



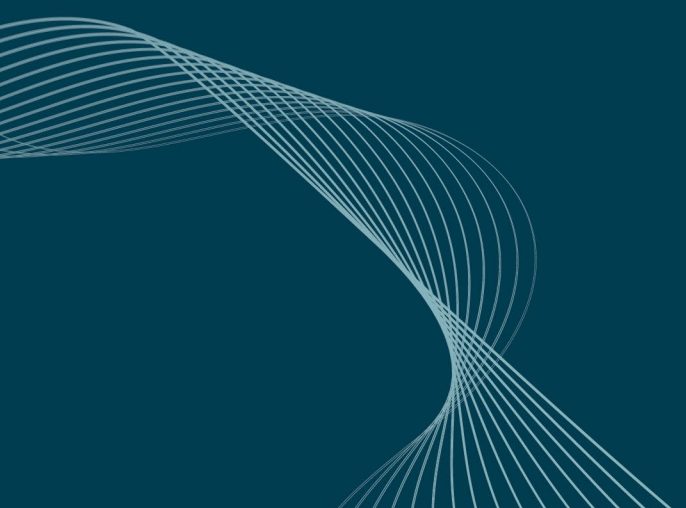
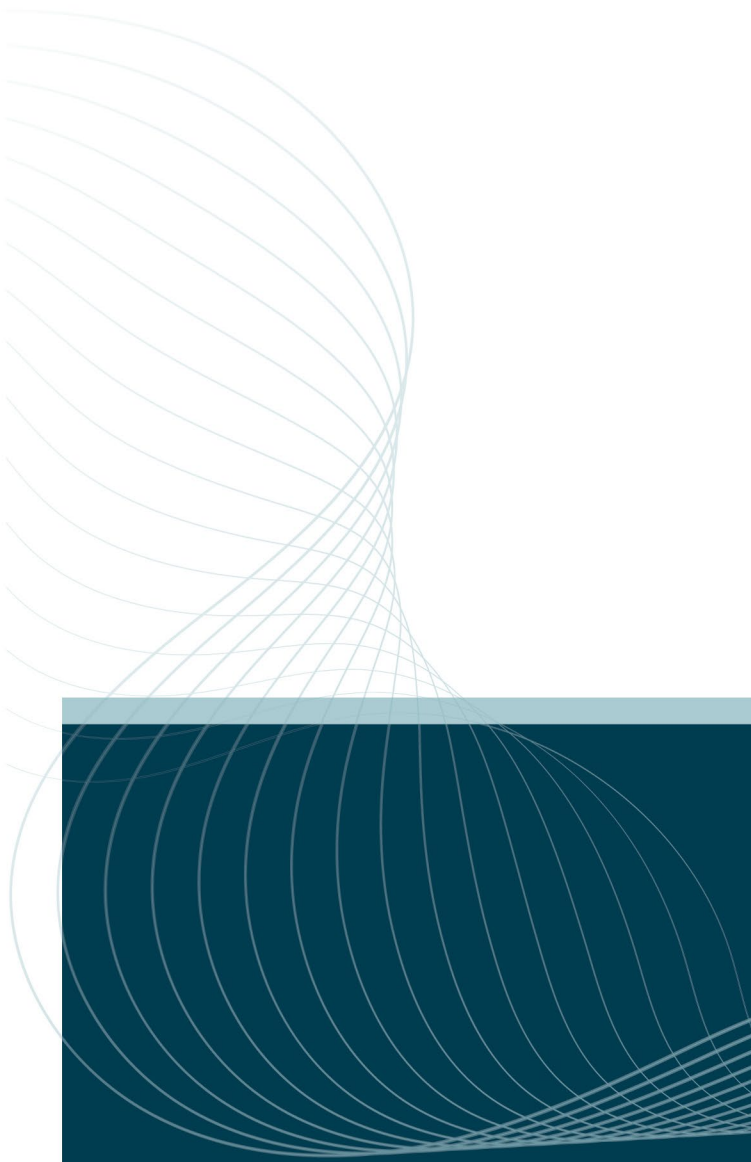
El Camino Health

