Texas Children's Hospital®

Chief Information Security Officer

Leadership Profile

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The Opportunity

Texas Children's seeks an innovative and collaborative security leader to serve as its Chief Information Security Officer (CISO). This is an exceptional opportunity to lead and advance cybersecurity strategy at one of the most respected pediatric and women's healthcare organizations in the nation. The CISO will play a pivotal leadership role in safeguarding a complex and rapidly evolving academic health system while enabling innovation that supports patient care, research, education, and operational excellence.

Texas Children's is a nationally recognized pediatric and women's health system and one of the largest healthcare organizations dedicated to children and women in the United States. The health system encompasses a broad network of hospitals, specialty centers, outpatient locations, and physician practices, supporting more than 4.9 million patient encounters annually and nearly 7,000 births each year. Its medical staff includes more than 2,000 physicians and healthcare professionals representing over 40 pediatric and women's health subspecialties. Consistently ranked among the best pediatric hospitals in the country by U.S. News & World Report, Texas Children's has established a reputation for clinical excellence, groundbreaking research, and an unwavering commitment to improving the lives of children and families. As the primary pediatric teaching affiliate of Baylor College of Medicine, Texas Children's is also one of the nation's leading academic health systems and pediatric research enterprises, securing nearly $180 million annually in external research funding. The organization's commitment to innovation extends across clinical care, research, education, digital transformation, and emerging technologies. Its mission is clear and enduring: to create a healthier future for children and women throughout its global community. Every strategic investment, operational decision, and technology initiative is guided by this purpose.

Information security is a critical priority for the Board, executive leadership team, and information technology organization. As cyber threats continue to increase in sophistication and frequency across healthcare, Texas Children's recognizes the importance of maintaining a resilient, proactive, and enterprise-wide security program. The CISO will report directly to the Executive Vice President and Chief Information and Innovation Officer and will serve as a key member of the information technology leadership team. This leader will have significant visibility and influence across the organization and will be responsible for shaping the vision, strategy, and execution of a comprehensive cybersecurity program that supports the organization's strategic objectives.

The CISO will oversee enterprise cybersecurity, information risk management, privacy collaboration, governance, compliance, and data protection efforts across Texas Children's. This leader will ensure the confidentiality, integrity, and availability of critical information assets while supporting a highly digital and clinically integrated environment. Working closely with executive leaders, clinical stakeholders, research teams, compliance, legal, risk management, and operational partners, the CISO will foster a culture of shared accountability for security and privacy throughout the organization.

The ideal candidate will be a strategic information security executive with demonstrated success leading and advancing security processes within a health system. The CISO will have a strong understanding of HIPAA and security protocols, expertise in risk analysis and data protection, and health information privacy, as well as threat identification and end-user awareness. This leader will communicate effectively across all levels of the organization and collaborate with internal and external partners.

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Organization Overview

Texas Children's is a nationally recognized pediatric and women's health academic medical center and the primary pediatric training site for Baylor College of Medicine, providing comprehensive care across more than 40 pediatric subspecialties.

The flagship hospital is located in Houston's Texas Medical Center and, with 973 beds, is the largest freestanding children's hospital in the United States. It operates the region's only freestanding Level I pediatric trauma center along with advanced neonatal, pediatric, and cardiac intensive care units. Beyond the main campus, Texas Children's operates hospitals at West Campus, The Woodlands, and North Austin, the Pavilion for Women, and an extensive network of specialty care, urgent care, and primary care locations across Houston, Austin, and College Station — the largest pediatric primary care network in the country. As one of the largest pediatric providers in the nation, Texas Children's reports annual revenue of approximately $3.8 billion, reflecting its scale, high clinical volume, and significant role in pediatric care, research, and education. The system records more nearly 4.9 million patient encounters and roughly 7,000 births annually, supported by nearly 15,000 faculty and staff, including more than 3,500 nurses. It has again been named to the U.S. News & World Report Best Children's Hospitals Honor Roll, ranking No. 1 in Texas for the 18th consecutive year and No. 1 in the Southwest for the sixth, with every evaluated specialty recognized nationally.

