



Medical Director of Oncology

Leadership Profile

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WittKieffer

Contents

The Opportunity	01
Organization Overview	02
Position Summary	07
Goals and Objectives	09
Candidate Qualifications	10
The Community	11
Procedure for Candidacy	12

The Opportunity

Baptist MD Anderson Cancer Center seeks an accomplished physician executive to serve as the Medical Director of Oncology (Medical Director) and lead the next phase of growth and maturation for a nationally aligned, research-driven oncology program. Working in close dyad partnership with the Vice President of Operations, the Medical Director will establish the clinical vision and strategic priorities of the cancer center while maintaining a meaningful part-time clinical practice. This highly visible role will influence the full continuum of cancer care, from prevention and diagnosis through treatment, supportive care, survivorship, and clinical research, while strengthening the culture, performance, and long-term direction of the program.

Established in 2015 through a partnership between Baptist Health Jacksonville and The University of Texas MD Anderson Cancer Center, Baptist MD Anderson combines the reach and resources of a six-hospital regional health system with MD Anderson's multidisciplinary model of care, evidence-based treatment standards, and research capabilities. The program has grown to include 60 physicians, 61 advanced practice providers, more than 800 team members, 12 disease-specific multidisciplinary cancer conference teams, and more than 30 active clinical trials. During the 12 months ending September 2025, Baptist MD Anderson cared for 29,781 patients across 94,863 outpatient visits and 17,209 inpatient visits. Its principal campus is a purpose-built, approximately 330,000-square-foot cancer center integrating medical oncology, radiation oncology, cancer surgery, infusion, imaging, precision oncology, clinical research, supportive care, and survivorship services.

The Medical Director will establish a visible and accessible leadership presence and build trusted relationships with physicians, advanced practice providers, nurses, researchers, staff, and administrative leaders across the cancer center. This leader will engage key stakeholders throughout Baptist Health and MD Anderson Cancer Center in Houston, serving as an effective bridge between the two organizations. An early priority will be to listen, understand the culture and operating environment, strengthen physician engagement and morale, and create meaningful opportunities for physicians to participate in decisions affecting clinical strategy, quality, operations, research, and program development.

This position offers a distinctive opportunity to integrate executive leadership, academic collaboration, research advancement, program building, and ongoing clinical practice. The next Medical Director will build upon the strong foundation established by current leadership while helping Baptist MD Anderson evolve into an increasingly integrated, academically oriented regional destination for complex cancer care. The successful candidate will be a present, credible, and relationship-centered leader with demonstrated experience scaling a cancer program, establishing effective leadership and governance structures, engaging physicians, and uniting multidisciplinary teams around a shared commitment to exceptional outcomes, responsible growth, innovation, and an outstanding experience for patients and families.

Organization Overview

Baptist MD Anderson Cancer Center is a comprehensive cancer program in Jacksonville, Florida, created through a partnership between Baptist Health Jacksonville and The University of Texas MD Anderson Cancer Center. Established in 2015, the organization was designed to bring MD Anderson's multidisciplinary, disease-specific model of cancer care, evidence-based treatment protocols, research capabilities, and clinical standards to patients across Northeast Florida, Southeast Georgia, and the broader region. In 2025, Baptist MD Anderson marked its tenth anniversary.

Baptist MD Anderson was the third health system to join MD Anderson's national partner network and remains the network's only partner located in the Southeast. The network currently includes seven domestic health system partners. MD Anderson describes its partner organizations as integrated, co-branded cancer programs that follow its treatment plans and standards of care while receiving support in clinical integration, research, quality, business strategy, facility planning, physician recruitment, and program development.