Vice President, AI Leader

Leadership Profile

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WittKieffer

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The Opportunity

El Camino Health seeks an innovative, strategic, and transformational executive to serve as its inaugural Vice President, AI Leader (VP AI). This is a unique opportunity to shape the future of artificial intelligence at one of the nation's most respected community-based health systems and one of the most digitally advanced healthcare organizations in the country. Located in the heart of Silicon Valley, El Camino Health has built a reputation for innovation, clinical excellence, patient safety, and a relentless pursuit of becoming the best healthcare provider for the communities it serves. The organization consistently ranks among the nation's leading hospitals and has achieved the highest levels of recognition for digital health, clinical quality, patient experience, and nursing excellence.

Reporting to the Chief Financial Officer and partnering closely with the Chief Executive Officer, executive leadership team, physician leaders, and Board of Directors, the VP AI will establish and execute an enterprise-wide vision for artificial intelligence that advances organizational strategy, accelerates innovation, and creates meaningful value across the health system. This executive will serve as the senior-most leader responsible for AI strategy, governance, adoption, and transformation, helping El Camino Health realize the full potential of AI as a catalyst for organizational growth, operational excellence, and enhanced patient and caregiver experiences.

The VP AI will operate at the intersection of business strategy, healthcare transformation, innovation, and technology. Beyond implementing new tools and technologies, this leader will help redefine how decisions are made, work is performed, and value is created throughout the enterprise. The successful candidate will identify opportunities to leverage artificial intelligence to improve decision intelligence, streamline workflows, enhance workforce effectiveness, optimize operations, support clinical and administrative priorities, and unlock new avenues for innovation. Working across departments and functions, the Vice President will build alignment around a common AI vision and ensure that investments are focused on opportunities that generate measurable and sustainable outcomes.

A central priority for this executive will be establishing the organizational foundations necessary to scale AI successfully. This includes creating enterprise governance structures, implementing responsible AI policies and oversight mechanisms, guiding technology and platform decisions, developing operating models, and fostering AI literacy throughout the organization. The Vice President will ensure that AI initiatives are implemented in ways that reflect El Camino Health's commitment to quality, safety, ethics, transparency, and regulatory compliance while building trust among patients, caregivers, leaders, and community stakeholders.

El Camino Health's culture of innovation, combined with its location in one of the world's leading technology ecosystems, creates a powerful environment for advancing AI-driven transformation. The successful candidate will have the opportunity to leverage relationships with technology companies, research organizations, academic institutions, and industry partners to accelerate innovation and position El Camino Health as a recognized leader in the responsible application of artificial intelligence in healthcare.

The ideal leader will be a visionary strategist, a collaborative relationship builder, and a disciplined operator who can translate emerging technologies into practical business value. This executive will possess the credibility, influence, and leadership presence necessary to engage board members, executives, physicians, and frontline teams alike. For an accomplished leader seeking the opportunity to build an enterprise AI capability from the ground up and create lasting impact across a nationally recognized health system, this role represents an extraordinary professional opportunity.

Organization Overview



El Camino Health is an integrated healthcare delivery system located in Silicon Valley. Since 1961, El Camino Health has been moving healthcare forward through innovating medical firsts, ranking among the best organizations for care, and touching countless lives. El Camino Health's mission to heal, relieve suffering, and advance wellness has guided generations of caregivers to make a difference, as the work they do continues to have a positive impact on the lives that they touch, making El Camino Health better for the next generations of caregivers, patients, and communities served by the system.

El Camino Health Fiscal Year 2025 Facts:

Number of beds	471
Employees	4,480
Number of physicians	1,585
Inpatient volume	22,295
Outpatient volume	286,349
Number of deliveries	4,751
Annual revenue	\$1.59B
Community Benefit Grants	\$3.3M

El Camino Health is comprised of the following entities: El Camino Healthcare District, El Camino Hospital (450+ beds across campuses in Mountain View and Los Gatos including separate Women's and Behavioral Health hospitals), El Camino Health Medical Network which includes 120+ physicians, El Camino Hospital Foundation (established for fundraising purposes) and CONCERN (an employee assistance program). With a full spectrum of health services, El Camino Health's hospitals, birth centers, rehabilitation and long-term care centers, plus home healthcare and hospice services, deliver healthcare to the citizens in Santa Clara, San Mateo, and other counties in the San Francisco Bay Area.

