



System Chief of Beacon Cancer Services

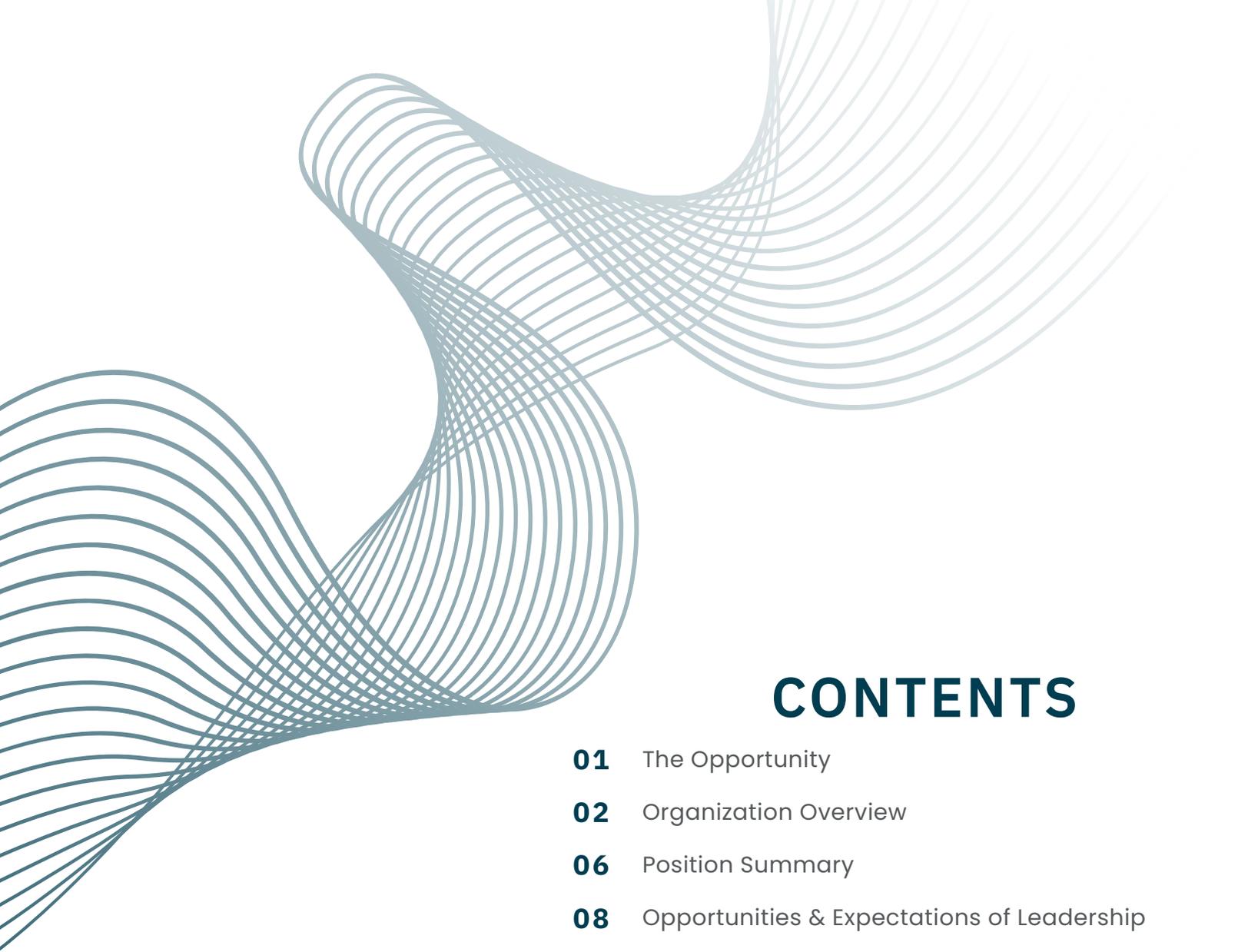
LEADERSHIP PROFILE

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THE OPPORTUNITY

Beacon Health System (Beacon) and the University of Notre Dame's (UND) Harper Cancer Research Institute (HCRI) seek a dynamic, passionate, and collaborative physician leader to serve as the inaugural System Chief of Beacon Cancer Services and Associate Director for Clinical and Community Research (Chief). The Chief will serve as a key contributor to the systematic growth of the cancer program across the region through care delivery, research, and education.

Beacon Health System is a growing, integrated health care organization comprised of eight hospitals and more than 11,000 associates. Headquartered in South Bend, Indiana, Beacon serves as the regional leader in delivering high-quality, patient-centered care across northern Indiana and southern Michigan. With a recent expansion of 4 hospitals in the Kalamazoo area, Beacon continues to strengthen its ability to provide comprehensive services across a broader geographic region. With a robust network that includes Beacon Medical Group's 300+ providers at over 65 locations, and a wide range of outpatient centers, Beacon is committed to improving access, outcomes, and experience for every patient it serves.

