MEMORIAL HERMANN

Senior Vice President and System Chief Nursing Executive

LEADERSHIP PROFILE

November 2026

Prepared by Michael Raddatz,
Diane Smith, and Stacy Lind



WittKieffer

Contents

02 The Opportunity

03 Organization Overview

12 Position Summary

17 Goals and Objectives

19 Candidate Qualifications

21 The Community

23 Procedure for Candidacy

The Opportunity

Memorial Hermann Health System seeks a dynamic, visionary nursing executive to serve as its next Senior Vice President and System Chief Nursing Executive (CNE). Reporting directly to the Executive Vice President and Chief Operating Officer, the CNE will provide strategic leadership for nursing across one of the nation's largest nonprofit health systems and help shape the future of nursing practice within an organization widely recognized for clinical excellence, workforce stability, and a deep commitment to nursing innovation.

This opportunity comes at a particularly exciting moment in Memorial Hermann's evolution. Nursing across the system is strong, workforce stability is among the organization's distinguishing strengths, all hospitals have achieved Magnet designation, and the Institute for Nursing Excellence has become a nationally recognized platform for nursing education, research, workforce development, and innovation. The next CNE will inherit a strong foundation and be charged with building upon that success while helping the organization navigate the rapidly changing future of healthcare delivery.

Memorial Hermann is seeking a leader who can operate effectively within a highly matrixed environment, partnering closely with hospital presidents, facility CNOs, physician leaders, academic partners, and senior executives. Success will require a leader who can influence without direct authority, create alignment across a large and diverse organization, and inspire nursing leaders around a shared vision for excellence.

The next CNE will help Memorial Hermann remain at the forefront of nursing innovation while accelerating its journey toward top-tier quality, patient experience, and workforce transformation. With significant investments underway in virtual nursing, AI-enabled patient monitoring, workforce optimization technology, advanced analytics, and new models of care delivery, the successful candidate will help determine how emerging technologies can enhance nursing practice, improve patient outcomes, reduce caregiver burden, and preserve the culture and patient-centered focus that distinguish Memorial Hermann.

The successful candidate will be an accomplished nurse executive with at least 10 years of progressive nursing leadership experience, including significant experience as a chief nursing officer or senior enterprise nursing executive within a large, complex health system. Experience spanning both academic medical center and community hospital environments is strongly preferred. Candidates must hold a master's degree in nursing, healthcare administration, business, public health, or a related field and be eligible for RN licensure in Texas; a DNP, PhD, or other terminal degree is preferred. The successful candidate will bring demonstrated experience advancing nursing excellence, quality, workforce performance, patient experience, and technology-enabled care in a complex, highly matrixed organization.

Organization Overview



Memorial Hermann Health System

As one of the largest nonprofit health systems in the country—and the largest health system in Greater Houston, Memorial Hermann has 18* acute-care and specialty hospitals and numerous specialty programs and services conveniently located throughout the Greater Houston area.

Our more than 6,500 affiliated physicians and 36,000 employees strive to practice the highest standards of safe, evidence-based, quality care to provide a personalized and outcome-oriented experience across our more than 280 care delivery sites.

As a System, we lead nationally by proudly operating Memorial Hermann Life Flight®, a critical care air medical transport service; TIRR Memorial Hermann, one of the country's premier rehab hospitals; and Memorial Hermann-Texas Medical Center, one of the nation's busiest Level I trauma centers that also serves as the primary teaching hospital for McGovern Medical School at UTHealth Houston.

For 119 years, our focus has been the best interest of our community, and, in FY25, we contributed over $530 million in charity care and community benefit programs.

*Memorial Hermann Health System owns and operates 14 hospitals and has joint ventures with four other hospital facilities, including Memorial Hermann Houston Physicians' Hospital, Memorial Hermann Surgical Hospital First Colony, Memorial Hermann Surgical Hospital Kingwood and Memorial Hermann Rehabilitation Hospital-Katy.



Reach and Impact

Memorial Hermann Health System continues to expand its care site operations to serve more neighborhoods and communities across Greater Houston. From inpatient and rehabilitation care to outpatient, school-based health centers and in-home care, we take care of patients when and where they need it. We have a 119-year legacy of serving Greater Houston, and we're growing right alongside it.

Our over 280 care delivery sites include 14 hospitals and four joint venture hospital facilities, 7 convenient care centers, 28 urgent cares and 62 primary practice locations.

In 2025-2026, Memorial Hermann counted:

- 119 Years Serving the Community
- 204,063 Surgeries
- 201,482 Inpatient Admissions
- 4,496 Licensed Beds
- 785,394 Emergency Center Visits
- 31,055 Babies Delivered
- 4,200 Life Flight Missions

Accomplishments

Memorial Hermann's nationally recognized, award-winning, market-leading services are aimed at delivering personalized and coordinated care for its patients and community.

Memorial Hermann is the #1 inpatient market share leader, and nearly all of its 11 Service Lines also hold #1 market share.

Memorial Hermann's Service Line operating model allows the organization to deliver seamless care across its system. Service Lines include: Heart & Vascular, Women's, Children's, Trauma, Orthopedics, Oncology, Neuroscience, Primary Care, Medicine, Rehabilitation and Surgery. Other notable services and specialties include sports medicine, emergency medicine, palliative care and lung and respiratory health.

Memorial Hermann is incredibly proud of the safe, evidence-based, high-quality clinical care it provides to the communities it serves. The organization is also honored and grateful when the evidence-based, high-quality clinical care it delivers is recognized.