Aside from achieving outstanding patient outcomes, El Camino Health has earned numerous awards for clinical excellence, including being named one of the World's Best

Hospitals and one of the Best Hospitals for Maternity Care in 2026 by Newsweek, has been recognized as one of the Best Hospitals for 2025-2026 by U.S. News & World Report, ranking as the top community hospital in the San Jose metropolitan area one of America's 100 Best for Cardiac Care by Healthgrades and becoming the San Francisco Bay Area's first Magnet hospital, earning four consecutive designations from the American Nurses Credentialing Center for nursing excellence.

Health System Governance

El Camino Health is governed by the El Camino Healthcare District, established in 1956. The publicly elected five-member District Board appoints the 10-member Hospital Board, which provides fiduciary oversight and strategic direction for the health system. The Hospital Board meets regularly throughout the year and oversees

key committees—including the Quality Committee—to ensure excellence in patient safety, clinical outcomes, and operational performance.



EL CAMINO HEALTH'S COMMITMENT TO THE COMMUNITY

Mission

Our mission is to heal, relieve suffering, and advance wellness.

Values

- **Quality.** We pursue excellence to deliver evidence-based care in partnership with our patients and families.
- **Safety.** We put safety first in each decision and process, to achieve our mission of zero harm for our patients, visitors, and team members.
- **Compassion.** We care for each individual uniquely with kindness, respect, and empathy.
- **Community.** We partner with local organizations, volunteers, and a philanthropic community to provide health care services across all stages of life.
- **Collaboration.** We partner for the best interests of our patients, their families and our community using a team approach.
- **Stewardship.** We carefully manage our resources to sustain, grow, and enable services that meet the health needs of our community.
- **Innovation.** We embrace solutions and forward-thinking approaches that lead to better health.
- **Accountability.** We take responsibility for the impact our actions have on the community and each other.

Community Impact

El Camino Health is grounded in a mission to heal, relieve suffering, and advance wellness—and that mission extends far beyond the walls of its hospitals. As a community-based, nonprofit health system, El Camino Health

invests significantly in programs and services that improve access to care, address social determinants of health, and reduce disparities for vulnerable populations.

In FY2025 alone, El Camino Health provided more than \$135.7 million in total community benefit, including charity care, subsidized health services, mental health and addiction programs, community-based wellness initiatives, preventive screenings, chronic disease support, and partnerships with local nonprofit and civic organizations. These investments reflect the system's commitment to meeting key regional health needs such as behavioral health access, maternal health equity, chronic disease management, senior care, and culturally responsive care for immigrant and multilingual communities.

El Camino Health also supports community well-being through education, screenings, and targeted outreach efforts that empower individuals to take charge of their health. Partnerships with schools, local agencies, and social service providers ensure that high-quality care and resources reach underserved residents across Silicon Valley.

For additional information regarding awards, services provided, and other specific information, please visit the website www.elcaminohealth.org

Honors and Awards

Below is just a snapshot of the honors bestowed on the health system, showcasing an ongoing history of innovation and a focus on patient care excellence.

