Healthcare Association of Hawaii
THE LEADING VOICE OF HEALTHCARE SINCE 1939

President and CEO

Leadership Profile

November 2026

Prepared by Paul Bohne, Michelle Johnson, and Eleanor Vogelsang



Contents

The Opportunity 02

Organization Overview 03

Position Summary 07

Goals and Objectives 09

Candidate Qualifications 10

The Community 12

Procedure for Candidacy/Timeline 13

The Opportunity

The Healthcare Association of Hawaii (HAH) and its members are seeking an experienced, highly respected, and relationship-driven executive to serve as the next President and Chief Executive Officer (CEO). A search has commenced due to the planned retirement of Hilton Raethel, who has led HAH with distinction for nearly 10 years.

HAH serves as the unified voice for 170 members across the Hawaiian Islands, representing a diverse membership that includes acute care hospitals, public and private skilled nursing facilities, type II adult residential care homes, Medicare-certified home health agencies, hospices, assisted living facilities, and home infusion/pharmacies. Founded in 1939, HAH occupies a visible and consequential role at the intersection of health care delivery, public policy, and statewide economic impact. HAH is widely recognized for its credibility, effectiveness, and ability to advance meaningful outcomes for healthcare providers, patients, and communities. Representing healthcare organizations across all Hawaiian Islands, the CEO must navigate a complex landscape shaped by significant geographic dispersion, varying community health needs, and diverse economic realities. The role requires advancing policies and partnerships that meet the needs of both densely populated regions and remote island communities while ensuring equitable access to care statewide.

Operating in a dynamic, rapidly evolving healthcare landscape, the CEO shapes state health policy, drives transformation in healthcare delivery, and leads the membership through technological shifts, data integration challenges, evolving reimbursement models, and a variety of shared programs and initiatives. The CEO ensures high-impact strategic advocacy, promotes organizational resiliency through robust disaster preparedness, and leads statewide initiatives to transform and expand Hawaii’s healthcare workforce. Additionally, the CEO oversees corporate governance across subsidiary organizations, serving as Chair of the Boards for Laulima Data Alliance and the Hawaii Hospital Education and Research Foundation (HHERF), while representing HAH on the American Hospital Association (AHA) Regional Policy Board and the State Hospital Association Executive Forum (SHAEF).

The CEO will lead a dedicated team of approximately 20 professionals, fostering a culture of collaboration, engagement, and excellence. By being accessible, visible, and invested in staff, the CEO will ensure HAH continues to operate with strong governance, fiscal responsibility, and a member-centric mindset. The next CEO will step into a role with strong fundamentals: an engaged, committed membership; a talented, experienced staff; and a respected platform built on decades of trust and results. This is not a turnaround or rebuild, but rather an opportunity to build on momentum, strengthen unity across a diverse, complex yet aligned membership, elevate HAH’s voice, and extend its impact during a period of increasing policy, financial, and operational complexity.

The CEO will partner closely with the Board to set and execute HAH's strategic direction and serve as the principal ambassador advocating at the state and federal levels. Success will depend on the ability to build trust and effectively coalesce members, influence policy leaders across party lines, and support and guide a strong team while personally engaging when leadership presence and influence matter most. Telling the story and needs of all members across the continuum of care clearly, credibly, and persuasively will be central to advancing HAH’s mission without allowing a single sector to dominate its agenda and goals.

Equally important, the next CEO must be energized by people and relationships. This role demands high visibility across Hawaii, listening, learning, and personally connecting with member leaders, policymakers, and association partners. The CEO must resonate with the membership, unify diverse perspectives, and lead through consensus, sincerity, courage, and service. Success will require the ability to understand Hawaii's unique relationship-oriented culture, establish credibility quickly, and thoughtfully navigate an interconnected healthcare and policymaking environment where trust and reputation are paramount.

For a mission-driven executive with the stature, credibility, and relational strength to lead in complexity, this role represents a career-defining opportunity and one that offers the chance to shape health policy, strengthen trust, and make a lasting impact on health care across Hawaii and beyond.

