



Baptist Hospitals of Southeast Texas Chief Executive Officer

Leadership Profile

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The Opportunity



Baptist Hospitals of Southeast Texas (BHSET), based in Beaumont, TX, seeks an exceptional, mission-driven executive to serve as its next Chief Executive Officer (CEO) following the promotion of current CEO Justin Doss. This is a transformative opportunity for a visionary, servant-hearted leader to guide one of the region's most respected healthcare organizations during a period of major growth and community impact.

Founded in 1949, BHSET is a 483-bed hospital with \$469 million in net revenue and a longstanding reputation for clinical excellence, advanced technology, compassionate care, and a faith-centered mission. In addition to

strong regional credibility, BHSET has earned national recognition—most notably being featured in Forbes' 2026 Top Hospitals reporting and being named to Becker's 2025 list of 100 Great Community Hospitals. As a Forbes Best Midsize Employer for 2026, BHSET's workforce has grown from 1,500 to 2,200 employees over the last four years, reflecting its expanding service offerings and rising regional demand.

In 2000, BHSET became a Community Hospital Corporation (CHC) member and is now the organization's largest hospital. CHC was established with the mission of helping hospitals remain community-operated and governed. The next CEO will report to the CHC Chief Operating Officer and work closely with the hospital's local Board of Directors.

BHSET is experiencing one of the most significant investment periods in its history. The hospital recently opened a new \$40 million cancer center, elevating oncology capabilities for the region, and is actively constructing a \$70 million behavioral health expansion to address critical mental health needs. With a strong financial foundation and increasing market relevance, BHSET is well positioned to advance key growth areas in cardiovascular care, orthopedics, oncology, behavioral health, and women's services.

The next CEO will be a servant leader who approaches the role with humility, integrity, and a deep commitment to mission and faith-based service. This executive will be an engaging, transparent, and empowering presence—someone who nurtures trust, listens actively, and strengthens BHSET's enduring Sacred Work culture.

A critical requirement for success will be the ability to build and maintain trusted, transparent, and highly collaborative relationships with physicians and the community. Given that approximately 50% of the market comprises independent physicians, the CEO must be especially adept at engaging diverse provider groups, fostering mutual respect, and creating an environment where employed and independent physicians feel valued, heard, and aligned with BHSET's mission and goals. This leader will work closely with physician partners to support clinical excellence, enhance service line development, and ensure BHSET remains the provider of choice in Southeast Texas.

The ideal CEO will also demonstrate strong financial acumen and business insight, ensuring operational performance remains robust while advancing strategic growth initiatives and maintaining regulatory excellence. This leader will continue strengthening partnerships with clinical and administrative teams and positioning BHSET for long-term success. Given the hospital's essential role in the region, the CEO must serve as a visible

ambassador for BHSET locally, regionally, and nationally, working closely with civic organizations, elected officials, and community partners to address population health needs and advance community trust.

Candidates should bring substantial executive experience within a hospital or integrated health system, with exposure to both for-profit and not-for-profit environments strongly preferred. The successful CEO will be a deeply mission-aligned, values-driven executive committed to a faith-centered culture and grounded in the principles of servant leadership, demonstrating compassion, humility, and respect. This individual will excel at building transparent, trusted, and collaborative relationships with physicians, including independent providers, while also bringing strong financial, operational, and strategic acumen. A systems thinker with the ability to balance community needs and enterprise priorities, the CEO will be an exceptional communicator, a trusted relationship builder, and a highly visible, engaged presence within the Beaumont community.

With significant capital investments underway, a strong mission-driven culture, national recognition reinforcing its excellence, and broad community support, BHSET offers a compelling opportunity for a CEO ready to lead with heart, vision, and impact.

Organization Overview

Baptist Hospitals of Southeast Texas

Baptist Hospitals of Southeast Texas was established in 1949 when L.E. Stagg Sr.—a Beaumont businessman and Baptist leader—led the effort to build a “City of Healing” in response to the serious hospital bed shortage in the Southeast Texas area. Today, the organization consists of a 483-bed hospital with \$469 million in net revenue. In keeping with the spirit of Stagg’s membership in the Baptist General Convention of Texas, the Christian emphasis continues to be exemplified through the interrelationships of the organization’s management, 2,200 employees, and the presence and participation of the chaplaincy in the healing process.