American Nurses Credentialing Center (ANCC) Magnet with Distinction® Designation:

In 2026, Memorial Hermann advanced nursing excellence with two new ANCC Magnet® Designations: Memorial Hermann-Northeast Hospital and Memorial Hermann Sugar Land Hospital received the ANCC's top-tier of recognition. They join MH-Cypress Hospital, MH-Memorial City Medical Center, MH-Southeast Hospital, TIRR-Memorial Hermann and MH-The Woodlands Medical Center in earning the ANCC's top tier of recognition, Magnet® with Distinction for nursing excellence worldwide.

These recognitions reflect the exceptional standards Memorial Hermann nurses bring to their work each day and the System's longstanding commitment to creating an environment where nurses can grow professionally, lead change, advance evidence-based practice and help shape the future of patient care.

While only 10% of hospitals nationwide achieve Magnet designation, reaching this highest tier of recognition across multiple facilities is a different level of accomplishment. It speaks to Memorial Hermann's investment in nursing excellence and the hard work and dedication of its teams working together to achieve excellence in nursing and patient care.

Vizient: Memorial Hermann-Texas Medical Center achieved its first-ever ranking among the Top 5 U.S. academic medical centers.

Three Memorial Hermann hospitals were also recognized as Top Performers in clinical quality and sustainability excellence.

U.S. News & World Report:

In 2026, TIRR Memorial Hermann and Children's Memorial Hermann Hospital were recognized by U.S. News & World Report as among the best in the nation, along with other Memorial Hermann hospitals across our footprint.

- TIRR-Memorial Hermann was recognized as the No. 1 rehabilitation hospital in Houston, No. 1 in Texas and No. 4 in the nation.
- Children's Memorial Hermann Hospital was recognized as the No. 3 Best Children's Hospital in Texas and No. 3 in the Southwest Region.

In addition, as a national leader in delivering safe, high-quality care and exceptional experiences for its patients, families and communities:

- Society of Thoracic Surgeons and American College of Cardiology awarded the Larry D. Johnson Heart & Vascular Institute at Memorial Hermann-Texas Medical Center the highest rating for patient care and outcomes for the Transcatheter Aortic Valve Replacement program
- Eleven Memorial Hermann hospitals received the American Heart Association Get With the Guidelines Stroke Quality Achievement Awards for their commitment to offering stroke patients the most appropriate treatment following nationally recognized, research-based guidelines

Partnerships

Partnerships with academic, community and business leaders support clinical, workforce development and community outreach and engagement:

- Memorial Hermann's partnership with the University of Houston includes scholarships for the school's student athletes.
- University of Houston medical students are offered clinical rotations at Memorial Hermann community hospitals and clinics, and several of our Memorial Hermann Medical Group and MHMD physicians serve as preceptors.
- Memorial Hermann's long-standing athletic partnership with the Houston Rockets includes serving as the Rocket's health and orthopedic partner. We also partner on community programs including community park court renovations, and the Children's Memorial Hermann "Be Fit" and "Rocket Run" programs.

Foundation

Memorial Hermann Foundation announced a visionary $250 million first-ever comprehensive campaign to support the health and well-being of our community now and for generations to come:

- More than $20 million was contributed to the Memorial Hermann Foundation in FY25 to support a $55 million campaign for a much-needed new Life Flight fleet to expand the critical care air medical transport services range, enhance technology and improve safety with a goal of saving lives in our community. Memorial Hermann also welcomed the first aircraft of its new fleet into operation. In tribute to the John M. O'Quinn Foundation's founding gift to the campaign, the inaugural helicopter will proudly bear the O'Quinn Foundation's name.
- In the past 10 years, the Foundation has raised more than $200 million in philanthropic support—with $37.35 million contributed from generous donors.
- Gifts to the Foundation support key initiatives, including Memorial Hermann Life Flight, Memorial Hermann Institute for Nursing Excellence, Heart & Vascular, Community Health and TIRR Memorial Hermann.



Recognitions

Memorial Hermann has also received recognitions that reflect its commitment to being the employer of choice, including: Becker's Hospital Review's "Top Places to Work in Health Care," Forbes' lists of "Best Employers for Health Care Professionals" and "America's Best Large Employers," and Newsweek's lists of "America's Greatest Workplaces for Women," "America's Greatest Workplaces for Culture and Belonging," and "America's Greatest Workplaces for Parents and Families."

Reimaging Care for Tomorrow

With a bold vision to create healthier communities, now and for generations to come, Memorial Hermann Health System embeds innovation into every aspect of its operations. Innovating purposefully is how the organization creates a sustainable and compassionate patient experience that prioritizes quality and disease prevention.

Memorial Hermann's Innovation Hub, launched in 2022, serves as a proving ground where the organization can pilot and test promising innovations across the system. Through the Hub, Memorial Hermann pilots technologies, receives real-time quantitative and qualitative feedback and, if successful, expands use across the system.

Innovation in Action: Artificial Intelligence

That innovation-first mindset drives Memorial Hermann's approach to deploying Artificial Intelligence (AI) platforms. The organization's focus is on AI solutions that:

- Improve access to care and ease navigation
- Reduce documentation burden and clinician burnout
- Enhance clinical and operational decision-making
- Support safer, more consistent and more personalized care delivery

Today, Memorial Hermann has more than 100 AI projects and integrations across its system.