UND's HCRI is focused on innovative, interdisciplinary cancer research with translational impact. It brings together faculty and resources across disciplines to develop novel strategies for cancer prevention, diagnosis, and treatment. The UND is a leading research university known for its academic excellence, global partnerships, and commitment to advancing human understanding through science and scholarship.

The Chief will advance a model of care which is highly distributed, fully integrated and comprehensive – achieving Beacon's vision in the sphere of cancer care, guided by the achievement of top decile outcomes, seamlessly coordinated care and a highly reliable patient experience. This physician leader will cultivate strong alignment and working relationships in a pluralistic model with key providers of cancer care across the region to ensure excellence for patients and their families. The Chief will guide the strategic advancement and alignment of cancer care across Northern Indiana and Southern Michigan and be instrumental in shaping the overall clinical strategy of cancer care delivery.

As Associate Director, this leader will be responsible for advancing the clinical research by bridging laboratory discoveries with patient-centered applications. The position is tasked with strengthening collaborations between basic scientists and clinical partners, expanding access to clinical research opportunities, fostering interdisciplinary team science, and driving strategic growth in studies aligned with HCRI's vision to develop innovative and impactful cancer therapies.

The successful candidate will be an outstanding leader with a demonstrated ability to set a vision and effectively inspire, manage, mentor and develop a preeminent cancer institute. The Chief will be an individual who has a passion for growth, a bias for action, and a systems-orientation, who can lead to cutting-edge research and the delivery of high-quality care. The Chief will have experience in clinical oncology services leadership with outcomes/quality measurement and clinical research expertise. They will be an excellent communicator with a track record of building teams to achieve common objectives, partnership with physicians, other clinicians and administrative leaders. To be considered for the position, candidates must hold a medical doctorate degree, board certification in an oncology-based specialty, and have experience in translational research and patient accrual.



ORGANIZATION OVERVIEW

Beacon Health System

Beacon Health is a locally owned, not-for-profit health system with medical teams and hospitals caring for communities across Indiana and Michigan. Beacon Health is a regional leader in comprehensive, integrated services including: childbirth, pediatrics, cancer, trauma, heart and vascular, stroke, orthopedics and sports medicine, surgery, mental health, and so much more. Beacon is also a member within the Mayo Clinic Care Network. With this unique collaboration, all Beacon Care teams have special access to Mayo Clinic's world-renowned doctors, resources, and expertise.

As a not-for-profit, community-governed health system, Beacon targets an annual operating income of 3%-4% from operations. This operating income balances the healthcare needs of the community with the ability to reinvest in the facilities, equipment, and talented clinical providers. The accumulated earnings are managed through an investment committee of Beacon's volunteer Board and guided by an investment policy which the committee approves and monitors. This is done to obtain financial returns that are then directed back into the organization and community to improve the overall health of the communities Beacon serves and to ensure long-term viability of healthcare for the region.

Mission Statement

Beacon Health delivers outstanding care through supporting care providers to remain experts in their fields and by partnering with other experts to expand services and deepen knowledge. The organization inspires health by delivering public health efforts, hosting free health education programs and personally connecting with each patient and family to be a part of their team. Beacon Health connects with heart through compassionate experts who prioritize patients' health and safety vital care as well as prioritizing diversity, equity and inclusion in Beacon's workplaces. Beacon Health's values and service goals guide the system as they deliver on this promise.

MISSION

We deliver outstanding care, inspire health and connect with heart.

RESPONSIBILITY

- Clarity** Set clear expectations to provide direction
- Alignment** Communicate timely and with enough details to enable success.
- Collaboration** Work together to enhance problem-solving
- Results** Take personal ownership to deliver positive results in a timely manner

VALUES

- Trust**
- Respect**
- Integrity**
- Compassion**

SERVICE GOALS

- Personally connect**
Be prepared, professional and friendly
- Keep everyone informed**
Actively listen, be honest and transparent
- Be on their team**
Work with our patients and families to provide outstanding care



Beacon Health utilizes a metrics and data driven approach to system strategies, designated Level 0, that then cascade and tie into each entity with the system, designated Level one. These include robust scorecards and reporting that allow full integration and alignment both at the system and entity level.

Recent Expansion

As part of its mission to serve its local communities, Beacon has acquired Ascension Healthcare Southwest Michigan’s network of four hospitals, 35 outpatient clinics and an ambulatory surgery center. The hospitals include Ascension Borgess Hospital, Ascension Borgess Allegan Hospital, Ascension Borgess–Lee Hospital and Ascension Borgess–Pipp Hospital. The largest facility is Ascension Borgess in Kalamazoo, a 422-bed acute care hospital. The system has more than 2,700 associates, including 261 providers. This transaction was completed in Summer 2025.