Organization Overview

The Healthcare Association of Hawaii (HAH) has been the leading voice of healthcare in Hawaii since 1939. HAH's 170 member organizations include the acute care hospitals in Hawaii, public and private skilled nursing facilities, type II adult residential care homes, the Medicare-certified home health agencies, hospices, assisted living facilities, and home infusion/pharmacies. Members also represent other healthcare providers from throughout the continuum, including case management, air and ground ambulance, blood bank, dialysis, and more.

Through advocacy in Hawaii and DC, HAH works with healthcare executives and their employees on vital industry issues such as quality and reimbursement improvement, strategic education, emergency preparedness, healthcare workforce, public relations, and shared savings/cost reduction. In service to its member organizations, HAH focuses on five priority areas:

- **Advocacy:** HAH represents the continuum of care on a wide range of healthcare issues critical to Hawaii's people. HAH works to improve public and governmental response to the financial and regulatory challenges faced by its members by articulating those challenges and developing solutions that meet the needs of its members and the people they serve. In addition to advocating for legislation at the state and federal levels, HAH works to ensure that laws and regulations provide a reasonable and equitable environment in which healthcare organizations can provide affordable, high-quality healthcare.

  A key to HAH's past successes has been member participation in the Advocacy Committee. HAH assists in facilitating discussions and providing background information to the Advocacy Committee on legislative and regulatory issues. Also invaluable to past achievements have been the close working relationships established with elected and appointed officials, as well as other healthcare associations.

  At the state level, HAH is focusing on several healthcare-related priorities. These include making the hospital sustainability and the nursing facility sustainability programs permanent and working on a Medicaid professional fees increase. Other issues will be reviewed and discussed by HAH's members as they are considered by the legislature, including better supporting long-term care providers, mental health, and reproductive health service access.

  HAH advocates at the federal level on behalf of provider relief funds for members, and for continuing needed flexibilities provided by the Centers for Medicare and Medicaid Services (CMS).

  The HAH Political Action Committee (HAH PAC) is integral to forwarding the advocacy agenda of the association's members. The HAH PAC was established to complement our legislative activities and to support legislators who show a commitment to prioritizing the needs of healthcare providers in the state.

- **Reimbursement**: HAH advocates at the state and federal levels for equitable reimbursement so that its members across the continuum of care can maintain a sustainable future. HAH also works with regulatory agencies to ensure HAH members maximize the monies available from pay-for-performance and pay-for-value programs. HAH assists its members in monitoring federal reporting and other requirements for appropriate use of the relief funds, while also advocating for better and clearer reporting and auditing requirements and standards.

- **Quality**: HAH offers an array of resources to members, sharing best standards of care and advancing excellence. HAH provides toolkits, checklists, publications, and policies to cover specific rules and issues their members might encounter.

- **Emergency management**: The Hawaii Healthcare Emergency Management Coalition (HHEM) was commissioned in 2003 by HAH through a 501(c)(3) nonprofit called the Hawaii Hospital Education and Research Foundation. HHEM provides emergency preparedness and management services to 196 Coalition members. HHEM's core missions are to coordinate healthcare response operations, provide logistical and

communications support, mobilize portable healthcare systems, deploy emergency response teams, and support preparedness planning and training.

This nonprofit, 501(c)(3), is a wholly owned subsidiary of HAH. The HHEM coalition program is primarily funded with federal HPP or Hospital Preparedness Program grant funding. The grant funding is provided by the Office of the Assistant Secretary for Preparedness and Response to the Hawaii State Department of Health and then granted to the HHEM Coalition via a contract for services agreement.

- **Communications & education**: To elevate the healthcare industry's profile and strengthen public confidence in and knowledge of healthcare, HAH maintains a comprehensive communications agenda. Recognizing the complexity of healthcare, this approach gives legislators, business leaders, the people of Hawaii, and the media an accurate portrayal of the true state of Hawaii's healthcare delivery system, highlights the role of HAH, and also recognizes and acknowledges opportunities for improvement.