Innovation in Action: Institute for Nursing Excellence

Innovation extends beyond technologies and tools to deploying practices, programs, workflows and continuing education to serve, support and grow Memorial Hermann's clinical care teams. One leading example is the Memorial Hermann Institute for Nursing Excellence (INE), which launched in 2022 with a $2 million gift from the Memorial Hermann Foundation and continues to be supported by philanthropic contributions to the Foundation. The INE creates an innovative health care environment that will grow the workforce by attracting and retaining top talent, reimagine care at the bedside and excel to ensure world-class nursing for generations to come.

Now in its fourth year, the Institute for Nursing Excellence goals are to:

- Strengthen the nursing workforce
- Elevate nursing professional practice as part of the interdisciplinary team
- Instill a culture of evidence-based practice and research
- Cultivate innovation and accelerate movement of best practices to the bedside
- Excel in clinical and operational outcomes

To accomplish these goals, the Institute for Nursing Excellence works collaboratively across the organization to support:

- Programs of research aligned with organizational priorities
- Highly aligned academic partnerships through a new tiered academic partnership model
- Strengthening the current and future workforce in academic, career and clinical development opportunities
- System Clinical Education's Nurse Residency Program and Fellowship Programs to help newly graduated and experienced registered nurses adapt to their new work environment. The evidence-based training pathways provide a structured framework in which nurses learn and train to deliver quality care.
- A Professional Nurse Advancement Program (PNAP) that recognizes and rewards Memorial Hermann's direct care nurses for their professional contributions to the practice of nursing. A performance-based career advancement program, supported by the Magnet Model framework and a comprehensive performance evaluation system, PNAP encourages nurses to advance in their profession by rewarding education and certification, clinical skills, research and leadership.

Innovation in Action: HEAL High School

- The Health Education and Learning (HEAL) High School, a partnership of Memorial Hermann Health System and Aldine Independent School District, welcomed its third freshman class in 2026. HEAL opened in the fall of 2024 and was initially supported by a $31 million gift from Bloomberg Philanthropies to the Memorial Hermann Foundation.
- This third class of freshmen joined 190 second-year and more than 165 third-year peers in the first-of-its-kind high school that addresses two critical needs: expanding the local health care workforce and providing a new educational pathway for local students to graduate into meaningful, well-paying careers.
- In 2025, HEAL opened a campus-based, state-of-the-art simulation lab replicating a Memorial Hermann hospital-based facility. Students receive hands-on experience using the same equipment they would use in a hospital setting.
- For Memorial Hermann, HEAL underscores the organization's broader mission: to extend beyond providing high-quality medical care within its hospital and clinic walls and to improve health in the communities it serves.

Memorial Hermann Physician Organization

The Memorial Hermann Physician Organization is comprised of a network of independent, academically affiliated and employed physicians.

- Memorial Hermann has a decades-long commitment to creating accountable physician networks that do more than what many in the health care space call “sick care” – waiting for a patient to walk through Memorial Hermann’s doors when he or she is already demonstrating signs and symptoms of illness, a worsening of a chronic condition or a medical issue that could have been avoided through preventative care.
- This principle has guided the formation, development and expansion of Memorial Hermann’s Physician Organization, which is comprised of three distinct groups — employed, academic and independent providers.
- Currently, Memorial Hermann has over 6,000 physicians and advanced practice providers in its network (5,526 providers and 1,536 APPs). Of those providers:
- 1,430 are primary care, hospital-based specialists who operate in Memorial Hermann Outpatient Clinics and Community Health Hospitals and focus on accelerating growth across all markets in the organization’s traditional primary service area, as well as assessing growth opportunities in markets with pent-up demand where Memorial Hermann does not have a footprint. Memorial Hermann also leverages this group to pilot different technology and support structures.
- 2,159 are hospital-based, academic specialists, including full-time community-based outpatient Primary Care providers that participate in its ACO.
- 3,473 are primary care specialists operating in independent outpatient clinics, other outpatient locations (e.g., ASCs), Memorial Hermann hospitals and non-Memorial Hermann hospitals, and independent practices that encompass a large majority of its clinically integrated network. These providers take part in all of Memorial Hermann’s payor contracts and are engaged in its quality and performance efforts. They are also key in providing access across all markets.
- Over the last several years, Memorial Hermann has created several alignment and growth opportunities that help support continued growth for its independent providers.
- One such growth opportunity has been driven by the Physician Organization and the Primary Care Service Line, which have taken steps to establish a Primary Care Collaborative (PCC) – an initiative designed to improve health outcomes while managing overall health care spend – that will allow Memorial Hermann to better serve its patients and thrive in future value-based care contracts and relationships.
- Physician alignment is integral to creating value and to Memorial Hermann’s ability to work in an ecosystem where both fee-for-service and pay-for-outcomes/performance co-exist.
- Moreover, Memorial Hermann’s physician alignment strategy is one of the things that truly sets the health system apart. Memorial Hermann does not employ the majority of its physicians, so the organization has been incredibly intentional about its alignment strategy with physicians, recognizing that they are the tip of the spear.

For more information, please visit www.memorialhermann.org.



Culture and Community

MISSION

We are a nonprofit, values-driven, community-owned health system dedicated to improving health.

VISION

To create healthier communities, now and for generations to come.

VALUES

Community We value creating a welcoming environment where everyone can access high quality care, feel respected and connect in meaningful ways.

Compassion: We understand our privileged role in people's lives and care for everyone with kindness and respect.

Credibility: We conduct ourselves and our business responsibly and prioritize safety, quality and service when making decisions.