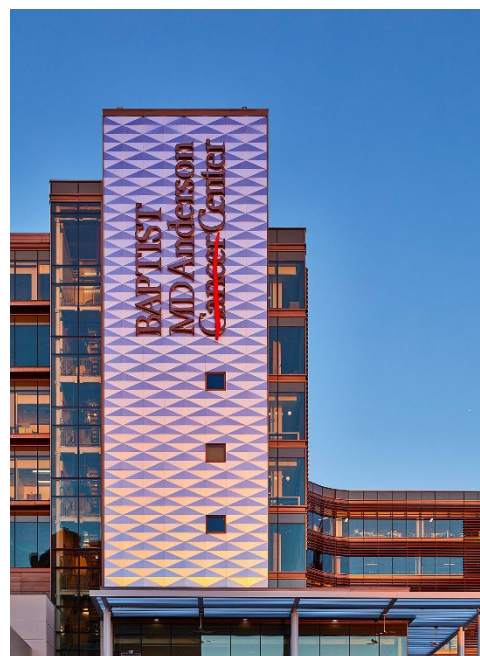
Partnership with MD Anderson

The Baptist MD Anderson model combines Baptist Health's regional care-delivery infrastructure and community relationships with MD Anderson's cancer-specific expertise, clinical standards, and research platform. Physicians at Baptist MD Anderson and MD Anderson's Houston campus are clinically integrated, with the Jacksonville program using treatment approaches modeled on MD Anderson's evidence-based system of cancer care.

The formal partnership provides Baptist MD Anderson with access to:

- MD Anderson treatment plans and standards of care
- Clinical and operational integration
- Multidisciplinary and subspecialized cancer care models
- Peer-to-peer clinical collaboration
- Clinical trials and research collaboration
- Clinical resources and quality tools
- Business and cancer service-line strategy
- Guidance related to facilities, equipment, recruitment, and market development

The organization operates locally through Baptist Health rather than as a separately owned MD Anderson hospital in Houston. The partnership nevertheless creates meaningful clinical and programmatic alignment between Jacksonville and MD Anderson.



Clinical Model

Baptist MD Anderson provides a single destination for most elements of adult cancer diagnosis, treatment, research, supportive care, and survivorship. Its model is organized around multidisciplinary, disease-specific teams rather than a collection of independently operating oncology practices.

Medical oncologists, radiation oncologists, surgeons, pathologists, nurses, pharmacists, genetic counselors, dietitians, psychologists, social workers, and other specialists collaborate to develop individualized treatment plans. Patients are also assigned oncology nurse navigators who help coordinate care, appointments, and support services.

The program treats cancers involving:

- Blood and lymphatic systems
- Bone and soft tissue
- Brain and spine
- Breast
- Colorectal system
- Gynecologic system
- Head and neck
- Lung, chest, and esophagus
- Skin
- Stomach and intestinal system
- Urologic system



The organization also provides precision oncology and targeted therapy, radiation oncology, infusion services, cancer surgery, genetic risk assessment, rehabilitation, nutrition, psychological services, spiritual care, pain and symptom management, financial counseling, art therapy, survivorship programs, and other supportive services.

Facilities and Regional Reach

In 2018, Baptist MD Anderson moved from its initial outpatient location on the Baptist Medical Center Jacksonville campus into a purpose-built, approximately 330,000-square-foot cancer center in Jacksonville's San Marco neighborhood. The facility was designed to consolidate cancer services and supportive resources within a single location. The nine-story facility serves as the program's principal hub and includes clinical appointments, imaging, radiation therapy, infusion therapy, pharmacy services, patient education, and wellness and supportive-care resources.

Baptist MD Anderson serves patients from Northeast Florida, Southeast Georgia, and beyond. Its regional role is strengthened by integration with Baptist Health's hospital, physician, emergency, and ambulatory network. A tour of the campus is available here - <https://www.baptistmdanderson.com/patients-and-families/explore-our-campus>

Research and Innovation

Clinical research is an important component of the Baptist MD Anderson platform. The clinical trials program gives eligible patients access to investigational treatments that may not be available through standard care, including:

- Targeted therapies
- Immunotherapies

- Precision treatments
- Treatment strategies informed by the biology of an individual patient’s cancer

Baptist MD Anderson’s physicians and research teams collaborate with investigators across MD Anderson’s cancer network and with national research groups. Its research infrastructure includes research coordinators, clinical specialists, nurses, and data professionals who support patients through the clinical trial process.