- **Workforce**: HAH started the Healthcare Workforce Initiative (HWI) in 2018 to address the need for a stronger workforce pipeline for healthcare organizations across Hawaii by better matching the programs, certifications, and degrees offered by secondary and post-secondary educational institutions with the needs of the healthcare industry. HAH led the release of the first-ever HWI report, which made front page news and gave new urgency to the creation of job and degree programs in Hawaii. New partnerships and collaborations formed between HAH members and community and academic partners to address the needs of healthcare providers across the continuum of care. For more information, including the recently released 2026 report, please visit: Healthcare Workforce Initiative and Reports — Healthcare Association of Hawaii.

HAH provides members with a variety of in-person and online education opportunities. Several conferences held throughout the year allow members to gather in person to hear from experts and share best practices. Online offerings include opportunities for live interaction as well as on-demand sessions to accommodate any schedule.

HAH bestows honors on healthcare providers through its Healthcare Heroes program. Through sponsorship support, HAH fields patient nominations to recognize healthcare providers going above and beyond to provide stellar care to the people of Hawaii.

In recognition of the importance of building a workforce pipeline for future healthcare providers, HAH partners with community entities to support initiatives that support and build on those pathways. HAH recently unveiled its first health learning lab at Wai'anae High School, which serves as a proof-of-concept for a multi-year initiative called ‘Aulama I Ke Ola, which means “to light the torch to health and well-being.” HAH's vision of a statewide best-in-nation network of modern health learning spaces will allow high school students to practice real-life clinical skills designed to reflect real-world healthcare environments. HAH also offers healthcare certificate workforce development programs to train high school seniors or recent high school graduates for high-demand jobs such as certified nurse aide, patient service representative, medical assistant, and phlebotomist. Certificate programs are currently offered at 13 entities across four islands.

To track progress in addressing workforce needs, HAH launched the Healthcare Workforce Initiative (HWI) in 2018. The goal of the HWI is to better match programs, certifications, and degrees offered by Hawaii's secondary and post-secondary educational institutions with the workforce needs of the state's healthcare industry. Through regular survey research, the HWI identifies openings in non-physician healthcare positions to track progress in closing gaps. This group strives to identify needs, discover factors that contribute to the state of the healthcare workforce, and track the success of efforts to improve the workforce pipeline.

HAH Membership

HAH's members currently include: 26 acute care hospitals, including 9 critical access hospitals; 2 psychiatric hospitals; 2 government healthcare facilities; 9 Medicare-certified home health agencies; 10 hospices; 43 skilled nursing facilities; 16 assisted living facilities; 8 type II adult residential care homes; 7 premium affiliate members;

13 affiliate members; 9 premium associate members; 24 associate members; 7 personal members; and 2 emeritus members.

HAH Board of Directors

HAH is governed by a board of directors that includes representatives from its diverse membership. The HAH Board is responsible for all governance of the association and has the authority to adopt policy for the association.

The HAH Board consists of the chair, chair-elect, secretary/treasurer, immediate past chair, the HAH CEO, and up to 14 directors-at-large.

Hawaii Hospital Education and Research Foundation

HAH created a separate 501(c)(3) organization called the Hawaii Hospital Education and Research Foundation (HHERF) to promote sponsorships, conduct health-field research through educational programs and the accumulation/dissemination of health information, and perform hospital preparedness exercises for public health emergencies.

HAH works in partnership with HHERF to fulfill the Emergency Services needs in the state, as well as for education and scholarship programs related to healthcare.

Laulima Data Alliance

In February 2017, HAH established Laulima Data Alliance, a nonprofit wholly-owned 501 (c)(3) subsidiary with two employees. Laulima was organized to collect, analyze, and disseminate statewide health information in support of efforts to continuously improve the quality and cost efficiency of healthcare services provided to the people of Hawaii, while also safeguarding confidential individual patient and healthcare provider information.

The Laulima Data Collection Program enables Hawaii hospitals to efficiently submit, edit, and validate their data. The Laulima Data Reporting Program provides hospitals with ready access to statewide, regional, and hospital-specific information to support decision-making and policies for healthcare leaders, policymakers, researchers, and community partners.

Mission

To be Hawaii's most effective advocate for a comprehensive and financially strong healthcare system that successfully responds to the diverse and changing health needs of all we serve.