Its mission is clear and unwavering: to create a healthier future for children and women throughout its global community. Texas Children's fulfills that promise through leadership in patient care, education, and research, including more than 400 active clinical trials and global health partnerships that strengthen pediatric care in underserved communities worldwide.

Strategic Plan

Texas Children's strategic plan sets a clear ambition: to become the system of choice for children, women, faculty, and staff, and the undisputed global leader in pediatric and women's health. The plan advances the organization's mission to create a healthier future for children and women throughout its global community by leading in patient care, education and research.

Two strategic imperatives anchor the work. Customer Obsession commits the organization to exceeding the expectations of patients, families and team members. Financial Stewardship provides the discipline to sustain that commitment. Together they form the foundation for a deliberate portfolio strategy: growing in targeted areas while thoughtfully contracting in others.

Running through every element of the plan is a single directive to Think Differently and Lead Differently. Texas Children's recognizes that a rapidly changing health care environment demands agility, and the plan asks leaders across the system to adapt quickly and drive transformation rather than manage the status quo. That expectation extends the vision of the founders who opened the hospital in 1954 with the belief that every child deserves the hope of a healthy future.

Research

The Texas Children's Research Institute organizes its work around the three core pillars of biomedical research: discovery, translation, and clinical investigation. This integrated structure allows scientific breakthroughs to move directly to patients within the Texas Children's healthcare system.

Discovery research is anchored by five specialized centers pursuing early-stage findings that can reshape disease prevention and treatment: the Texas Children's Microbiome Center, the Center for Cell and Gene Therapy, the William T. Shearer Center for Human Immunobiology, the Texas Children's Cancer and Hematology Center, and the Center for Vaccine Development.

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Translation runs through six interconnected precision medicine domains — the Life Sciences Discovery Platform, Advanced Diagnostics and Imaging, Cell, Gene, and Bioengineered Therapies, Medical Device and Surgical Innovation, Human Genomics and Multi-Omics, and Outcomes and Comparative Effectiveness Research — which together accelerate the movement of innovative research into treatments tailored to individual patients.

Clinical research draws on the scale and diversity of the nation's largest children's hospital, giving investigators access to one of the most extensive pediatric patient populations in the country. The supporting infrastructure includes AI-based applications built from detailed clinical data and informatics, known as Digital Twins, and the enterprise sustains more than 400 active clinical trials spanning the full spectrum of childhood diseases and conditions.

Awards and Accolades

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

- **U.S. News & World Report Rankings:** Texas Children's is consistently recognized as a leader in pediatric care and is home to the best place in the country for pediatric cardiology and heart surgery, neurology and neurosurgery, and pulmonology and lung surgery.
- **Magnet Recognized:** The Magnet Recognition Program, awarded by the American Nurses Credentialing Center, recognizes health care organizations for quality patient care, nursing excellence, and innovation in professional nursing practice. Magnet designation requires organizations to develop, disseminate, and enculturate evidence-based criteria that produce a positive work environment for nurses and, by extension, all employees.
- **The Best Doctors:** A number of Texas Children's physicians have been recognized as Best Doctors of America. Best Doctors conducts the largest peer-review-based evaluation of the medical profession, with honorees chosen by 30,000 physicians previously identified as the best in their specialties.
- **Health Care Technology:** Texas Children's has achieved HIMSS Stage 7 designation for both Inpatient and Ambulatory settings across the system, demonstrating successful implementation of health care information technology to address quality initiatives and improve care delivery, efficiency, and safety. In 2019, only 7 percent of U.S. hospitals achieved Stage 7.
- **HIMSS Davies Award of Excellence:** Texas Children's was recognized as a 2022 HIMSS Davies Award winner for sharing evidence-based practices on leveraging digital infrastructure to significantly improve wellness and care outcomes for patients.
- **"Most Wired" Hospitals in the Nation:** Texas Children's has again received the "Most Wired" designation for outstanding health care-based technology from Hospitals & Health Networks Magazine, the flagship publication of the American Hospital Association. This marks the fourth time Texas Children's has won the award, cited for information systems achievements including the implementation of Epic Rover, a mobile barcode application that prevents medication errors and improves the quality and safety of medication administration.
- **Optimal Facility Management:** Texas Children's has been selected by the American Society for Healthcare Engineering of the American Hospital Association for recognition in facility management.
- **Outstanding Place to Work:** Texas Children's has been consistently ranked by the Houston Business Journal among Houston's largest top 10 Best Places to Work. The distinction is based solely on employee feedback measuring job-related factors including employee satisfaction, teamwork, and leadership trust.