The program’s research aspirations include expanding clinical trial access, strengthening research infrastructure, and more closely integrating research with multidisciplinary cancer care. Baptist MD Anderson is positioned as a growing, nationally aligned, research-driven oncology program with an academic affiliation rather than as a freestanding academic cancer center.

Growth and Operational Performance

Baptist MD Anderson has experienced significant clinical growth since opening. Infusion volume more than doubled between 2019 and 2024, exceeding 39,000 visits in 2024. Through redesigned appointment templates, acuity balancing, workflow changes, and predictive analytics, the center reported:

- A 140% increase in daily scheduled infusion volumes
- A 13% increase in chair efficiency
- A 30% reduction in average chair wait times

These improvements were achieved without adding infusion chairs or extending operating hours.

This example reflects an operating environment focused on accommodating continued growth through workflow redesign, analytics, capacity optimization, and more efficient use of the existing clinical footprint.

Baptist Health System Facts & Figures (FY25)	
Licensed Beds	1,445
Team Members	15,800+
Inpatients	75,503
Emergency Room Visits	408,088
Babies Delivered	8,198
Total Surgical Procedures	52,589
Annual Net Revenue	\$3.5B

Baptist Health

Baptist Health is a locally governed, faith-based, mission-driven organization based in Jacksonville, Florida, that believes healthcare is best delivered at the community level.

Founded in 1955 as a single community hospital, Baptist Health has evolved into a \$3.5B integrated delivery network that is nationally recognized for its dedication to quality and safety of care, as proven by its numerous distinctions, accreditations, and awards. With more than 15,800 employees and 3,100+ medical staff members, Baptist Health is the provider of choice for many in the greater Jacksonville area.



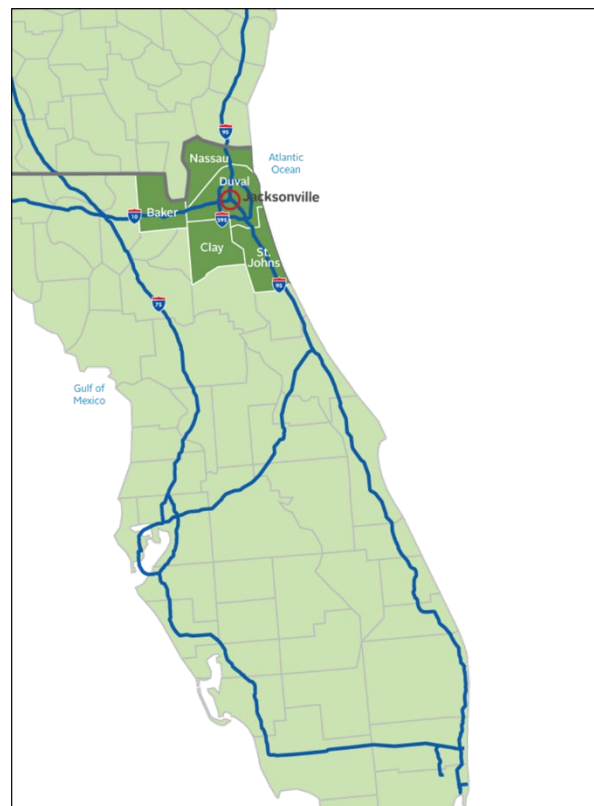
Most preferred. Since the inception of the National Research Corporation’s HealthCare Market study in 1990, Baptist Health has been ranked as the most preferred health system by consumers in the greater Jacksonville area, with the best doctors, nurses, image/reputation, and overall quality.

Financially strong. Fitch's 2025 rating review maintained Baptist Health's AA rating with a stable outlook, highlighting Baptist Health's "strong organic top-line revenue growth and specialized care." Baptist Health has enjoyed a long history of stable, tenured leadership since its founding. In its 70+ years, Baptist Health has had only seven CEOs.

Technologically advanced and quality focused. Thanks to Baptist Health's financial health and donors' generosity, the System continually invests in the latest technologies to help medical staff remain at the forefront of quality care. All Baptist Health hospitals have held Magnet designation since 2007. The adult hospitals have consistently earned an "A" rating from The Leapfrog Group for Hospital Safety, and the children's hospital has held Leapfrog's "Top Children's Hospital" rating for three consecutive years.