Vision

A healthy Hawaii where every resident of every age has convenient access to appropriate, affordable, high-quality care, and where healthcare providers are reimbursed adequately to deliver that care.

As the unifying voice of Hawaii's healthcare providers and an authoritative and respected leader in shaping healthcare policy in Hawaii, HAH works with committed partners and stakeholders to lead the movement toward achieving an equitable, sustainable Hawaii healthcare system driven to improve quality, efficiency, and effectiveness for the patients and communities who entrust their care to us.

State Budget

Hawaii's biennial state budget impacts health care delivery and provider reimbursement in the state.

Strategic Plan

In November 2024, the HAH finalized its 2025-2028 Strategic Plan. Coming out of the pandemic and recognizing the unprecedented transformation taking place within healthcare delivery across the nation, HAH's strategic plan strives to position the organization and healthcare entities across the state for success. Hawaii's unique geography adds complexity to delivering seamless care, and ensuring a fully integrated continuum of care - from acute hospital settings to home-based and long-term services - remains a critical priority. The strategic plan addresses the pressing issues faced by the industry head-on, outlining a path forward that ensures the healthcare system remains strong, resilient, and equipped to meet the needs of the people of Hawaii.

Position Summary

Overseeing a 20-person staff, the CEO leads and manages the day-to-day operations and administration of HAH. The CEO serves as HAH's lead spokesperson and leads the development of new policies and programs that serve the best interests of the members. The CEO makes decisions within existing policies as they have been approved by the Board of Directors. The CEO will plan, organize, direct, and coordinate HAH's staff, programs, and activities to ensure that objectives are attained, plans are fulfilled, and members' needs are met. It is expected that the next CEO understands the funding, reimbursement, and regulatory dynamics across acute care, post-acute care, long-term care, home health, and other provider settings. The CEO will maintain effective internal and external relationships with state and federal government agencies and key community organizations throughout the state. The CEO manages the budget, ensures value from expenditures, and develops forward-looking, constructive growth initiatives for HAH.

Supervises

CFO/COO; Executive Director (Data Analytics Subsidiary); VP, Government Affairs; VP, Workforce; Associate VP, Post-Acute Care; Associate VP, Reimbursement & Health Policy; Associate VP, Quality; Director, Emergency Services; and Executive Assistant to the President & CEO.

Primary Responsibilities & Strategic Leadership

- **Strategic & Visionary Leadership:** Establishes and executes the long-term strategic vision for HAH, aligning organizational initiatives with emerging trends in healthcare delivery, payment systems, and population health.
- **Healthcare Delivery Transformation & Policy Advocacy:** Serves as the chief advocate and voice for member institutions, guiding policymakers, payors, and community stakeholders through structural shifts in value-based care, alternative payment models, and health system sustainability.
- **Workforce Strategy & Ecosystem Development:** Champions proactive, multi-sector workforce strategies to recruit, retain, and upskill healthcare talent across the islands, addressing critical clinical shortages and pipeline development.
- **Technology, AI, & Data Leadership:** Guides members through digital health integration, health information technology advancements, AI adoption, data security challenges, and analytical governance via the Laulima Data Alliance.
- **Evolving Business Models & Reimbursement Structures:** Evaluates and advises on state and federal reimbursement reform, Medicare/Medicaid policies, commercial insurance dynamics, and innovative business strategies to ensure provider solvency and care access.
- **Emergency Preparedness & System Resiliency:** Oversees the execution of federal and state disaster planning and emergency management programs, fortifying island-wide healthcare infrastructure against public health emergencies and natural disasters.
- **Financial Performance & Governance:** Develops and administers board-approved annual budgets for HAH and its subsidiaries, maintaining strong fiscal health, operational compliance, and organizational integrity.
- Recommends legal action on issues that are key to achieving policy or member objectives.
- Provides for organizational effectiveness and management continuity through the effective deployment of accountabilities, staffing, direction, and motivation of HAH staff.
- Ensures that approved policies, plans, programs, and budgets are effectively implemented.

- Plans or assists in planning for all necessary meetings of the general membership, the Board and its committees, including the annual meeting, advocacy day, and the annual awards ceremony and gala.
- Leads relations with the association's legal, accounting, and other consultants.
- Leads grassroots advocacy efforts on behalf of Association members as necessary.