- Earned ANCC Magnet® Designation for Nursing Excellence for the fifth consecutive time in 2026, placing El Camino Health among a small group of U.S. hospitals recognized repeatedly for exceptional nursing practice, quality outcomes, and patient care.
- Recognized by CHIME as a Level 10 Digital Health Most Wired organization, achieving the highest level of digital health excellence and ranking among only 18 organizations nationwide to reach this distinction.
- Named one of Fortune/PINC AI™ 100 Top Hospitals® for six consecutive years and recognized as an Everest Award recipient, honoring exceptional performance improvement across clinical, operational, financial, and patient experience measures.
- Received the American Heart Association's Get With The Guidelines® Stroke Gold Plus Achievement Award in 2025, making it 16 consecutive years, along with Target: Stroke Honor Roll Elite and Target: Type 2 Diabetes Honor Roll recognitions for excellence in stroke care.
- Became the first healthcare organization in California to earn the American College of Cardiology (ACC) Transcatheter Valve Certification, recognizing outstanding quality, outcomes, physician leadership, and multidisciplinary heart valve care.
- Earned the ACC's prestigious HeartCARE Center Accreditation, becoming the first organization in the Bay Area to receive the distinction for comprehensive cardiovascular care, quality improvement, and community engagement.
- Received the ACC Chest Pain–MI Registry Platinum Performance Achievement Award, placing El Camino Health among a select group of hospitals nationally recognized for high-quality heart attack care and sustained performance excellence.
- Both Mountain View and Los Gatos hospitals achieved Age-Friendly Health System designation, recognizing evidence-based care tailored to the unique needs of older adults.
- The South Asian Heart Center earned CDC Full Plus Recognition for the National Diabetes Prevention Program, reflecting exceptional results in reducing type 2 diabetes risk through evidence-based community health initiatives.



- Named a U.S. News & World Report Best Hospital for Maternity Care, earning High Performing status and ranking among only two South Bay hospitals to receive this distinction.
- Both hospital campuses hold Baby-Friendly® Hospital designation, reflecting adherence to the highest standards for maternal, infant, and breastfeeding support. Los Gatos was the first hospital in Santa Clara County to achieve the recognition.
- Achieved numerous Joint Commission Gold Seal of Approval® certifications, including advanced recognition for stroke care, sepsis care, hip and knee replacement, hip fracture treatment, and spinal fusion surgery.
- Earned American College of Radiology (ACR) Gold Standard Accreditations across multiple advanced imaging modalities and was designated a Breast Imaging Center of Excellence.
- Received the Commission on Cancer Outstanding Achievement Award from the American College of Surgeons, recognizing excellence in cancer care quality and adherence to rigorous national standards.
- Honored with the Platinum Bell Seal for Workplace Mental Health, acknowledging El Camino Health's commitment to employee well-being and a healthy workplace culture.
- Recognized by GHX with the Supply Chains of Distinction Award for three consecutive years, highlighting excellence, innovation, and resilience in healthcare supply chain operations.
- Earned Healthgrades Outstanding Patient Experience Award™ recognition, placing the organization among the top-performing hospitals nationwide for patient satisfaction and care experience.

Leadership



Dan Woods, Chief Executive Officer

With more than 25 years of healthcare experience, Dan Woods has championed complex, business transformation strategies, provided oversight of operations, and fostered a collaborative environment with physicians to deliver high quality, accessible, and friction-less consumer healthcare experiences. Since 2017, he has served as chief executive officer of El Camino Health, a community-based healthcare leader in the San Francisco Bay area that provides personalized

healthcare services to the diverse communities it serves.

During Dan's tenure, the organization has expanded its service footprint from two acute care hospitals to include a mental health hospital, revitalized Women's hospital, a rehabilitation hospital, outpatient services including urgent care, primary care, and specialty care clinics throughout Santa Clara County. El Camino Health's patient volume grew nearly 74 percent, and hospital share of deliveries grew to a market leader position with more than 5,000 births annually.

Dan's commitment to patient and employee safety has helped El Camino Health continue to be a provider of choice in the San Francisco Bay area. This commitment earned El Camino Health repeated distinctions for high quality and patient safety including; the Leapfrog Group, Fortune/Merative (formerly IBM/Watson), Newsweek, and the Centers for Medicare & Medicare. In 2023, Dan was named to the Silicon Valley Business Journal's inaugural Power 100 list, which recognizes the most influential business leaders in the region.

For detailed biographies of El Camino Health's executive leaders, visit:

www.elcaminohealth.org/about-us/hospital-leadership/executive-team.

For detailed biographies of El Camino Health's board members, visit:

www.elcaminohealth.org/about-us/hospital-leadership/board-directors/biographies.