In addition to its longstanding commitment to clinical excellence, Baptist Hospitals of Southeast Texas has been recognized on a national stage. Forbes includes the organization in its 2026 Top Hospitals reporting, providing detailed quality ratings drawn from outcomes, best practices, value, and patient experience measures. This recognition reflects the hospital's consistent performance across key clinical indicators and patient feedback.

Furthermore, Becker’s Hospital Review named Baptist Hospital of Southeast Texas–Beaumont to its 2025 list of 100 Great Community Hospitals, acknowledging its role as a vital community provider distinguished by clinical excellence, personalized care, and commitment to advancing health outcomes in the region.

Having served Southeast Texas for more than 75 years, Baptist Hospitals of Southeast Texas has had the opportunity to touch, heal, and change many lives. With a long history of clinical excellence, high-quality healthcare, cutting-edge technology, excellent customer service, and a mission and vision founded in faith. Baptist Hospitals is privileged to be entrusted with the health of their families, friends, and neighbors.

The mission of Baptist Hospitals of Southeast Texas is and always has been to provide quality healthcare and sacred work in a Christian environment to all who need it. The Partners in Caring—physicians, nurses, and staff—have practiced a philosophy that inspires an environment of teamwork, respect, encouragement, opportunity, and trust. These efforts continue each day as they strive to offer newer and better programs, services, and technologies for the members of the community.

The dedicated staff contribute their time and talent to life-changing educational and community-focused programs and services. Their ongoing work supports the organization’s broader vision of improving the health of the community they are privileged to serve.

Serving the Southeast Texas Community

The hospital is located off I-10 approximately 90 miles east of Houston, 60 miles from Galveston and 25 miles from the Louisiana border. This area of Southeast Texas is home to some of the world's largest refining and petrochemical centers, and has become a source of sophisticated medical technology, precision industrial equipment, large and small businesses, and higher education facilities that appreciate the low cost of living and the skilled workforce.

As the population changes, healthcare must adapt to the needs of the community. Caring for generations - from pediatrics to geriatrics - requires constant adaptation to meet the needs of the population. Baptist Hospitals of Southeast Texas provides abundant resources for outpatient services, inpatient services including neonatal ICU, high-definition imaging, and emergency medical care 24/7 for all those needing services.

Specialized Services to Deliver Better Care

Baptist Hospitals of Southeast Texas hosts the only Behavioral Health Inpatient facility in Southeast Texas. A strong emphasis has been placed on serving patients struggling with mental and/or addiction disorders. New programs have been designed to support those in need of intensive outpatient therapy, group therapy, medical detoxification, and crisis stabilization for all generations.

The Baptist Cancer Network—the only fully accredited cancer program between Houston and Louisiana—leads the region in oncology care. With Commission on Cancer, APEX, ACR and NAPBC certifications, Board Certified specialists, and a newly opened \$40 million state-of-the-art cancer center, Baptist delivers comprehensive, high-quality cancer care close to home. The program integrates advanced therapies, clinical trials, multidisciplinary coordination, and robust patient support services to serve Southeast Texas with excellence and compassion.

Care for the Whole Family

With the only pediatric emergency room in Southeast Texas, the Children's Emergency Center boasts five treatment rooms in a designated child-friendly area. The pediatric emergency unit is open 24 hours a day, 7 days a week, staffed with nurses who have special pediatric emergency training.

As part of the commitment to the members of the community, Baptist Hospitals of Southeast Texas partnered with the Beaumont Foundation and the Reaud Foundation to open the Albert E. and Gena Reaud Guest House to provide lodging for members of our community and surrounding areas receiving medical treatment.

Mission Statement

Since the founding of Baptist Hospitals of Southeast Texas, we have upheld our commitment to giving our patients the care they need when they need it. By staying true to what we feel to be sacred duty, we can be the Beaumont hospital our community trusts.

Mission

Together, we perform Sacred Work by uniting Kindness, Quality and Healing...ALWAYS.

Vision

Baptist Hospitals of Southeast Texas will be the premier healthcare system by creating the best possible outcomes with exceptional patient care experiences. We will accomplish this by keeping quality (best clinical outcomes, excellent customer service and a reasonable or commensurate price) at the core of everything we do.