Courage: We act bravely to innovate and achieve high-quality experiences and outcomes for patients, consumers, partners and the community.

Service Commitment

We care for every member of our community by creating compassionate and personalized experiences.

Service Standards

- Safe
- Caring
- Personalized
- Efficient

Our Brand Promise

Advancing health. Personalizing Care.

Position Summary



The Senior Vice President and System Chief Nursing Executive serves as the senior nursing leader for Memorial Hermann Health System and is responsible for advancing a unified vision, strategy, and professional practice model for nursing across the enterprise.

The CNE provides executive leadership for nursing practice, workforce strategy, quality outcomes, patient experience, nursing innovation, professional development, academic partnerships, and clinical transformation initiatives. Working collaboratively with hospital presidents, chief nursing officers, physician leaders, operational executives, and system leadership, the CNE ensures nursing remains a strategic driver of organizational excellence and patient-centered care.

The CNE chairs the System CNO Council and serves as the primary advocate for nursing across the organization. This leader is responsible for fostering collaboration among nursing leaders throughout the system while advancing initiatives that support workforce engagement, clinical quality, patient safety, professional governance, and operational effectiveness.

As a member of the senior executive leadership team, the CNE partners closely with the Chief Medical Officer, Chief Operating Officer, hospital leadership, academic partners, and governing boards to help shape organizational strategy and advance Memorial Hermann's commitment to delivering exceptional outcomes for the communities it serves.



Reporting Relationships

The Senior Vice President and System Chief Nursing Executive reports directly to the Executive Vice President and Chief Operating Officer and serves as the senior nursing executive for Memorial Hermann Health System.

The CNE partners closely with system and hospital leadership across operations, quality, medical affairs, human resources, finance, information technology, philanthropy, and academic affairs. The role serves as chair of the System CNO Council and is responsible for aligning nursing strategy across the enterprise.

Direct reports and key oversight responsibilities include:

- Assistant Vice President, Clinical Education
- Assistant Vice President, Nursing Institute
- Director, SANE Forensic Nursing Services
- Director, System Triage Center and 24-Hour Nurse Triage
- Institute for Nursing Excellence
- Executive Liaison

The CNE provides strategic leadership and guidance to approximately 12-13 Chief Nursing Officers across the health system through a matrixed leadership model.

Responsibilities

The successful Senior Vice President and System Chief Nursing Executive candidate will:

ENTERPRISE NURSING LEADERSHIP

- Serve as the senior nursing executive for the health system, establishing and advancing a unified vision for nursing practice, professional excellence, workforce development, and patient-centered care.
- Lead nursing strategy across a highly matrixed organization while fostering collaboration among hospital presidents, chief nursing officers, physician leaders, and executive stakeholders.
- Serve as the principal advocate for nursing throughout the enterprise and represent nursing priorities at the executive leadership, board, and community levels.

NURSING EXCELLENCE AND PROFESSIONAL PRACTICE

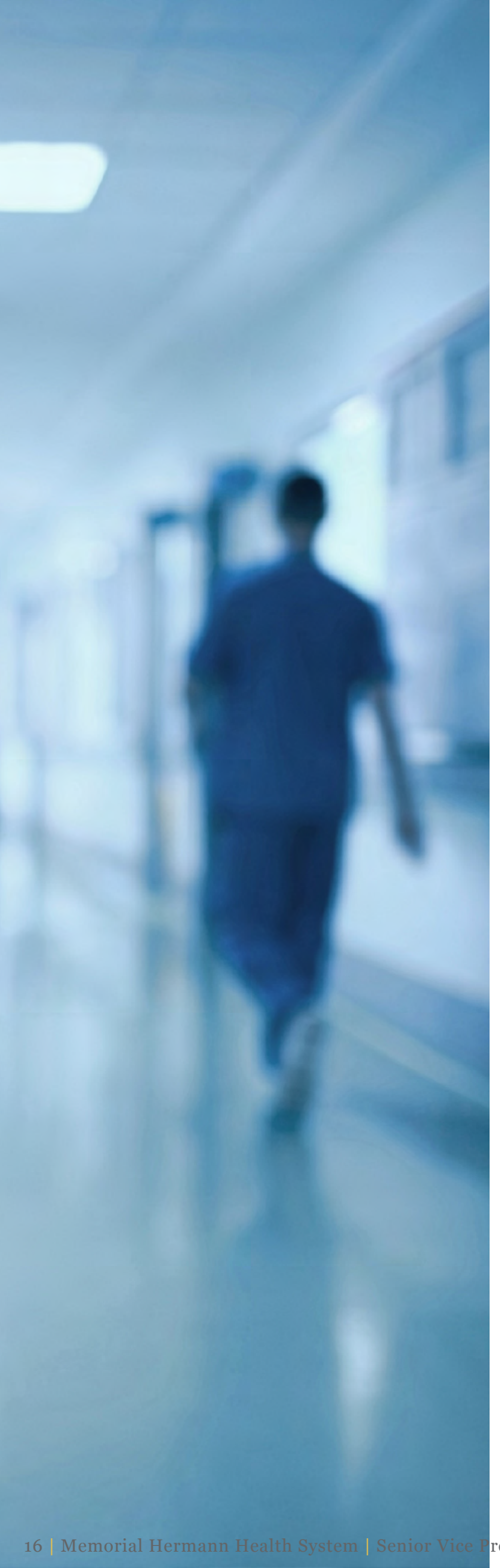
- Build upon Memorial Hermann's strong foundation of nursing excellence and support ongoing Magnet designation and nursing recognition efforts across the system.
- Advance evidence-based practice, nursing research, professional governance, and clinical innovation programs through partnership with the Institute for Nursing Excellence.
- Foster a culture of accountability, engagement, collaboration, and continuous improvement throughout the nursing enterprise.