Position Summary

The VPAI serves as the organization's most senior executive responsible for advancing AI-driven innovation, transformation, and value creation across the enterprise. This highly visible leadership role sits at the intersection of business strategy, innovation, and technology, shaping how artificial intelligence drives competitive advantage, organizational performance, and long-term growth. The AI Leader champions the development and execution of an enterprise AI vision that extends far beyond automation and efficiency gains, unlocking new opportunities for decision intelligence, business model innovation, workforce transformation, and stakeholder value. Through strategic leadership, organizational influence, and governance oversight, the AI Leader accelerates AI adoption, strengthens enterprise AI capabilities and literacy, establishes scalable operating models, and ensures the responsible use of AI to maximize business impact while effectively managing risk.

Reporting Relationships

This executive position will report directly to the Chief Financial Officer with regular, direct, interaction and partnership with the CEO and Board of Directors.

Responsibilities

- Establish and advance an enterprise AI vision and strategy that aligns with organizational priorities, business objectives, and long-term growth goals, while identifying opportunities to create measurable value through AI.
- Partner with the board, executive leadership team, and business stakeholders to align AI initiatives with strategic priorities and incorporate AI into enterprise planning, decision-making, and transformation efforts.
- Lead AI-driven business transformation by identifying and implementing opportunities to improve decision-making, redesign workflows, optimize operations, enhance customer and employee experiences, and enable new business models through decision intelligence, agentic AI, and emerging technologies.
- Define and oversee the enterprise AI operating model and delivery capabilities required to design, develop, deploy, and scale AI products, solutions, and services across the organization.
- Establish and maintain responsible AI governance by chairing the AI governance board and implementing policies, standards, controls, and oversight mechanisms that address regulatory, compliance, privacy, security, explainability, fairness, and ethical considerations.
- Manage the enterprise AI portfolio, investments, and budget by prioritizing initiatives, allocating resources, establishing performance measures, and ensuring accountability for business outcomes, value realization, and return on investment.
- Guide enterprise AI architecture and technology decisions by developing frameworks for build, buy, partner, and hybrid approaches and overseeing the selection of AI platforms, tools, and technologies.
- Leverage industry knowledge, market intelligence, and emerging technology trends to anticipate opportunities, risks, and competitive threats while identifying areas where AI can create sustainable organizational advantage.
- Build and cultivate a robust AI ecosystem through strategic partnerships with technology providers, academic institutions, research organizations, industry associations, and other external stakeholders.
- Drive enterprise adoption of AI capabilities by fostering AI literacy, leading organizational change management efforts, and building confidence in AI-enabled ways of working throughout the workforce.

- Communicate complex AI concepts in business terms and build alignment across executive leaders, operational teams, and external stakeholders to ensure coordinated execution and value realization.
- Build, lead, and inspire high-performing multidisciplinary teams by fostering collaboration, developing talent, creating a culture of innovation, and achieving results through both direct leadership and influence.
- Demonstrate strong business and financial acumen by understanding organizational strategy, market dynamics, operational priorities, and financial drivers, and ensuring AI investments support enterprise objectives beyond traditional financial metrics.
- Operate with the highest standards of integrity, accountability, and ethical leadership while fostering trust, transparency, and responsible stewardship of AI technologies across the organization.

Goals and Objectives

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

- Partner closely with the CEO, CFO, Board of Directors, physician leaders, and executive leadership team to become a trusted strategic advisor and fully integrate artificial intelligence into enterprise planning, decision-making, and transformation initiatives.
- Conduct a comprehensive assessment of the organization's current AI landscape and develop a multi-year enterprise AI strategy that aligns with EI Camino Health's mission, strategic priorities, culture of innovation, and commitment to clinical and operational excellence while also focusing on those areas where the health system can establish quick wins in the space to move the needle forward around AI implementation.
- Establish a scalable enterprise AI operating model, governance framework, and responsible AI policies that ensure appropriate oversight, regulatory compliance, risk management, transparency, and ethical use of AI technologies across the health system.
- Identify and deliver a portfolio of high-impact AI initiatives that demonstrate measurable value through improved decision-making, enhanced operational performance, workforce effectiveness, patient experience, and financial outcomes.
- Build strong internal and external partnerships, leveraging Silicon Valley's innovation ecosystem, technology providers, academic institutions, and industry collaborators to accelerate AI capabilities and organizational learning.
- Advance enterprise AI literacy and adoption by fostering organizational understanding, confidence, and engagement with AI-enabled solutions while leading effective change management across all levels of the organization.
- Recruit, develop, and inspire a high-performing multidisciplinary AI team and culture that promotes innovation, accountability, collaboration, and continuous learning while positioning EI Camino Health as a destination for top AI talent.