Values

- We are committed to assisting and meeting the health care needs of the individuals in our diverse communities.
- We are stewards of community resources and are committed to being medically, socially, financially, legally, and environmentally responsible.
- We are devoted to providing superior quality, cost-efficient, innovative, and compassionate care.
- We collaborate with our patients, families, physicians, employees, volunteers, vendors, and communities to achieve our purpose.
- We support teaching programs that develop the health care professionals of tomorrow.
- We support education and implementation of innovative technology to expand our knowledge and learn how to provide better care.
- We provide holistic health care which addresses with dignity the physical, social, psychological, and spiritual needs of individuals.
- We are committed to the growth and development of the intellectual and spiritual capabilities of our employees.
- We have high ethical standards and expect integrity, fairness, and respect in all our relationships.
- We recognize that effective, quality healthcare encourages and supports an environment focused on safe practices.

Awards and Accolades

- **The American Heart Association** presents Get With The Guidelines® - Stroke Gold Plus award for proven dedication to ensuring all stroke patients have access to best practices and life-saving care
- **ACR Lung Cancer Screening Center Designation** – The ACR Lung Cancer Screening Center designation is a voluntary program that recognizes facilities that have committed to practice safe, effective diagnostic care for individuals at the highest risk for lung cancer.
- **ACTION Registry®-GWTGTM** – Baptist Hospitals of Southeast Texas consistently followed the treatment guidelines for four consecutive quarters in ACTION Registry-GWTG and met a performance standard of 90% for specific performance measures to receive this 2015 award.
- **TMF® Health Quality Institute** – Baptist Beaumont Hospital has received a Bronze Award from the TMF Health Quality Institute, the Medicare Quality Improvement Organization for Texas. This awards program is in partnership with Texas Hospital Association and Texas Organization of Rural & Community Hospitals and recognizes Baptist Beaumont Hospital's efforts to improve patient outcomes on select national quality measures.
- **ACR (American College of Radiology)** – Since 1987, this organization has accredited more than 20,000 facilities – including more than 10,000 practices – in 10 different imaging modalities. The ACR offers accreditation programs in CT, MRI, breast MRI, nuclear medicine and PET.
- **Center for Improvement in Healthcare Quality (CIHQ)** – Baptist Hospitals of Southeast Texas has been certified as a provider of quality care in the performance of hip and knee surgical procedures and strokes.

- **MBSAQIP**– Baptist Beaumont Hospital met essential criteria for staffing, training, and facility infrastructure and protocols for care to ensure its ability to support patients with severe obesity. The center also participates in a national data registry that yields semiannual reports on the quality of its processes and outcomes, identifying opportunities for continuous quality improvement.
- **American College of Radiology (ACR)** – Baptist Hospitals of Southeast Texas – Beaumont Campus has been awarded a three-year term of accreditation in nuclear medicine. This represents the highest level of image quality and patient safety, and is awarded only to facilities meeting the ACR Practice Parameters and Technical Standards after a peer-review evaluation by board-certified physicians medical physicists who are experts in the field.
- **Commission on Cancer (CoC)** – Recognizes cancer care programs for their commitment to providing comprehensive, high quality, and multidisciplinary patient centered care. The CoC is dedicated to improving survival and quality of life for cancer patients through standard-setting, prevention, research, education, and the monitoring of comprehensive quality care.
- **National Accreditation Program for Breast Centers (NAPBC)** – The Dauphin Women's Center has achieved the highest standards of care for patients with diseases of the breast.
- **Center for Improvement in HealthCare Quality (CIHQ)** – Baptist Hospital of Southeast Texas has been surveyed by the Center for Improvement in Healthcare Quality (CIHQ) and has successfully met the requirements for Hospital Accreditation by demonstrating compliance with CIHQ Standards and the Conditions of Participation by the Centers for Medicare and Medicaid Services. This recognition reflects the hospital's continuous commitment to safety and quality patient care.
- **ACS Surgical Quality Partner** – Baptist Hospitals of Southeast Texas is an ACS Surgical Quality Partner by participating in select ACS Quality Programs. This symbolizes our hospital's commitment to surgical quality and recognizes its partnership with the American College of Surgeons through its participation in one or more ACS Quality Programs.

Community Hospital Corporation

Community Hospital Corporation (CHC) demonstrates its commitment to community owned hospitals by consistently delivering superior services with a collaborative spirit. Providing Help Where Hospitals Need It, CHC's mission, vision and values are at the heart of what the corporation does. Since its inception, CHC remains a not-for-profit company whose sole mission is to help hospitals remain community-operated and governed. CHC owns, manages and consults with hospitals across the United States. Based in Plano, Texas, the organization provides community hospitals with the resources and experience they need to improve the quality of treatment outcomes, patient satisfaction and financial performance.