QUALITY, SAFETY, AND PATIENT EXPERIENCE

- Partner with operational, physician, and quality leaders to drive exceptional patient outcomes, quality performance, mortality reduction, patient safety initiatives, and nursing-sensitive indicators.
- Advance organizational goals related to patient experience, HCAHPS performance, and systemwide clinical excellence.
- Support Memorial Hermann's aspirations for top-tier national performance and continued recognition as a leader in healthcare quality and outcomes.

INNOVATION AND TRANSFORMATION

- Lead the development and implementation of innovative nursing care models that support the future of healthcare delivery.
- Champion initiatives involving virtual nursing, AI-enabled technologies, SmartRooms, advanced analytics, workforce optimization tools, nursing informatics, and other emerging capabilities.
- Identify opportunities to reduce caregiver burden, improve workflow efficiency, and enable nurses to practice at the highest level of their training and expertise.



WORKFORCE AND TALENT DEVELOPMENT

- Continue to strengthen nursing workforce strategies focused on recruitment, retention, engagement, succession planning, and leadership development.
- Advance partnerships with colleges, universities, and workforce development organizations to ensure a sustainable pipeline of nursing talent.
- Support innovative programs that expand access to nursing education and professional advancement opportunities.

STRATEGY AND GROWTH

- Provide strategic direction for nursing services across the health system, ensuring alignment with organizational goals and priorities.
- Leverage relationships with academic partners, industry leaders, professional organizations, and community stakeholders to advance Memorial Hermann's strategic objectives.
- Evaluate emerging trends in healthcare, nursing practice, technology, and workforce development to ensure the organization remains at the forefront of innovation and clinical excellence.

OPERATIONAL AND FINANCIAL STEWARDSHIP

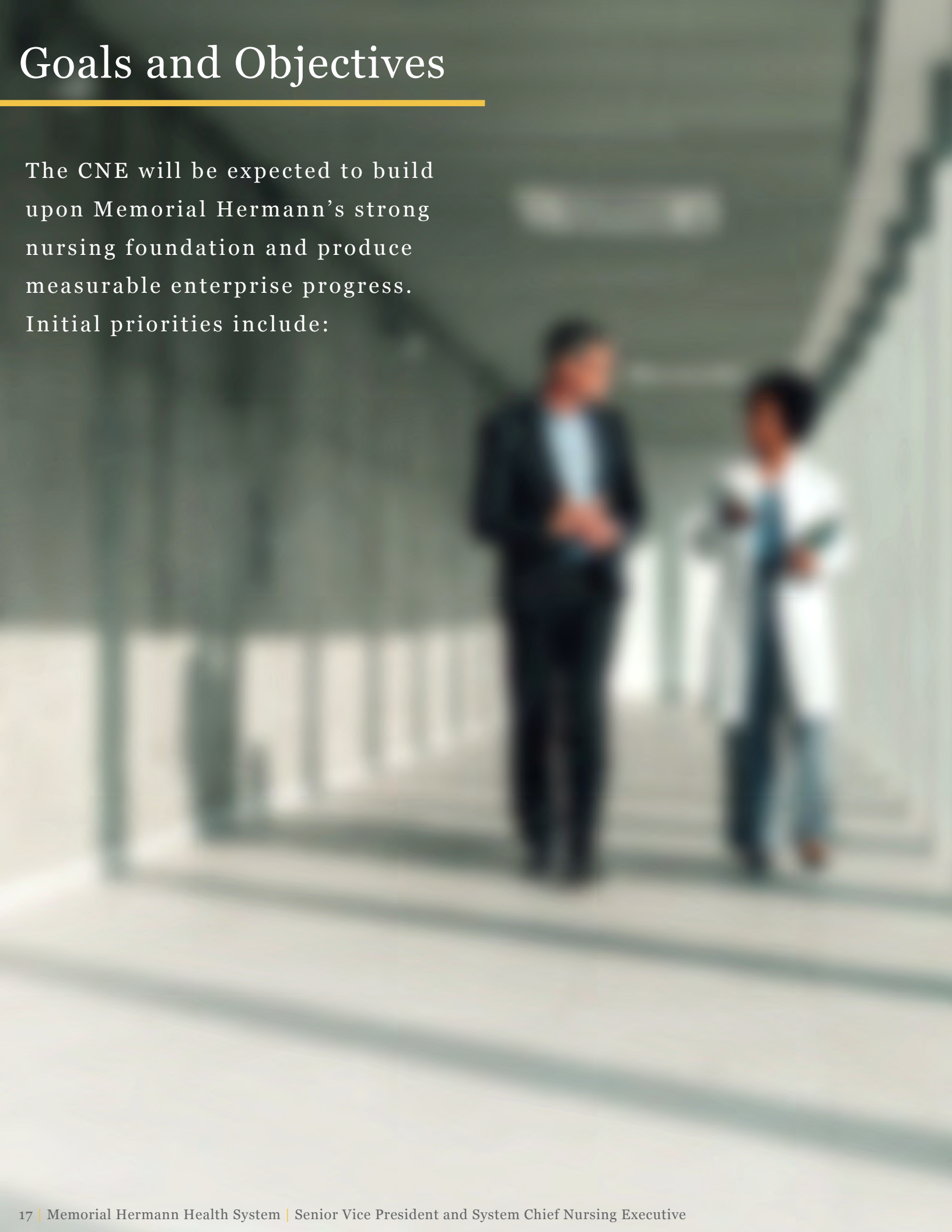
- Promote responsible stewardship of organizational resources while advancing quality, workforce, and operational objectives.
- Partner with operational leaders to optimize workforce deployment, productivity, staffing models, and resource utilization across the nursing enterprise.
- Ensure nursing strategies support broader organizational goals related to operational performance, financial sustainability, and growth.