For additional information, please visit www.texaschildrens.org.

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Position Summary

The Chief Information Security Officer is a key member of the executive leadership team and leads the strategic and operational oversight of enterprise cybersecurity, information risk, and data protection programs that safeguard systems, ensure regulatory compliance, and enable secure innovation across Texas Children's. This role is responsible for establishing and sustaining a comprehensive information security program, advancing proactive risk management, enforcing security policies, and aligning security strategy with organizational priorities.

Responsibilities

Information Security Strategy and Leadership

- Provide strategic vision, leadership, and oversight for the organization's enterprise information security program, ensuring alignment with organizational, clinical, operational, and technology priorities.
- Develop, implement, and continuously mature a comprehensive cybersecurity strategy and framework designed to protect critical information assets, systems, networks, and digital services across the enterprise.
- Establish annual and long-range security objectives, priorities, metrics, and roadmaps that support organizational growth, innovation, risk management, and regulatory compliance.
- Serve as the organization's senior cybersecurity advisor, educating executive leadership and key stakeholders on emerging risks, security investments, and strategic opportunities to strengthen the organization's security posture.
- Continue to build, lead, mentor, and develop a high-performing information security team, fostering a culture of collaboration, accountability, continuous improvement, and professional development.

Governance, Risk Management, and Compliance

- Establish and maintain a robust governance, risk, and compliance framework that ensures the confidentiality, integrity, and availability of protected health information (PHI), patient data, and other sensitive organizational information.
- Develop and enforce enterprise-wide security policies, standards, procedures, and controls consistent with industry best practices and regulatory requirements.
- Lead efforts to ensure compliance with HIPAA, HITECH, CMS requirements, state privacy laws, and other applicable healthcare regulations and cybersecurity standards.
- Direct ongoing security risk assessments, vulnerability management programs, and control evaluations to identify, prioritize, and mitigate organizational risks.
- Partner closely with compliance, legal, audit, privacy, and operational leaders to establish integrated compliance and risk management programs that address both current and emerging requirements.

Security Operations and Incident Response

- Lead the development, implementation, and oversight of security monitoring, detection, prevention, and response capabilities across the organization.
- Maintain and strengthen incident response programs and procedures to identify, investigate, contain, remediate, and recover from cybersecurity incidents and security breaches.

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- Lead the organization's response to major security events, coordinating cross-functional efforts and ensuring timely communication with leadership, legal, compliance, and external stakeholders.
- Collaborate with the Vice President of Infrastructure and Operations as well as other technology teams to develop and maintain disaster recovery, business continuity, and cyber resilience strategies that support uninterrupted patient care and business operations.
- Oversee security technologies, tools, and services to ensure appropriate protection against evolving cyber threats, ransomware attacks, insider risks, and vulnerabilities.

Security Awareness and Organizational Engagement

- Champion a culture of security awareness throughout the organization by developing and promoting education, training, and engagement initiatives for employees, clinicians, contractors, and business partners.
- Ensure security awareness programs effectively address topics such as phishing, social engineering, data protection, privacy obligations, mobile security, and secure use of technology resources.
- Serve as a trusted advisor and partner to business, clinical, and operational leadership, helping stakeholders understand cybersecurity risks and integrate security requirements into daily operations.
- Promote shared accountability for cybersecurity by fostering strong relationships across departments and encouraging proactive risk identification and mitigation.