CHC is currently led by Jim Kendrick, President/Chief Executive Officer. The corporate organization employs more than 90 employees, most of whom are located in the corporate office. In total, CHC has approximately 3,800 facility employees.

CHC is a 7-Time Winner in the Dallas Morning News' 2025 DFW Top Workplace awards.

- 2025: Placed 20th among 45 winners Integrity
- 2024: Placed 24th among 60 winners and won "Best Communication" for 3rd time
- 2023: Placed 14th among 55 winners
- 2022: Placed 10th among 35 winners and won "Best Communication" for 2nd time
- 2021: Placed 11th among 36 winners and won "Best Communication"
- 2020 & 2019: Earned National Standards of Excellence recognition
- 2016 & 2015: Ranked among Top Workplaces

CHC was also named to Becker's Hospital Review 150 Great Places to Work in Healthcare in 2019, 2018, 2016 and 2015.

History

In 1996, Community Hospital Corporation (CHC) was established by a group of thirteen not-for-profit and community-owned healthcare systems with the intention of preserving the not-for-profit status of community based hospitals. This group of organizations formed CHC to protect community hospitals from acquisition by investor-owned hospital systems.

Our Mission

To collaborate with partners and bring innovative solutions to support the vibrancy and accessibility of community healthcare.

Our Vision

To be the nation's preeminent resource in advancing community healthcare.

Our Values

Our values define what we stand for, guide and shape the way we fulfill our mission and vision, and help drive our strategies.

- Respect
- Integrity
- Stewardship
- Excellence

Organization Structure

- Community Hospital Corporation provides consulting and management services through CHC Community Hospitals, CHC Community Hospital Consulting and CHC ContinueCARE. The primary objective is to ensure that the community-based hospitals they serve achieve long-term success. This organizational flexibility enables them to design their services around each organization's needs. Tremendous insight from these varied experiences enables CHC to put the knowledge to work across owned and merged hospitals along with consulting clients.
- CHC – Community Hospitals provides a unique opportunity for a non-profit organization (501C3) to become part of the CHC system of non-profit tax-exempt hospitals through flexible ownership models. There are currently four hospitals under CHC's direct management.
- Joint Public/Private Structure – For publicly governed hospitals, the CHC team sets up a privately held 501(C)(3) organization, in which CHC is the corporate member that leases the hospital assets from the local authority. The structure created is a not-for-profit organization governed and controlled by a local board. Under this model, both capital and income generated from operations remain in the community. Income streams are reinvested in the facility and the community's healthcare delivery system.
- Corporate Member Change – For privately held, not-for-profit hospitals, the CHC team becomes the corporate member of the hospital corporation in order to maximize the benefit that the local hospital can obtain as the result of being a part of the CHC system of hospitals. The hospital continues to be overseen by the local hospital board but with full support of the CHC team. As with the public/private model, both capital and income generated from operations stay in the community.
- LTACH Partnering – A unique partnering model through CHC ContinueCARE, LLC, the post-acute care organization of CHC, provides for the continued operation of a not-for-profit LTACH under a newly created structure that benefits the host hospital and creates opportunity for improved LTACH performance in the long-term.
- CHC Consulting – CHC provides consulting and hospital management services designed to enhance performance of community-based hospitals. CHC has management agreements with twelve hospitals across the country and has worked in twenty-eight states.
- CHC ContinueCARE, LLC – provides management services for LTACH and rehabilitation hospitals. CHC currently owns seven LTACHs and manages another. The post-acute care organization, CHC ContinueCARE, provides a wide range of services, including the development and management of long-term acute care hospitals (LTACHs).

Position Summary

Reporting Relationships

The CEO will report directly to the CHC Chief Operating Officer, as well as the Baptist Hospitals of Southeast Texas Board of Directors. Direct reports to the CEO include the following:

- Chief Operating Officer
- Chief Financial Officer
- Chief Medical Officer
- Chief Quality Officer
- Chief Nursing Officer
- Vice President, Human Resources
- Vice President, Marketing & Communications
- Director, Quality Management
- Director, Chaplaincy
- Director, Medical Staff Services

Goals and Objectives

The following goals and objectives have been identified as priorities within the first 12 to 24 months.

