic regulations
- Experience in directing legal strategy and managing complex joint venture and multi-entity healthcare businesses. Experience in drafting and negotiating complex legal documents. Experience in drafting physician and other healthcare services providers' employment agreements, coverage and other services agreements.
 - Possess a broad experience in health care law, employment law, real estate transactions, information technology and licensing, clinical research, Federal and State legislative affairs, intellectual property and antitrust law.
 - Must possess ability to handle and oversee a heavy workload and diverse projects in a timely manner.

Leadership Skills and Competencies

- **Strategic Legal Direction and Risk Assessment**

Drive organizational objectives by operationalizing changes and initiatives effectively and efficiently. Proactively anticipate both the needs of Health System and the impact operations has on the organization's success. Collect and analyze data, prepare and present recommendations. Develop and communicate nuanced risk assessments to help system and local leaders evaluate various dimensions of risk (legal, compliance, public relations, financial, etc) to advise on business and legal issues.

- **Emotional Intelligence**

Serve as a role model for others by exhibiting the Health System core values. Lead and influence the team to provide outstanding customer service. Develop and foster relationships with other Health System leaders, departments and members of the team to support open communication, trust, transparency and collaboration.

- **Leadership**

Creates a supportive department culture by fostering individual motivation, coaching and training for optimum job performance. Leads to improve culture, employee and physician engagement, empowerment, growth and retention.