Enterprise Collaboration and Technology Integration

- Collaborate closely with information technology, clinical, operational, compliance, legal, and executive leadership teams to ensure security considerations are embedded throughout organizational initiatives and technology investments.
- Review processes for assessing and managing vendor and third-party risk, ensuring external partners meet organizational security and compliance expectations.
- Provide strategic guidance on security architecture, infrastructure protection, identity and access management, and data governance initiatives to support enterprise objectives.

Cybersecurity Intelligence and Executive Reporting

- Maintain awareness of emerging cybersecurity threats, industry trends, threat intelligence, regulatory developments, and healthcare-specific risks to proactively strengthen organizational defenses.
- Benchmark the cybersecurity program against leading industry frameworks and maturity models, identifying opportunities for continuous improvement and enhanced resilience.
- Develop meaningful security metrics, dashboards, and performance indicators to measure program effectiveness and communicate risk to stakeholders.
- Prepare and present regular cybersecurity, compliance, and risk management reports for executive leadership, board committees, and governing bodies, providing clear recommendations regarding risk mitigation, resource allocation, and strategic priorities.
- Serve as an organizational advocate for cybersecurity, ensuring security investments and initiatives are aligned with enterprise objectives and support the long-term success of the organization.

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Goals and Objectives

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

- Form strong and trusted relationships with senior leaders, physicians, operational stakeholders, and members of the board. Become fully integrated into the Texas Children's leadership team and establish credibility as a collaborative, strategic, and highly visible executive who contributes broadly to organizational priorities beyond information security.
- Conduct a comprehensive assessment of the information security organization, including structure, staffing, capabilities, processes, technologies, and governance. Identify strengths, gaps, and opportunities and implement enhancements that position the security function to meet the evolving needs of a large, growing pediatric health system.
- Develop, communicate, and advance a forward-looking cybersecurity vision and strategic roadmap that aligns with Texas Children's mission, values, growth objectives, and enterprise priorities. Establish a clear framework for prioritizing initiatives, allocating resources, and measuring organizational progress.
- Partner closely with the Executive Vice President and Chief Information and Innovation Officer to provide regular, meaningful updates to executive leadership, the board, and relevant committees regarding cybersecurity strategy, risks, threats, emerging trends, investments, and program performance. Establish the security function as a trusted source of insight and guidance across the organization.
- Evaluate and strengthen cybersecurity governance structures, ensuring appropriate oversight, accountability, and decision-making processes are in place. Partner with organizational leaders to advance data governance, information stewardship, privacy, and responsible data management practices.
- Lead the continued maturation of the enterprise information security program through the development and implementation of policies, standards, controls, and operational processes that effectively reduce risk, support compliance obligations, and align with industry best practices.
- Ensure the organization maintains a modern and effective cybersecurity technology portfolio. Assess current capabilities and implement appropriate monitoring, detection, response, and threat intelligence tools that proactively protect critical systems, applications, data, and infrastructure.
- Serve as the executive leader responsible for incident response readiness and cyber crisis management. Maintain and continuously improve response plans, escalation procedures, communication protocols, and recovery processes to ensure the organization is prepared to effectively manage and recover from security incidents.
- Lead and facilitate enterprise tabletop exercises, business continuity planning efforts, and incident response simulations. Ensure leaders throughout the organization understand their roles and responsibilities and are equipped to respond effectively during significant cybersecurity events.
- Strengthen third-party risk management capabilities by establishing consistent evaluation, oversight, and accountability processes for vendors, managed service providers, and strategic partners. Ensure external relationships meet organizational security expectations and regulatory requirements.
- Foster a culture in which cybersecurity is viewed as a shared organizational responsibility. Develop educational programs, awareness initiatives, and leadership engagement strategies that empower employees across the health system to actively contribute to protecting patients, providers, data, and organizational assets.

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Candidate Qualifications

Education/Certification

- Bachelor's Degree in Information Security, Computer Science, Information Technology, or related field is required. A Master's Degree is preferred.
- CISSP, CISM, HCISPP, or equivalent certification required.