Leadership, Mission, and Culture

- Develop personal and professional credibility with the BHSET Board of Directors and the CHC leadership team. Gain respect and build trust both internally and externally with physicians, staff, the local community, political leaders and strategic partners.
- The culture of Baptist Hospitals of Southeast Texas is defined as a sacred work culture, and embracing and integrating into the culture will be critical to success. The selected candidate will need to quickly meet key constituents and gain credibility as a leader who recognizes the importance of cultural assimilation, while also maintaining and strengthening it.
- Gain a reputation as an engaged, highly visible, knowledgeable, experienced health care executive who is in touch with the vision, strategy and operations of the organization.
- In conjunction with the outgoing CEO, effectively transition leadership, relationships and knowledge regarding current and future state strategies.
- Gain a thorough understanding of the relationship between CHC and BHSET. Serve as a strong leader and maximize the strategic resources provided by CHC.
- Advance the brand and identity of BHSET, while serving as a strong CHC enterprise executive, by creating shared value through continued integration; driving strategic growth; assisting in identifying and consummating strategic partnerships; delivering the highest quality of local, accessible care; and sharing and implementing best practices.
- Collaborate with the enterprise leaders and serve as the primary market leader for community engagement, core market growth, operations, clinical excellence, financial excellence, service excellence, employee engagement and philanthropic giving.
- Create trusted, collaborative, and mutually beneficial relationships with the medical staff, and implement physician recruitment, retention and alignment strategies.
- Serve as a strong advocate of purposeful organizational development across BHSET to create a high-performing, accountable leadership team and to create opportunities for growth and professional advancement.
- Evaluate the organization structure and strengths of the leadership team and recruit, retain and develop a team which functions at the highest level of individual and collective capability to drive growth and performance excellence.
- Establish clear goals for BHSET, engage and delegate appropriately to the leadership team and hold others accountable for the achievement of organizational goals and performance.

Strategy and Growth

- Lead a collaborative, coordinated strategic planning process that includes the Board, physicians and multi-disciplinary teams to continue to position BHSET for continued growth and future success.
- Continue to develop growth strategies and partnerships to expand and grow market share.

Performance Excellence

- Passionately lead the organization in the highest clinical quality and safety by delivering the right care, at the right time, at the right place and right cost.
- Engage the organization in the improvement of patient satisfaction by delivering outstanding service to every patient, each time.
- Lead efforts to advance physician and employee engagement and satisfaction consistent with enterprise goals.

Community and Industry Presence

- Fully integrate into the greater Beaumont community and serve as the face of BHSET in the community and local, regional, state, and national associations.
- Become acutely aware of, and adeptly navigate, local and regional politics and understand the dynamic, influence and impact on BHSET.

Candidate Qualifications

Education/Certification

- Master's Degree in a health care related field such as MHA/MBA/MPH/MS required, or a BS in a health care related field with a business-related masters, or the equivalent in education and experience.

Knowledge and Work Experience

- 7-10 years progressive leadership experience at the senior administrative level. CEO experience strongly preferred.
- Must have a track record of leading staff to provide safe quality patient care.
- Must have a track record of effective operational, financial, business development, and strategic skills.
- Must have a track record of proactively developing positive relationships with physicians, employees, board members and community leaders.

Leadership Skills and Competencies

The new Chief Executive Officer will possess the following:

- Authentic & Participative Leadership style marked by inclusion, sincerity, and transparency. Establishes trust, develops engagement and builds "ownership" in every employee. Models the traits of a servant leader.
- Visionary and Strategic Thinking-Long-term perspective on the social, governmental (political and regulatory), demographic, and economic trends affecting healthcare and the ability to position the organization for success within the evolving environment. Promotes excitement in others about the organization.
- Operational Excellence-Manages the business with an emphasis on consistent implementation, continuous improvement, process discipline and a clear focus on results.
- Team & Talent Development-Develops and recruits top talent. Brings the leadership team together into a cohesive unit marked by palpable trust, shared vision, mutual accountability, and open dialogue.
- Compelling Communication-Delivers articulate, content-rich, clear and compelling messages that other people will listen to, understand, and on occasion, get excited about. Adjusts communication style to fit the audience and the message.
- Mental Agility and Wise Judgement-Intellectual horsepower to think through complex problems and make decisions that balance data-collection with action-orientation in the context of ambiguity and some degree of risk.
- Interpersonal Versatility-Develops rapport and builds strong relationships with a broad set of stakeholders including board members, politicians, hospital executives, physicians, and staff. Genuinely likes people and enjoys the social responsibilities of the role.
- Business Acumen-Understands how businesses grow, thrive and operate with a reasonable understanding of finance, marketing, sales, and information technology.