Candidate Qualifications

Education/Certification

- Bachelor's degree required. Master's degree in business administration, science, technology, engineering, and mathematics (STEM); computer science; artificial intelligence; data science; information systems or related field; or equivalent work experience preferred.
- Academic qualification or professional training and experience in legal and regulatory areas are also desirable.

Knowledge and Work Experience

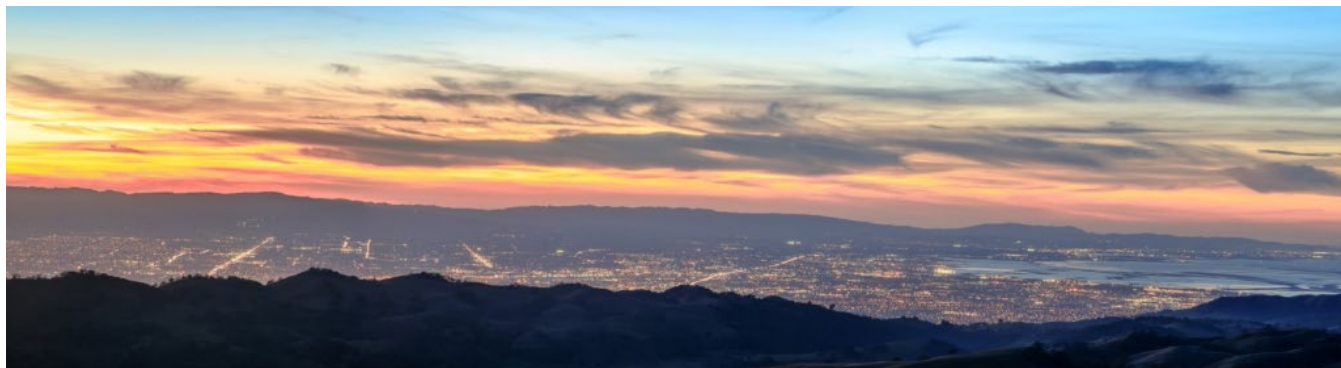
- 10 to 15 years of business experience, ideally in business management or information or technology management, recently at or near the executive level, and ideally with some independent P&L responsibilities.
- Five or more years of progressive leadership experience in leading cross-functional and multidisciplinary teams, defining and leading enterprise-wide programs/initiatives, operating and influencing effectively across the organization, and within complex contexts.
- Proven track record of applying and orchestrating AI throughout an organization, leading complex, multidisciplinary talent teams in new endeavors and delivering solutions.
- Five or more years of AI experience in information-intensive industries or digitally advanced enterprises.
- Experience innovating and developing new channels, business models, or business transformations.
- Experience fostering enterprise change and leading technology-led transformation programs.
- Experience in strategy and management consulting, as well as in multiple industries, and vertical industry knowledge, is desirable.
- Preferably five or more years defining and leading transformation initiatives requiring mindset changes, board and executive leadership team coordination, envisioning and reengineering new business approaches, and managing interrelated business, technological, and cultural changes.
- Deep knowledge of regulatory compliance and risk management techniques.

Leadership Skills and Competencies

- Ability to balance team and individual responsibilities.
- Build teams and garner consensus, including the understanding of how to get things done through others not directly under their supervision.
- Work ethically and with integrity.
- Be a self-starter with an entrepreneurial spirit that thrives in dynamic environments.
- Ability to build high-performing teams that can execute and influence strategies and advance ideas.

- Strong leadership and management skills, with the ability to work across clinical, technical, and administrative teams.
- Strategic thinker with the ability to align AI/ML initiatives with broader organizational goals including key stakeholder alignment.
- Experience managing teams and complex, cross-functional projects.
- Strong technical acumen in AI/ML and data science.
- Demonstrated experience in leadership and team collaboration.
- Excellent communication and interpersonal skills.
- Problem-solving and decision-making expertise.