Investing in the workforce. Baptist Health has consistently been recognized for its emphasis on health and wellness at work, most recently named one of Fortune's Best Workplaces in Healthcare and, by Forbes, one of Florida's best employers. The system offers education and training opportunities for healthcare professionals, including more than 250 medical and nursing students, residents, and fellows who rotate through Wolfson Children's Hospital.

Community-focused. The system is widely recognized for active community participation, which is central to its mission and values. Baptist Health's goal each year is to contribute 150 percent of the system's tax-exempt benefit outside hospital walls and to measure the impact of that investment on achieving community health goals. Priorities are set based on the results of a joint Community Health Needs Assessment, conducted every three years in collaboration with all other nonprofit health systems in the Jacksonville area.



Baptist Health Footprint

Baptist Health offers a wide range of patient-centric, quality-focused services, primarily throughout most of the Jacksonville Metropolitan Statistical Area (MSA), including Baker, Clay, Duval, Nassau, and St. Johns Counties.

Baptist's most advanced tertiary services, including Baptist Heart Hospital, endovascular stroke treatments, and the Baptist MD Anderson Cancer Center, treat patients from a broader geography, including South Georgia, North Florida (west of Jacksonville to Tallahassee), and areas south of Jacksonville.

The core of BHS comprises two tertiary-level regional referral centers (adult and pediatric), four community hospitals, five satellite emergency centers, and more than 200 patient access points of care, including outpatient surgery centers, diagnostic imaging centers, physician clinics, medical plazas, rehabilitation programs, and community health outreach programs.

Baptist Health's service focus is comprehensive primary, secondary, and tertiary care for every stage of life. Service lines feature an integrated approach in which physician specialists and other providers use BHS's extensive outpatient and inpatient network to deliver care to residents.

Key adult services include interventional and non-interventional cardiology, ranging from community-based education to advanced treatments at Northeast Florida's only dedicated heart hospital; a comprehensive cancer care program integrated with MD Anderson Cancer Center; a regional neurological institute, including a stroke

and cerebrovascular center led by endovascular surgeons who treat brain aneurysms and neurosurgeons who specialize in spine surgery; a growing orthopedic group that pairs non-surgical specialists with surgeons to provide community-based services for sports injuries and total joint replacements; and a wide variety of inpatient and outpatient behavioral health services. Other services include outpatient laboratories and diagnostic imaging facilities; rehabilitation services; home healthcare and home infusion services; pastoral care; clinical trials; and high-quality, innovative healthcare technology management and clinical engineering services across multiple clinical departments.

For additional information please visit <https://www.baptistmdanderson.com/> and <https://www.baptistjax.com/>

Position Summary

The Medical Director of Oncology provides strategic vision, medical direction, and ongoing development of clinical programs for the Cancer Center. This position operates within a dyad leadership model alongside the Vice President of Operations.

Reporting Relationships

- The Medical Director reports to the SVP, Medical Director, Baptist Medical Group. Direct reports include Division Heads for Cancer Medicine, Radiation Oncology, and Surgery.