Hawaii Hospital Education and Research Foundation (HHERF) - Subsidiary

- Serves as the President and Chief Executive Officer of the Hawaii Hospital Education and Research Foundation.
- Administers the annual budget of the subsidiary.
- Promotes the use of the Foundation for other tax-exempt purposes.
- Performs additional duties assigned or delegated by the Board.
- Accountable for administering a federal grant for the State of Hawaii's Emergency Management Program, which provides disaster preparedness for public health emergencies.
- Responsible for developing and leading the workforce initiatives to build Hawaii's healthcare workforce.

Laulima Data Alliance - Data Analytics Subsidiary

- Serves as the President and Chief Executive Officer.
- Administers the annual budget of the subsidiary.
- Performs additional duties assigned or delegated by the Board.

Healthcare Association of Hawaii Political Action Committee (PAC) Specific Responsibilities

- Responsible for working with the Board and PAC to establish and meet annual fundraising goals.
- Responsible for advising the HAH Board of its responsibilities of meeting the goal set for Hawaii by the annual national fundraising campaign of the American Hospital Association and leads the organization's effort to meet the goal.
- Engages candidates to ascertain their positions on key healthcare issues, while using these occasions to educate candidates regarding HAH positions.
- Directs the distribution of contributions to candidates on the state level who should receive financial support from the HAH PAC, and works with national affiliates to coordinate federal contributions.
- Attends various political fundraisers to support political parties and caucuses, utilizing these opportunities to educate candidates and leaders on HAH priorities.

Goals and Objectives

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

- **Be a Visible, Trusted Leader and Authentic Ambassador for HAH:** Serve as an authentic, highly visible leader who builds trust through frequent in-person engagement across the state. Invest significant time visiting members, listening to their challenges, and building one-on-one relationships that reinforce HAH's relevance and value. Understanding Hawaii's unique healthcare landscape, culture, and stakeholder environment, engage members, staff, policymakers, and partners with integrity, curiosity, and openness. Serve as the trusted leader of the association in a manner that is approachable, credible, and sincere, and that lacks ego.

- **Unify a Diverse and Complex Membership:** Lead an association that represents a diverse representation of the care continuum, while maintaining cohesion and shared purpose. Ensure the perspectives and needs of all provider sectors are represented equitably. Continue to merit and sustain 100% membership by ensuring all members feel understood, represented, and united.

- **Lead Advocacy Strategically and Effectively:** Be fluent in the language of advocacy and understand the CEO role as a strategic lever. Empower and guide an exceptional advocacy team while knowing when direct engagement with policymakers is necessary to advance HAH's priorities. Maintain strong relationships across state government, regulatory agencies, and throughout the community. Be seen as a credible, solution-oriented voice for membership. Navigate complex policy and budget environments.

- **Bring Leadership Credibility and Speed to Trust:** Demonstrate a strong understanding of healthcare operations and the pressures members face today. Build trust quickly by speaking from experience, showing sincerity, and grounding advocacy positions in operational realities. Build and maintain a positive, collaborative relationship with the American Hospital Association and its leadership, given the AHA's critical role in coordinating advocacy at the Federal level.

- **Lead a Strong Organization with Presence and Purpose:** Lead, mentor, and further develop a high-performing staff. Build on the strengths of HAH's currently cohesive, dedicated team. Maintain visibility, accessibility, and genuine connection with the team, fostering a culture of trust, collaboration, and shared mission.

- **Build Consensus and Be Followed:** Lead through collaboration, consensus-building, and, when needed, courage. Bring people together across differing perspectives, coalesce around shared goals, and be someone others are motivated to follow.

Candidate Qualifications

Education/Certification

- An advanced degree in health services, business administration, law, public policy, political science, or relevant areas is essential.

Experience

- Five to 10 years of experience in an executive position with a healthcare or association background.
- Extensive knowledge of healthcare, in-depth awareness of current healthcare issues (nationally and in Hawaii), and political acumen. Exposure to/familiarity with the Hawaii healthcare market would be helpful but is not required. Leaders whose experience, skill, and leadership approaches would translate to Hawaii are encouraged to apply.