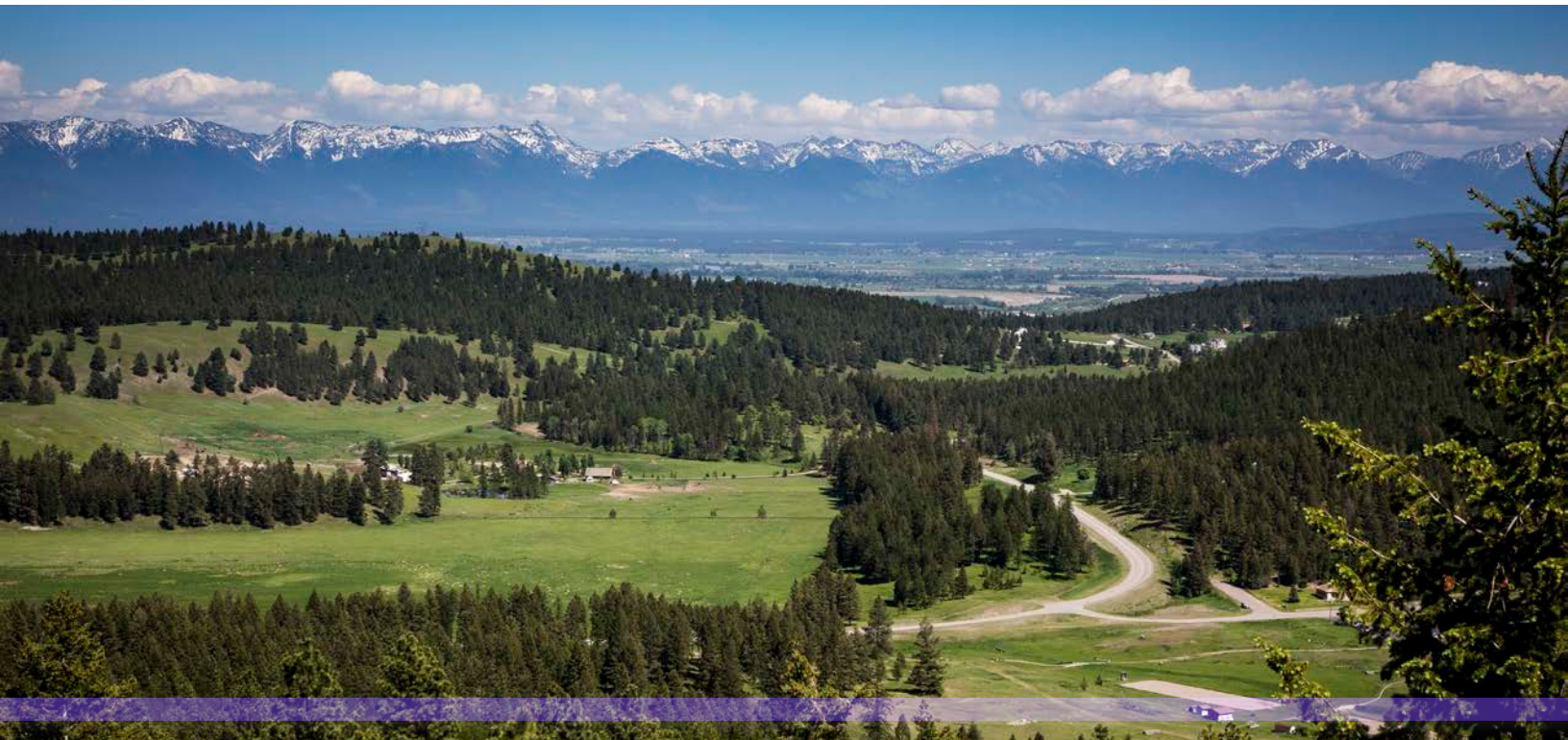
THE COMMUNITY

Kalispell, Montana

Kalispell sits in the heart of the Rocky Mountains in northwestern Montana, approximately 35 miles south of the Canadian border. As the county seat of Flathead County and one of Montana's fastest-growing communities, Kalispell combines the amenities of a thriving regional hub with unparalleled access to some of the nation's most spectacular natural landscapes. The city's population is estimated at approximately 31,800 residents, reflecting remarkable growth of more than 25 percent since 2020.

Just 35 miles east lies the breathtaking wilderness of Glacier National Park, a UNESCO World Heritage Site encompassing more than 1,500 square miles of pristine mountain scenery. Fifteen minutes to the south is Flathead Lake, the largest natural freshwater lake west of the Mississippi River in the contiguous United States, spanning nearly 200 square miles and renowned for its exceptionally clear waters. Surrounding the valley is the expansive Flathead National Forest, encompassing approximately 2.4 million acres of public land and providing habitat for grizzly and black bears, moose, elk, mountain goats, bighorn sheep, wolves, and other wildlife.

Covering more than 5,000 square miles, Flathead County is home to approximately 115,400 residents and remains one of Montana's leading centers of growth. Since 2020, the county has added more residents than any other county in the state and continues to attract newcomers seeking both economic opportunity and an exceptional quality of life. The regional economy is diverse and resilient, supported by healthcare, tourism, manufacturing, technology, education, construction, and a strong small-business sector.





At an elevation of 2,959 feet, Kalispell enjoys four distinct seasons and a comparatively moderate mountain climate. Summers feature warm days, cool evenings, and low humidity. Autumn brings crisp air and vibrant colors, while winters offer abundant opportunities for skiing, snowboarding, snowmobiling, and ice fishing. Spring arrives with blooming wildflowers in the valley and snow-capped peaks still visible on the surrounding mountains. The valley's location between mountain ranges and its abundance of lakes and rivers help moderate seasonal temperature extremes.

Education remains a cornerstone of the community. Kalispell is served by highly regarded public and private schools, Flathead Valley Community College, and nearby higher education opportunities throughout the region. Flathead Valley Community College continues to expand academic and workforce development programs that support the area's growing economy and talent needs.

Arts and culture play a vibrant role in life throughout the Flathead Valley. Local galleries, theaters, festivals, museums, and live music venues showcase the work of regional artists and performers year-round. Residents and visitors enjoy everything from outdoor summer concerts and community theater productions to fine art exhibits and seasonal cultural celebrations.