Responsibilities

- Establish and advance the clinical vision, strategy, and priorities of Baptist MD Anderson Cancer Center in collaboration with the Vice President of Operations, Clinical Division Heads, Baptist Health leadership, and MD Anderson Cancer Center leadership in Houston.
- Provide clinical leadership for the cancer program and oversee physician activities and disease-site programs to ensure alignment with Baptist Health's strategic plan, MD Anderson protocols, evidence-based standards, and recognized best practices.
- Serve as the senior clinical leader within the dyad model, partnering with the Vice President of Operations to guide the planning, development, growth, and performance of the cancer center.
- Act as a key clinical liaison between Baptist Health and MD Anderson Cancer Center, strengthening alignment across clinical strategy, multidisciplinary care, research, quality, physician leadership, and program development.
- Collaborate with Clinical Division Heads and physician leaders to develop high-performing, multidisciplinary disease-site programs grounded in subspecialized expertise, coordinated care, and measurable clinical outcomes.
- Ensure that required clinical support services are provided through the Baptist Health physician network in accordance with the Oncology Services Agreement.
- Lead physician recruitment, selection, onboarding, engagement, performance evaluation, and professional development in collaboration with the dyad partner, Chief Medical Officer, system medical leadership, and Clinical Division Heads.
- Partner with the Chief Medical Officer and Medical Staff leadership to address physician professionalism, peer review, performance management, and employment matters in accordance with Medical Staff Bylaws, organizational policies, the Oncology Services Agreement, and applicable laws.
- Establish annual, measurable quality, performance, and stewardship goals for physicians and other providers, and promote accountability for achieving those goals.
- Champion the implementation of evidence-based guidelines, clinical pathways, MD Anderson treatment protocols, quality benchmarks, and outcomes-reporting processes across the cancer program.
- Establish, monitor, and continuously improve aggregate clinical outcomes, quality measures, patient safety indicators, and performance metrics across clinical disciplines and disease-site programs.

- Partner with the System Quality Officer, Patient Safety Officer, and clinical leaders to improve patient safety, reduce unwarranted clinical variation, enhance efficiency and throughput, and ensure timely, patient-centered care.
- Evaluate emerging treatment approaches and innovative clinical practices through disciplined quality monitoring, evidence review, and structured implementation processes.
- Strengthen multidisciplinary collaboration among medical oncology, radiation oncology, surgical oncology, pathology, radiology, nursing, pharmacy, research, supportive care, and other clinical disciplines.
- Optimize clinical operations and care coordination across the continuum, including screening, diagnosis, treatment, research, supportive care, survivorship, and end-of-life care.
- Expand physician and patient participation in clinical research and ensure that eligible patients have appropriate access to clinical trials and research studies.
- Champion the effective use of digital health, telemedicine, data analytics, clinical informatics, and emerging technologies to enhance access, clinical decision-making, patient experience, operational performance, and research.
- Partner with the Vice President of Operations and cancer center leadership in annual budget development, long-range financial planning, resource allocation, operating performance, and updates to financial projections and pro forma statements.
- Promote responsible financial stewardship and sustainable program growth while ensuring that clinical, staffing, technology, and capital investments support the cancer center's strategic priorities.
- Communicate consistently and effectively with clinical and administrative leaders, physicians, staff, and other stakeholders to maintain alignment around the cancer program's vision, strategy, priorities, and performance expectations.
- Foster a culture of safety, professionalism, integrity, accountability, collaboration, continuous improvement, and service excellence.
- Champion Baptist Health's mission and values through visible, values-based leadership, partnering with multidisciplinary teams to strengthen clinical accountability, ethical practice, regulatory compliance, quality, and patient safety.
- Maintain a meaningful part-time clinical practice at a level and under terms established in partnership with the Chief Medical Officer, preserving direct engagement with patients, physicians, and frontline care delivery.
- Perform all responsibilities in accordance with organizational policies, professional standards, regulatory and accreditation requirements, and applicable laws.
- Ensure that patients, families, physicians, employees, and other stakeholders receive a compassionate, people-centered, and consistently excellent experience aligned with Baptist Health's mission and values.