Leadership Skills, Knowledge, Attributes

- Ability to provide a clear sense of purpose and mission and, through coalition and consensus building, develop a shared vision among the Board, membership, clients, and staff.
- Proven experience in managing and developing diverse staff.
- Active participation in the strategic planning process.
- Increases Board and membership support of HAH.
- Enhances public perception and support of hospitals, long-term care, assisted living facilities, home health, and hospice organizations.
- Serves as a convincing spokesperson for healthcare and the membership.
- Participates on state and national boards, committees, task forces, and commissions as appropriate.
- Provides vision, goals, stability, and counsel for HAH employees; promotes professionalism, accountability, growth, development, esprit de corps, and service.
- Creates a culture of employee equity, organization-wide ownership of HAH's vision and priorities, teamwork, and collective accountability.
- Ability to build and maintain excellent working relationships with healthcare stakeholders across national, state, and local levels.
- Ability to develop strong, collaborative relationships with the boards of HAH and related organizations.

Representation and Advocacy

- Ability to influence public policy development and provide leadership in state and federal policy issues.
- Effectively manages a well-organized, highly participatory process to address public policy issues.
- Develops thoughtful and stimulating public policies and strategies.

- Leads public policy negotiations with other associations, organizations, and agencies.

Strategic Planning

- Ability to conduct strategic planning for public policy issues and participate in overall strategic planning.
- Helps to meet total membership goals and improve the value of membership.
- Assists in the recruitment of new members and delivers membership presentations.

Operational Management

- Proven ability to apply sound leadership and management practices to a complex organization across diverse subject areas.
- Ensures the association achieves annual objectives and meets financial targets.
- Builds a solid management team and delegates responsibility and authority effectively.

Personal Characteristics

- **Self-confidence** - Presence, dynamism, persuasion, and outstanding communication and motivation skills apparent in: presentations, speeches, discussions, and negotiations; written materials; and being comfortable in all social and professional situations.
- **Creative & versatile** - Conceives new ideas and strategies in response to changing member needs and the environment. Ensures transitions are smooth and aligned with evolving member needs and the political climate.
- **Confidence & strength** - Maintains conviction and faith in leadership capabilities to execute chosen courses of action. Carries through on complex projects and challenging policy positions. Possesses tolerance for diversity and ambiguity while displaying the courage to take a stand when necessary.
- **Decision-Making** - Maintains composure under pressure, deciding decisively without succumbing to criticism. Exhibits sound judgment to avoid paralysis from incomplete information or lack of consensus.
- **Flexibility** - Deals effectively with a broad spectrum of stakeholders, interests, and organizations. Creates win-win solutions among conflicting groups within HAH policy guidelines.
- **Build unity** - Garners support for key public policy positions in complex or dividing environments. Demonstrates diplomacy and tact in politically and emotionally charged situations.
- **Values** - Demonstrates high moral convictions and uncompromising standards regarding business ethics and personal integrity.

The Community

Honolulu



Honolulu, Hawaii's largest city and capital, is a vibrant hub of cultural diversity. Incorporated as a city in 1907, Honolulu is nestled on the southeastern shore of the island of Oahu, a location that many consider paradise. In the Hawaiian language, Honolulu means "sheltered bay" or "place of shelter." Reflecting its diversity and multicultural makeup, the ethnic breakdown was 21% White, 42% Asian, 10% Pacific Islander, 10% Hispanic/Latino, 2% African American, 0.4% Native American, and the remainder being from two or more races or other races.

Oahu is the center of business and government for the State of Hawaii and the gateway to the Pacific Rim. Downtown Honolulu is Hawaii's financial and governmental center, while Waikiki, the world-famous tourist destination, is only a few miles away. Tourism remains the city's principal industry, followed by federal defense expenditures and agricultural exports. Despite its urban nature, many crops are still grown on Oahu. Vegetables and fruits, including pineapple, are cultivated. Sugarcane production ended in 1996. The majority of military personnel and dependents reside on Oahu. Pearl Harbor Naval Shipyard is probably the most widely known military installation. The unified military command for the Pacific (CINCPAC) is also located on Oahu.