RELATIONSHIP BUILDING AND INFLUENCE

- Develop trusted relationships with facility CEOs, hospital presidents, CNOs, physician leaders, board members, academic partners, and philanthropy leaders.
- Lead through influence and collaboration rather than direct authority, effectively navigating a complex and highly matrixed environment.
- Serve as a visible, accessible, and engaged leader who maintains a strong presence throughout the health system and within the communities served by Memorial Hermann.

Goals and Objectives

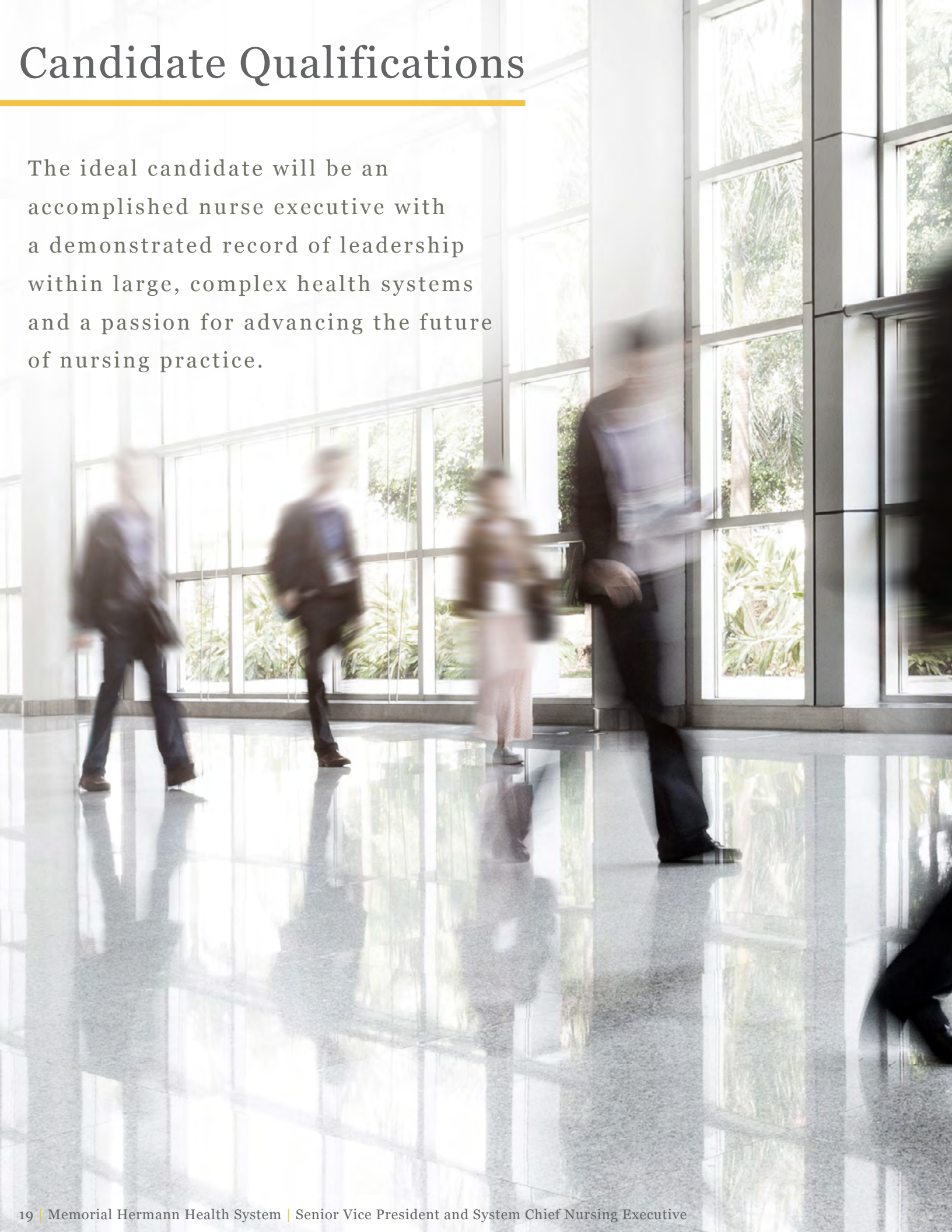
The CNE will be expected to build upon Memorial Hermann's strong nursing foundation and produce measurable enterprise progress. Initial priorities include:



- Build strong relationships with executive leadership, hospital presidents, facility CNOs, physicians, nursing teams, and other key stakeholders. Maintain a visible presence across Memorial Hermann's hospitals and develop a strong understanding of the organization's culture, operations, and nursing enterprise.
- Advance Memorial Hermann's Vizient performance and Top 10 aspirations. Build upon the success of the campuses currently ranked in the Vizient Top 10, spread leading practices across the system, and establish clear priorities and accountability for improving performance throughout the enterprise.
- Partner with nursing, physician, quality, and operational leaders to improve mortality, nursing-sensitive outcomes, patient safety, HCAHPS, Net Promoter Score, and the overall patient and family experience.
- Develop and execute a systemwide nursing strategy aligned with Memorial Hermann's clinical, operational, workforce, financial, and value-based care priorities, with clear goals for nursing practice, workforce sustainability, professional excellence, and patient outcomes.
- Develop a roadmap for virtual nursing, virtual sitting, SmartRooms, artificial intelligence, nursing informatics, advanced analytics, and other technologies that improve quality, efficiency, workforce effectiveness, and the nursing and patient experience.
- Create greater collaboration, shared accountability, and consistency across the nursing enterprise while balancing systemwide priorities with the operational needs of individual hospitals.
- Build upon Memorial Hermann's low turnover and minimal reliance on contract labor through effective workforce planning, retention, engagement, well-being, career development, succession planning, and leadership development.
- Partner with hospital, human resources, finance, and operational leaders to optimize staffing, scheduling, productivity, workforce utilization, and nursing investments while maintaining a strong focus on bedside care, quality, and safety.
- Build upon the Institute for Nursing Excellence's work in nursing education, simulation, research, evidence-based practice, scholarships, professional development, and workforce innovation. Strengthen its analytics and external visibility while ensuring its programs support frontline nurses, nursing leaders, and the system's broader workforce strategy.
- Partner with philanthropy leaders, donors, board members, academic institutions, and community organizations to advance nursing education, research, scholarships, simulation, and workforce development. Deepen Memorial Hermann's nursing relationships with UT and other academic partners, further develop the academic tiering model, and appropriately engage nursing leaders and staff as faculty and educational partners.
- Build upon high-visibility pipeline initiatives such as the healthcare high school, embedded employee support, formal apprenticeships, academic partnerships, and scholarship programs that create sustainable pathways into nursing and other healthcare professions.
- Maintain an active presence in relevant Texas workforce-development and legislative efforts, funding opportunities, and professional organizations. Serve as an external advocate for nursing and help ensure Memorial Hermann has a voice in decisions affecting the future healthcare workforce.
- Prioritize a manageable number of high-impact nursing initiatives with clear ownership, timelines, measures, and accountability. Balance visionary thinking with disciplined execution to produce measurable improvements in quality, workforce performance, patient experience, operational effectiveness, and financial stewardship.

Candidate Qualifications

The ideal candidate will be an accomplished nurse executive with a demonstrated record of leadership within large, complex health systems and a passion for advancing the future of nursing practice.





The successful candidate will possess:

- The qualified candidate will have a Master's degree in a work-related discipline/field from an accredited college or university. Bachelor and / or Master must be in Nursing.
  A Doctorate in Nursing is preferred.
- Maintain current Texas RN licensure or be eligible for licensure in the state of Texas.

KNOWLEDGE AND WORK EXPERIENCE

The successful candidate will possess:

- Progressive executive nursing leadership experience within a large, complex health system.
- Experience in both academic medical center and community hospital environments preferred.
- Demonstrated success leading through influence in highly matrixed organizations.
- Experience partnering with physicians, operations leaders, and executive teams to drive quality, patient experience, and operational performance.
- A track record of advancing nursing excellence, workforce development, and professional practice.
- Experience leading innovation initiatives involving technology, virtual nursing, workforce transformation, or emerging care delivery models.