Goals and Objectives

- Build strong partnerships with leadership teams at both Baptist Health and MD Anderson Cancer Center to ensure alignment around clinical strategy, research priorities, physician engagement, quality improvement, and program growth. Serve as a collaborative bridge between the organizations, fostering communication, trust, and shared accountability in support of the cancer center's mission and long-term vision.
- Improve physician engagement, morale, and alignment across the cancer program by fostering transparent communication, increasing physician participation in decision-making, and creating meaningful opportunities for physicians to influence the future direction of the organization. Establish governance structures and forums that ensure physicians feel heard, valued, and actively involved in program strategy and operations.
- Recruit and onboard several key physician leaders while strengthening the leadership infrastructure across the cancer program. Particular focus will include recruiting the next Chair of Surgery, evaluating current interim leadership, and developing a pipeline of physician leaders capable of advancing clinical excellence, growth, and innovation.
- Partner closely with operational leadership to improve efficiency, access, care coordination, and patient throughput across the cancer continuum. Identify and implement innovative care delivery models, including expanded ambulatory access points, hospital-at-home initiatives, and other strategies that improve convenience and access while enhancing the patient experience.
- Support the growth of clinical research, physician participation in trials, and the development of graduate medical education programs. Help position Baptist MD Anderson for future fellowship and training opportunities while strengthening its reputation as a research-driven, academically aligned cancer program.
- Further define and mature the physician-administrator dyad model by establishing shared goals, governance processes, communication expectations, and accountability measures. Ensure clinical and operational leadership are fully aligned in advancing physician engagement, operational performance, research growth, and the long-term strategic vision of Baptist MD Anderson Cancer Center.

Candidate Qualifications

Education/Certification

- Board-certified physician with demonstrated leadership in oncology or a related specialty.

Knowledge and Work Experience

- 10+ years of progressive executive physician leadership experience within a comprehensive cancer center, academic medical center, integrated health system, or nationally recognized oncology program.
- Demonstrated success leading and scaling a growing cancer program, including expansion of clinical services, physician recruitment, operational infrastructure, research activity, and multidisciplinary care models.
- Experience building organizational structure, governance, and accountability processes that support physician engagement, program growth, and sustainable operational performance.
- Demonstrated success recruiting, mentoring, and developing physicians, section chiefs, and future physician leaders.
- Experience advancing clinical research infrastructure, increasing clinical trial participation, and strengthening relationships with academic, research, and industry partners.
- Experienced leading an organization through cultural transformation, integration efforts, organizational restructuring, and growth initiatives.

Leadership Competencies

- Establishes a strong leadership presence throughout the organization and is highly engaged with physicians, staff, and operational leaders.
- Leads through accessibility, transparency, communication, and relationship-building rather than distance or hierarchy.
- Creates an environment where physicians feel heard, valued, and actively involved in organizational decision-making.
- Uses influence, credibility, and consensus-building skills to drive results across complex stakeholder groups.
- Understands how physician engagement, operations, research, education, quality, and growth must work together to achieve organizational success.
- Effectively balances change management with stakeholder engagement and operational stability.
- Creates accountability while fostering professional growth and leadership development.
- Demonstrates a genuine commitment to patients, caregivers, colleagues, and the organization's mission while fostering a culture of accountability, respect, and continuous improvement.

The Community

Jacksonville, Florida (and surrounding area)

Jacksonville, often referred to as “Jax,” offers a unique combination of coastal living, economic opportunity, and exceptional quality of life. As the largest city by land area in the continental United States, Jacksonville provides the advantages of a major metropolitan area while maintaining the accessibility, affordability, and welcoming atmosphere often associated with smaller communities. Its diverse neighborhoods, thriving economy, and relaxed coastal lifestyle continue to attract families, professionals, and executives from across the country.

Jacksonville and the surrounding First Coast region offer more than 20 miles of Atlantic coastline, beautiful waterfront communities, year-round outdoor recreation, and a cost of living that remains favorable compared with many major Florida and coastal markets. Residents enjoy diverse housing options, strong public and private schools, and convenient access to regional and international travel through Jacksonville International Airport.

Life in Jacksonville is centered around the outdoors, community, and a growing cultural scene. Residents have access to one of the nation’s largest urban park systems, miles of beaches, scenic riverfronts, nature preserves, and year-round sunshine. The city also offers a vibrant mix of performing arts, museums, live music, professional sports, local dining, craft breweries, and community festivals. Jacksonville’s blend of coastal influences, Southern hospitality, and continued economic growth creates an environment that feels both relaxed and dynamic.

Jacksonville is one of the fastest-growing metropolitan areas in the Southeast and serves as the economic center of Northeast Florida. The region benefits from a diverse and resilient economy supported by healthcare, financial services, logistics, transportation, military operations, advanced manufacturing, and technology. Significant business investment, population growth, and infrastructure development continue to strengthen Jacksonville’s position as one of the nation’s most attractive emerging markets for employers and executives.