Recreation opportunities are virtually limitless. Whitefish Mountain Resort, consistently recognized as one of the premier ski destinations in North America, is less than an hour away, while Blacktail Mountain Ski Area overlooks Flathead Lake to the south. The region boasts numerous golf courses, including Kalispell's historic Buffalo Hill Golf Club. Hiking, mountain biking, fishing, boating, kayaking, hunting, camping, paddling, and wildlife viewing are all easily accessible throughout the valley. Glacier National Park alone offers more than 700 miles of hiking trails.

With panoramic views of Glacier National Park and the Whitefish, Swan, and Mission mountain ranges, Kalispell offers a rare combination of natural beauty, economic vitality, and community spirit. The Flathead Valley's welcoming residents, abundant outdoor recreation, growing economy, and unmatched scenery continue to make it one of the most desirable places to live, work, and visit in the American West.

For additional information on Kalispell, MT and the Flathead Valley:

- www.kalispell.com
- www.kalispellchamber.com
- www.discoverkalispell.com
- www.fcvb.org
- <https://www.fs.usda.gov/r01/flathead>

Billings, Montana

Billings, Montana's largest city with a population of more than 121,000 residents, serves as the medical, financial, retail, and commercial hub for a large regional trade area spanning Montana, Wyoming, North Dakota, and South Dakota. Located in the Yellowstone River Valley where the Great Plains meet the Rocky Mountains, Billings is framed by the iconic Rimrocks, dramatic sandstone cliffs that overlook the city, while the Yellowstone River flows along its southern edge.

Billings offers an exceptional quality of life, combining the amenities of a metropolitan center with immediate access to some of the nation's most spectacular outdoor recreation destinations. Residents are within driving distance of Yellowstone and Glacier National Parks and enjoy year-round opportunities for hiking, mountain biking, fly-fishing, rafting, skiing, snowmobiling, hunting, and camping. The city experiences more than 200 days of sunshine annually and benefits from a generally moderate climate relative to many northern regions.

The community is known for its affordability, short commute times, family-friendly neighborhoods, and strong educational opportunities. The average commute is approximately 16.5 minutes, significantly below the national average, allowing residents to spend less time in traffic and more time with family and enjoying the outdoors. The city boasts highly connected infrastructure, strong public and private school options, and a growing population attracted by both career opportunities and lifestyle advantages.

Billings continues to maintain one of the strongest economies in Montana. Health care, financial services, professional services, construction, retail, and tourism are major economic drivers. Billings generates approximately 20 percent of Montana's GDP and serves a regional population of more than 650,000 people.

Downtown Billings has experienced significant revitalization in recent years, featuring an expanding mix of restaurants, breweries, entertainment venues, public art, and locally owned businesses. The city hosts numerous cultural events, concerts, sporting events, and conventions throughout the year. Attractions such as ZooMontana, the Yellowstone Art Museum, Alberta Bair Theater, local theater companies, art and music venues and the vibrant downtown historic district contribute to a dynamic community atmosphere. Tourism also plays a major role in the local economy, with Billings welcoming more than 2.6 million visitors annually.

For residents and visitors alike, Billings offers a unique blend of economic opportunity, outdoor adventure, and community connection, making it one of the most attractive places to live and work in the Rocky Mountain West.

For additional information on Billings, please access the following websites:

- <http://ci.billings.mt.us/>
- <http://www.billingschamber.com/>





PROCEDURE FOR CANDIDACY

Please direct all nominations and applications to Taeler Kaufmann via email at tkaufmann@wittkieffer.com.

Werner Boel, LL.M.