The Community



County of Santa Clara

The County of Santa Clara, also referred to as "Silicon Valley", is unique because of its combination of physical attractiveness and economic diversity. With its numerous natural amenities and one of the highest standards of living in the country, the County has long been considered one of the best areas in the United States in which to live and work.

Santa Clara County is a major employment center for the region, providing more than a quarter of all jobs in the Bay Area. It has one of the highest median family incomes in the country, and a wide diversity of cultures, backgrounds, and talents. The County of Santa Clara continues to attract people from all over the world and has a culture rich in its history, ethnic diversity (over 100 languages and dialects are spoken), artistic endeavors, sports venues, and academic institutions.

The County's population of nearly 1.8 million is one of the largest in the state, and its population constitutes about one fourth of the Bay Area's total population. There are 15 cities ranging from Palo Alto to Gilroy. San Jose is the largest city in the County, with a population of nearly one million, and is the administrative site of County Government. A significant portion of the county's land area is unincorporated ranch and farmland.

The Mediterranean climate of the region remains temperate year-round due to the area's geography and its proximity to the Pacific Ocean. The area is warm and dry for much of the year. In sports and recreation, San Jose is home to teams for professional soccer, minor league baseball, and the San Jose Sharks, the only professional ice hockey team in Northern California. Other local sports teams include the San Jose Earthquakes, the San Jose SaberCats, and the San Jose Giants. Numerous public and private golf courses are located throughout the County.

In addition to these recreational outlets, the County of Santa Clara operates 28 parks covering more than 50,000 acres, including scenic lakes, streams, and miles of hiking and biking trails.

The County is home to three major universities - Stanford University, Santa Clara University, and San Jose State University - as well as excellent community colleges.

Local museums and art galleries include The Tech Museum of Innovation, the Rosicrucian Museum, the Children's Discovery Museum, the San Jose Museum of Art, the Triton Museum of Art, and many others. There are also abundant performing arts venues, including opera, symphonies, musical theatre, repertory theatre, concerts, and children's musical theatre.

Mountain View



Nestled between the Santa Cruz Mountains and San Francisco Bay, Mountain View is a diverse community, ideally located in the heart of the Silicon Valley (10 miles north of San Jose and 35 miles south of San Francisco). At just over 12 square miles, Mountain View is home to approximately 75,000 residents, many nationally and internationally known corporations, and a thriving small business base.

Mountain View prides itself on providing excellent public services and facilities that meet the needs of a caring and diverse community in a financially responsible manner.

While leading the region in innovation and ideas, Mountain View remains committed to the traditional values of strong neighborhoods and citizen involvement. Mountain View boasts strong safety and public education records and is considered one of the best places to live in the Bay Area.

Los Gatos

The town of Los Gatos is nestled at the base of the Sierra Azul, and is located approximately 60 miles south of San Francisco, in the southwestern portion of Santa Clara County, where the Santa Clara Valley meets the lower slopes of the Santa Cruz Mountains. Los Gatos retains a mix of residential, commercial, and light industrial uses, and continues to retain its small-town image, and prides itself as a self-contained community. Over 3,000 businesses serve the residents and act as a destination point for visitors who are attracted to its restaurants, hotels, and variety of shops within a pedestrian oriented downtown setting. The town is also an inclusive community with the full mix of ages, family sizes, and incomes. Los Gatos has many parks and greenbelt areas, as well as a vibrant downtown area, which is listed on the National Register of Historic Places.



For additional information on the community, the following websites may be accessed:

www.sccgov.org, www.mountainview.gov, www.losgatosca.gov

Procedure for Candidacy

Please direct all nominations and applications to Zach Durst, Luke Morris, and Eleanor Vogelsang through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "For Candidate" dropdown and then "Candidate Portal."

Zach Durst	Luke Morris	Eleanor Vogelsang
Principal	Principal	Associate, Search
630-575-6956	949-797-3527	240-644-6021

El Camino 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.

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 El Camino 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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