Whether drawn to historic neighborhoods, urban riverfront living, master-planned communities, or beachfront settings, residents can find a lifestyle that aligns with their personal and professional priorities. Compared with many peer markets, Jacksonville offers greater housing affordability, more living space, shorter commute times, and access to an extensive range of recreational and cultural amenities. For many executives and families, the region provides an ideal balance of professional opportunity, personal lifestyle, and long-term quality of life.



Procedure for Candidacy

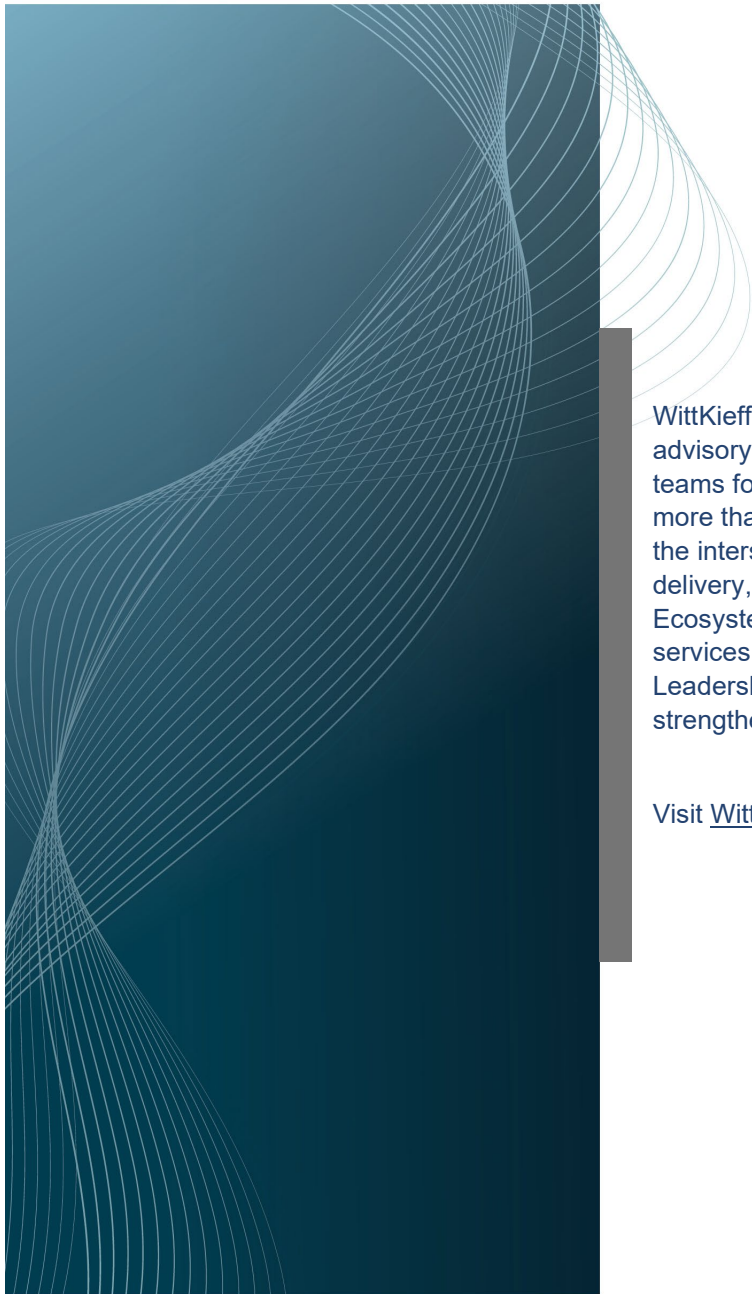
Please submit all applications, nominations, and inquiries to the search team through the WittKieffer Candidate Portal by [clicking here](#). New users should select “Register Here” to create an account before proceeding. After logging in, navigate to “Open Positions,” then locate the role by entering the institution’s name and clicking the search wheel.

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Baptist Health 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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