Senior Partner and Practice Leader,
Legal and Compliance

678.302.1559

Taeler Kaufmann

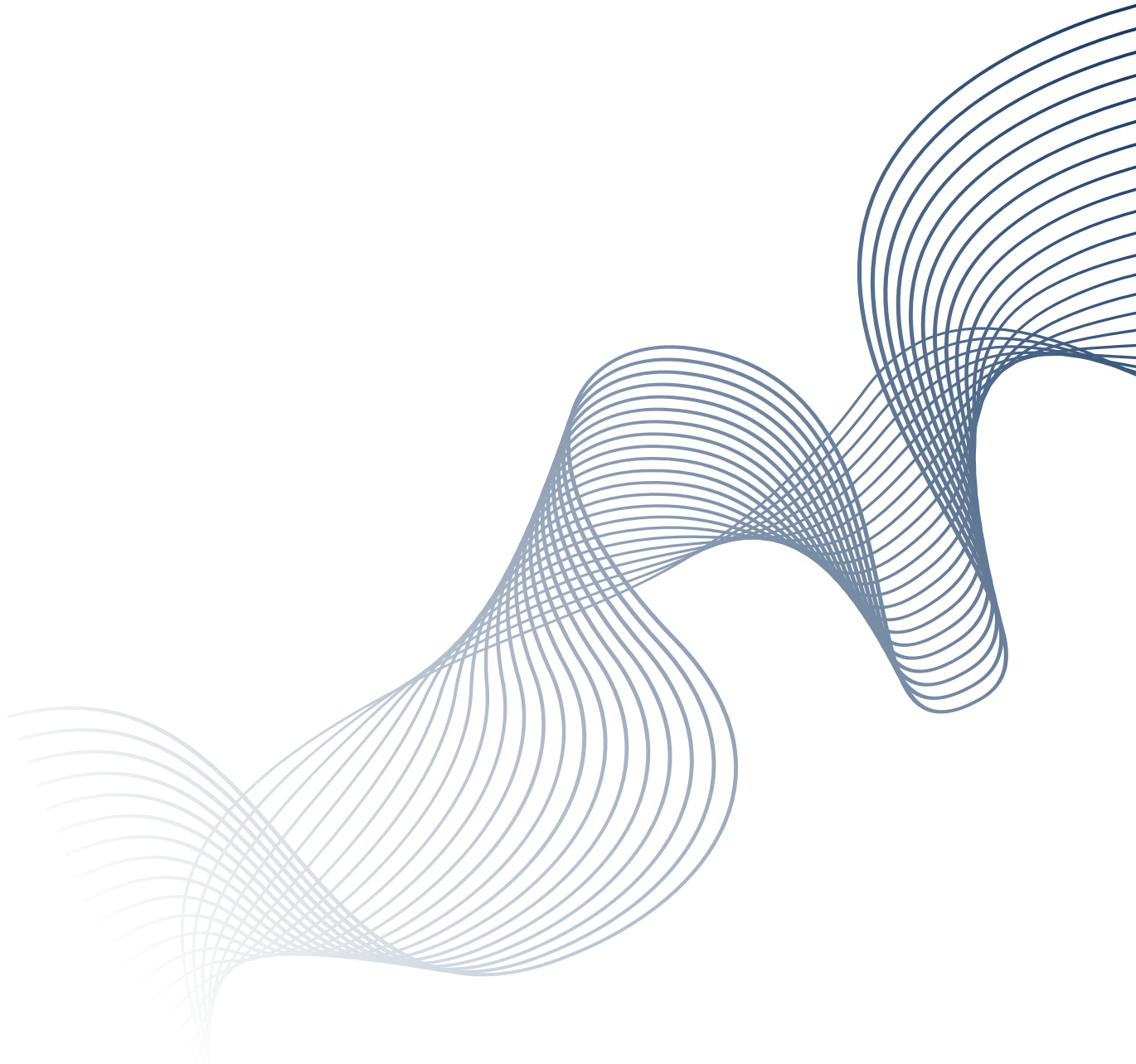
Senior Associate

630.575.6157

Billings Clinic - Logan Health, as an equal opportunity employer, our policies and processes are designed to achieve fair and equitable treatment of all employees and job applicants. All employees and job applicants will be provided the same treatment in all aspects of the employment relationship, regardless of race, color, religion, sex, gender identity, sexual orientation, pregnancy, marital status, national origin, age, genetic information, military status, and/or disability.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Billings Clinic – Logan Health documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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