- Integrity and Self-Awareness-Models transparency, honesty and trust. Delivers clear messages and follows up with consistent actions. Self-evaluates and identifies his/her weaknesses and recognizes his/her own mistakes. Continues to learn over time.

The new Chief Executive Officer will understand the following about the role:

- The CEO and his/her family unit must live in the Beaumont primary service area.
- BHSET's culture is influenced by faith-based values. The new CEO must be comfortable in this environment.

The Community

Beaumont, Texas

Beaumont is a coastal city in Southeast Texas located approximately 90 miles east of Houston and 30 miles from the Louisiana border. With a population of more than 115,000, Beaumont serves as the seat of Jefferson County and anchors the region known as the “Golden Triangle.” The Golden Triangle is one of the nation’s most significant centers for energy, petrochemical, refining, and advanced manufacturing, supported by deep infrastructure including interstate highways, port access, rail, pipeline networks, and regional air service. This connectivity and industrial base contribute to the area’s long-standing economic strength, positioning Beaumont as a strategic gateway for commerce along the Gulf Coast.



Beyond its economic foundation, Beaumont offers an appealing quality of life with a low cost of living, year-round outdoor recreation, and proximity to major destinations across Texas and Louisiana. Residents enjoy access to regional parks and nature preserves such as the Big Thicket, the Neches River, and Cattail Marsh, along with local arts, festivals, and community events.

Beaumont is also home to Lamar University, an NCAA Division I institution offering a wide range of undergraduate and graduate programs, including recognized strengths in nursing and engineering. With its combination of economic relevance, accessibility, and livability, Beaumont provides an attractive environment for executive leadership and family life.

Learn more about Beaumont:



Timeline

Projected interview dates for this position have been outlined as follows:

Round One In-person Interviews:

April 13 and April 20 to April 23, 2026

Round Two Finalist Interviews:

Weeks of May 4 and May 11, 2026

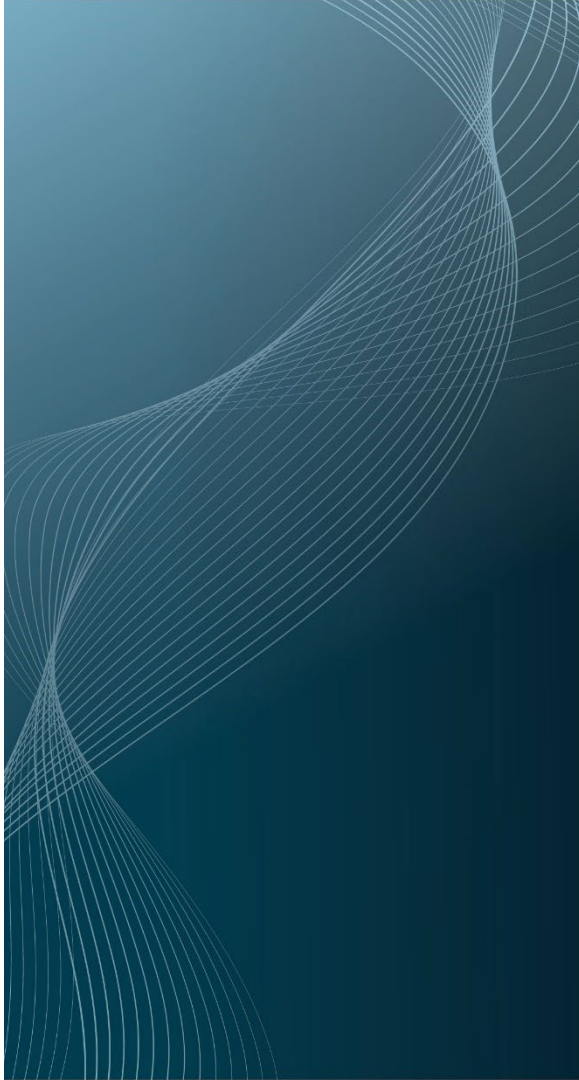
Procedure for Candidacy

Please direct all nominations and applications to Nelson Mann, Kyle Weiderhold or Stacy Lind preferably via email to: slind@wittkieffer.com or through the WittKieffer Candidate Portal by clicking [here](#) (enter link). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and select the "Become a Candidate" button.

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The Community Hospital Corporation values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.



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