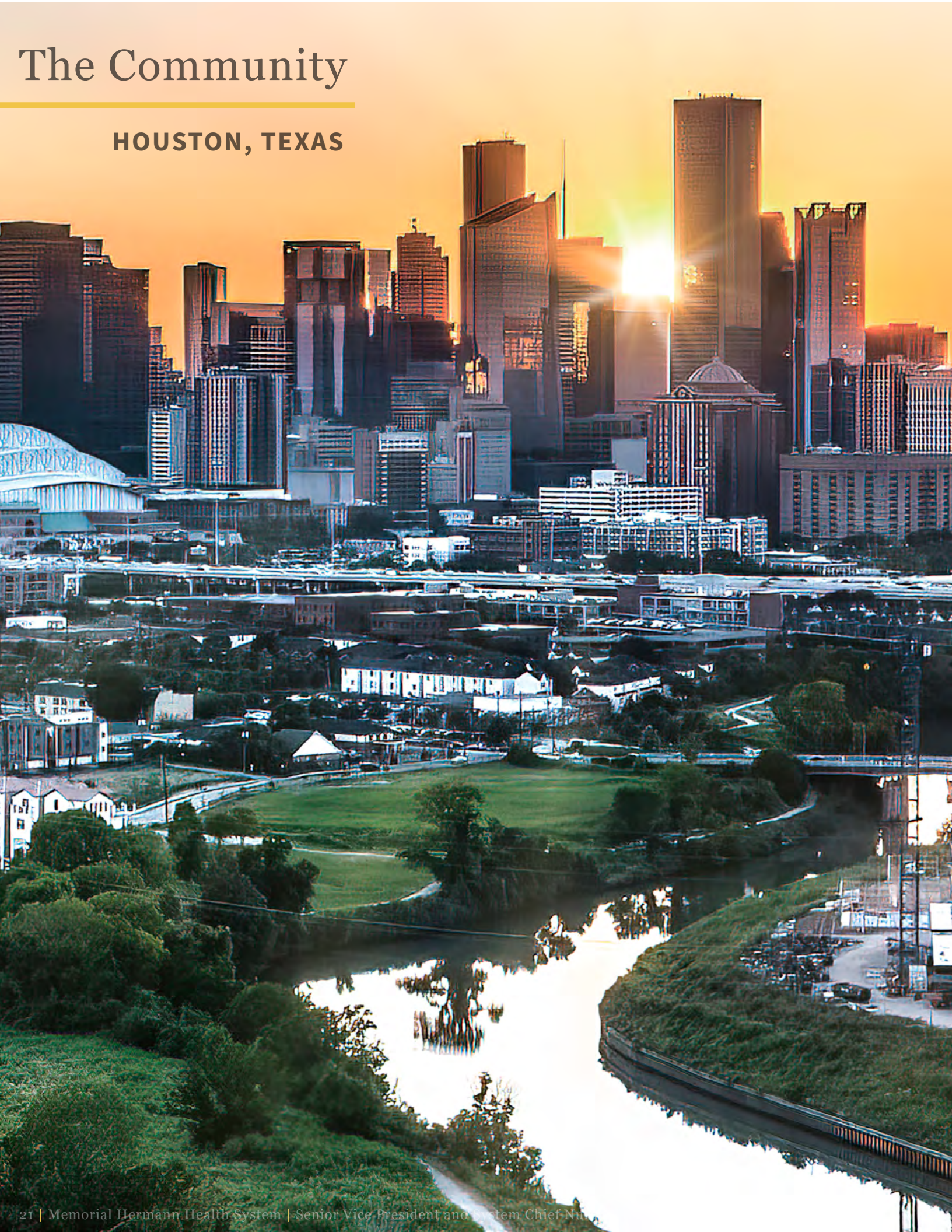
LEADERSHIP SKILLS AND COMPETENCIES

The successful candidate will be:

- A strategic and visionary thinker who can anticipate the future of nursing and healthcare delivery.
- An influential leader who excels in highly matrixed organizations.
- A trusted relationship-builder with strong executive presence and interpersonal skills.
- A visible and approachable nursing advocate.
- Financially and operationally astute.
- Collaborative, humble, and team-oriented.
- Comfortable balancing innovation with execution.
- Able to inspire confidence, accountability, and high performance throughout the organization.
- Passionate about developing nursing leaders and advancing the profession.

The Community

HOUSTON, TEXAS





Houston, Texas is the largest city in the state, and the fourth largest city in the United States, with nearly 6.5 million people in the Houston area. The city has a diverse population, adding to its cultural vibrancy. Houston is known for its energy industry, including oil and gas, as well as being a major center for healthcare, aerospace and technology. The city is spread out and has a suburban feel in many areas, with a mix of big neighborhoods and smaller communities. Houston benefits from a well-developed highway system and extensive road network.

Houston has a vibrant food scene, offering a wide range of international cuisines and more. The city has many acclaimed restaurants, food markets and food festivals. The city also has a thriving music scene, particularly in genres like country, hip-hop and rock. Venues such as the Toyota Center host major concerts and events, while smaller clubs and bars feature local artists. Houston is a sports-loving city and is home to professional teams in major sports leagues, including the Astros (MLB), Rockets (NBA), Texans (NFL) and Dynamo (MLS). Houston presents a diverse range of parks and outdoor spaces, providing ample opportunities for recreational activities. Notable parks offer scenic views, walking and biking trails, picnic areas and playgrounds. The city boasts a thriving museum district including the Museum of Fine Arts, Houston Museum of Natural Science, Children's Museum of Houston and the Space Center. The city hosts numerous festivals throughout the year, celebrating various cultures, arts and traditions. Additionally, Houston is within proximity to other notable cities in Texas, including Austin (165 miles), San Antonio (197 miles), and Dallas (239 miles).

Houston has a range of neighborhoods. West University Place stands out as an affluent neighborhood known for its upscale homes and family friendly atmosphere. Southgate offers a desirable mix of historic homes and newer constructions. A bit further out, Midtown is made up of an array of apartments, condominiums, and townhomes. River Oaks is known for its luxurious estates and upscale living. Montrose is a vibrant neighborhood with a blend of historic homes, townhomes, and modern apartments.

Houston Independent School District (HISD) is the largest public school district in Houston, serving many neighborhoods in the area. There are many other notable public-school districts to consider as well. Houston also has a wide range of private schools that offer various educational approaches, religious affiliations and academic programs.

For more information visit: **https://memorialhermann.org/**

Procedure for Candidacy

Please direct all nominations and applications to Michael Raddatz, Diane Smith or Stacy Lind through the WittKieffer Candidate Portal by clicking here or email **slind@wittkieffer.com**. Candidates can also find this portal via the WittKieffer website at **www.wittkieffer.com** and selecting the "For Candidate" dropdown and then "Candidate Portal."

Michael Raddatz
Senior Partner, Search
630-247-4941

Diane Smith, MPH, BSN, RN
Principal, Search
267-766-0410

Stacy Lind
Senior Associate, Search
630-575-6131

Memorial Hermann Health System 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 Memorial Hermann Health System 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.

All images and logos used in this leadership profile were attained from Memorial Hermann Health System and/or are owned by Witt/Kieffer Inc. via Getty Images.



WittKieffer is the premier executive search, interim leadership, and advisory firm developing impactful leadership teams for organizations that improve quality of life. We work exclusively across healthcare, science and education, providing essential knowledge, analysis, and perspective that produce effective leaders and inclusive cultures.

Visit **wittkieffer.com** to learn more.

WittKieffer