Knowledge and Work Experience

- A minimum of ten years of progressive experience in information security, including at least five years of leadership responsibility for cybersecurity teams, programs, or functions. Healthcare experience preferred.
- Demonstrated success developing, implementing, and advancing enterprise information security strategies that align with organizational priorities and long-term business objectives.
- Strong working knowledge of healthcare regulations and information security frameworks, including HIPAA, HITECH, NIST, ISO/IEC 27001, and other relevant standards and best practices.
- Experience leading risk assessment, security operations, incident response, and cybersecurity governance activities within complex healthcare or similarly regulated environments.
- Working knowledge of healthcare technologies and security domains, including electronic health records, medical device security, cloud security, data loss prevention, and identity and access management.
- Experience establishing and managing third-party risk management programs, including the evaluation, monitoring, and oversight of vendors and business partners.
- Proven ability to build, mentor, and retain high-performing teams while fostering collaborative relationships with stakeholders across information technology, clinical, operational, compliance, legal, and executive leadership functions.
- Experience participating in organizational growth, transformation, and strategic initiatives requiring scalable and secure technology solutions.
- Willingness and ability to travel periodically to affiliated sites and industry events as needed.

Leadership Skills and Competencies

- **Problem solving and decision making**—knowledgeable in security policies and practices related to end-user awareness, including protection of sensitive information and credential management; able to identify reasonably foreseeable internal and external threats that could lead to unauthorized disclosure, misuse, alteration, or destruction of sensitive information or information systems
- **Interpersonal skills**—a collaborative and consensus-driven leader who works through influence and engages the right stakeholders to effect change; able to lead and facilitate change in a growing organization; politically astute; skilled at building engagement and adoption across the enterprise; humble; focused on the mission of the organization
- **Communication skills**—capable of interacting effectively at all levels of the organization and with a wide range of stakeholders, including senior leaders, board members, staff, and vendors; a good listener; able to

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translate security concepts for non-technical audiences; personable and approachable; possesses strong executive presentation skills

- **Strategic**—a visionary leader with significant experience developing and executing information security strategic plans; creative; influential and highly visible champion of security across the organization; able to think broadly about security implications enterprise-wide
- **Team builder**—able to build a proactive, service-oriented team that partners effectively with stakeholders; able to attract, support, and develop information security talent
- **Mission driven**—maintains high standards of personal integrity; works ethically

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The Community

Houston, Texas



Houston, the fourth-largest city in the United States and the largest metropolitan area without a state income tax, is a dynamic and diverse urban center. With over 2.2 million residents, it offers a blend of world-class arts, thriving businesses, professional sports, and acclaimed cuisine. The city's recognition on the national stage as "the New Capital of Southern Cool" and a culinary hotspot is well-deserved.

Houston's climate encourages outdoor living, allowing residents and visitors to explore its diverse neighborhoods, attractions, and over 55,000 acres of parks and green spaces. The city's cultural scene includes resident professional companies in ballet, opera, theater, and symphony, rivaled by only a few U.S. cities.

Houston is an economic powerhouse that boasts 22 Fortune 500 company headquarters, including NASA and the Texas Medical Center. Its affordability stands out, with a cost of living approximately 23.85% lower than in Chicago and about six percent below the national average.

Houston's appeal extends beyond its borders, drawing a multicultural population that speaks over 90 languages. The city's vibrant lifestyle, professional sports teams, and outdoor recreational opportunities make it a top choice for residents and newcomers. Houston's international flair, Southern charm, and exceptional quality of life make it one of the best places to live in Texas and a city that captivates tastemakers worldwide.

To learn more, visit:

www.visithoustontexas.com

www.houstontx.gov/abouthouston/tourism.html

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Procedure for Candidacy

Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting Texas Children's with this recruitment, preferably via email, to **erobles@wittkieffer.com**.

Please direct all nominations and applications to Jeff Sturman, Zach Durst, and Ethan Robles 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 "Become a Candidate" button.

Jeff Sturman	**Zach Durst**	**Ethan Robles**
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