Honolulu is in a tropical zone, and temperatures vary little throughout the year, with average high temperatures of 80° to 89° F and lows of 65° to 75° F. The warm spring and summer weather in the low to mid 90s is often cooled by tropical breezes. The annual average precipitation is 18.3 inches, mainly during the winter months. Honolulu has an average of 270 sunny days a year. Honolulu and the island of Oahu offer natural beauty and a rich array of cultural and outdoor recreation activities year-round, with easy access to beaches, parks, hiking, water sports, collegiate sports teams, and more.



In addition to the K-12 public school system, Honolulu has several nationally respected private elementary and secondary schools. Higher education facilities include the University of Hawaii (Manoa), University of Hawaii (West Oahu), Brigham Young University-Hawaii, Chaminade University of Honolulu, Hawaii Pacific University, and four community colleges in Oahu. Located on the western end of the city, Honolulu International Airport is the principal aviation gateway to Oahu.

For further information on the area, visit: https://www.honolulu.gov/.

Procedure for Candidacy/Timeline

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Review of applications has begun and will continue until the position is filled.

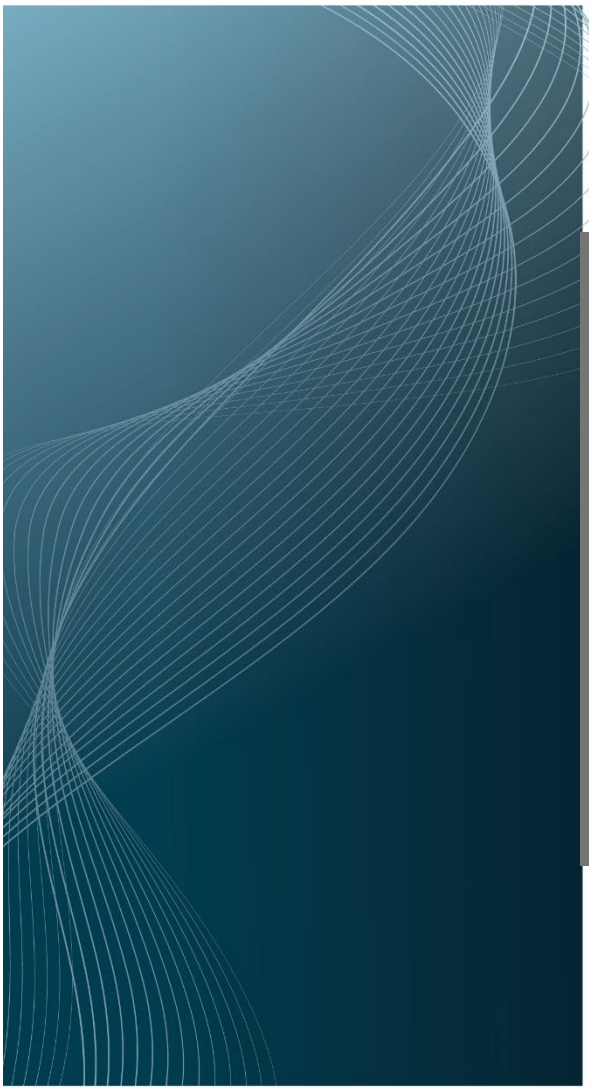
Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting HAH with this recruitment through the office of Eleanor Vogelsang via WittKieffer's Candidate Portal or by email to evogelsang@wittkeiffer.com.

Candidates who are selected to advance will be expected to be in person on January 21 or 22 and on a yet-to-be-identified date in mid-February to meet with the Board and other identified stakeholders.

	Title	Phone
Paul Bohne	Managing Partner, Search	(781) 564-2623
Michelle Johnson	Senior Partner, Search	(320) 260-2727
Eleanor Vogelsang	Senior Associate, Search	(703) 400-9267

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 Healthcare Association of Hawaii 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 Healthcare Association of Hawaii and/or are owned by Witt/Kieffer Inc. via Getty Images.



WittKieffer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit healthcare delivery, science, and education – the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better.

Visit WittKieffer.com to learn more.

WittKieffer