Beacon Cancer Care

Beacon Health System delivers high-quality, community-focused adult and pediatric cancer care across northern Indiana and southwest Michigan. In 2024, prior to the acquisition of Kalamazoo based hospitals, Beacon was treating approximately 2,200 cancer cases across a footprint that includes 3 cancer care sites—notably in South Bend, Elkhart, and Three Rivers—Beacon offers integrated, multidisciplinary oncology services close to home. The cancer program is a multidisciplinary team of medical oncologists, gynecologic oncologists, pediatric hematologists and oncologists, orthopedic oncologists, general surgeons and radiation oncologists, advanced practice providers, oncology nurses, genetic counselors, dietitians, social workers, and nurse navigators. All of these clinicians provide a cohesive team committed to evidence-based, patient-centered care.

Beacon's cancer program provides a full continuum of services encompassing prevention, diagnosis, advanced systemic therapies (such as chemotherapy, immunotherapy, and targeted therapy), and cutting-edge radiation therapy technology. The system also operates dedicated inpatient oncology units—featuring a 12-room oncology floor in Elkhart and a 23-private-room unit at Memorial Hospital in South Bend.

As a member of the Mayo Clinic Care Network since 2023, Beacon enhances its local cancer care offerings with access to Mayo Clinic second opinions, shared tumor boards, and clinical trial opportunities—all without requiring patients to travel. Beacon's cancer sites are accredited by the American College of Radiology, the American College of Radiation Oncology, the American College of Surgeon's Commission on Cancer, and the ASCO QOPI Certification program, affirming the program's quality and adherence to national standards.

Beacon Health System continues to be the leading provider of oncology care in the region, combining scale, clinical excellence, and strategic partnerships to deliver compassionate, high-value care to the communities it serves.

Harper Cancer Research Institute

HCRI serves as a multidisciplinary hub for innovative cancer research. Established in 2011 and housed on the Notre Dame campus, HCRI brings together faculty and scientists from across a range of disciplines, including biology, engineering, chemistry, mathematics, psychology, and medicine, to foster translational cancer research that directly impacts patient care.

Operating under the umbrella of the University's College of Science, the Institute is located in a 55,000-square-foot research facility specifically designed to promote collaboration between basic scientists and clinicians. HCRI supports more than 40 affiliated faculty members, whose research spans cancer genomics, tumor microenvironment, early detection, immunotherapy, bioengineering, and data science. Through this interdisciplinary approach, HCRI seeks to unravel the molecular and cellular mechanisms of cancer and to develop novel diagnostics and therapies with clinical relevance.

A cornerstone of HCRI's mission is its commitment to training the next generation of cancer researchers. The institute supports both graduate and undergraduate research, offering students access to hands-on laboratory experience and mentorship under prominent cancer scientists. Its annual Cancer Research Day showcases these efforts and facilitates interactions among faculty, students, and external partners.

HCRI investigators have produced hundreds of peer-reviewed publications and secured tens of millions of dollars in extramural funding. The institute maintains robust partnerships with regional healthcare providers, including Beacon Health System and IU Health, to help facilitate clinical translation of research findings. Through its unique academic-medical collaboration, Harper Cancer Research Institute stands as a model for integrating scientific discovery with patient-centered outcomes in the fight against cancer.

The University of Notre Dame

Founded in 1842 by Rev. Edward Sorin of the Congregation of Holy Cross, the University of Notre Dame is a nationally leading Catholic university. Renowned for its academic excellence, and commitment to service, Notre Dame consistently ranks among the top 20 national universities in the United States. The University enrolls approximately 8,900 undergraduate and 3,500 graduate students across its seven colleges and schools, including the College of Arts and Letters, College of Science, Mendoza College of Business, College of Engineering, School of Architecture, Keough School of Global Affairs, and the Graduate School.

The research enterprise has grown significantly in recent decades, with annual research expenditures exceeding \$240 million and major investments in fields such as global development, energy, environmental science, cancer biology, and data analytics. Its institutes and centers, including the Harper Cancer Research Institute, the Notre Dame Global Adaptation Initiative, and the Keough School's Policy Initiative, reflect the university's interdisciplinary and mission-driven approach to scholarship.

UND maintains a distinctive identity by integrating rigorous academic inquiry with a values-based education rooted in the Catholic intellectual tradition. This emphasis on ethical leadership and human development is evident in its high rates of student retention, alumni engagement, and global service programs. With a growing international footprint, and strategic partnerships, the University continues to shape leaders across disciplines who are dedicated to advancing the common good.





POSITION SUMMARY

The System Chief of Beacon Cancer Services will be responsible for guiding the strategic direction, operational effectiveness, and continuous advancement of oncology services. This role will ensure the integration of high-quality, evidence-based patient care while fostering interdisciplinary collaboration across the health system. Additionally, the Chief will play a critical role in the expansion and implementation of cutting-edge treatment protocols, programmatic expansion, and patient-centered care initiatives.

As the Associate Director for Clinical and Community Research at the HCRI, this leader will oversee clinical research activities, foster community engagement, and lead translational research efforts that bridge academic innovation with practical applications in patient care. This includes spearheading initiatives to bring novel cancer treatments to the region, facilitating partnerships between community healthcare providers and academic researchers, and driving the development of community-based research programs.

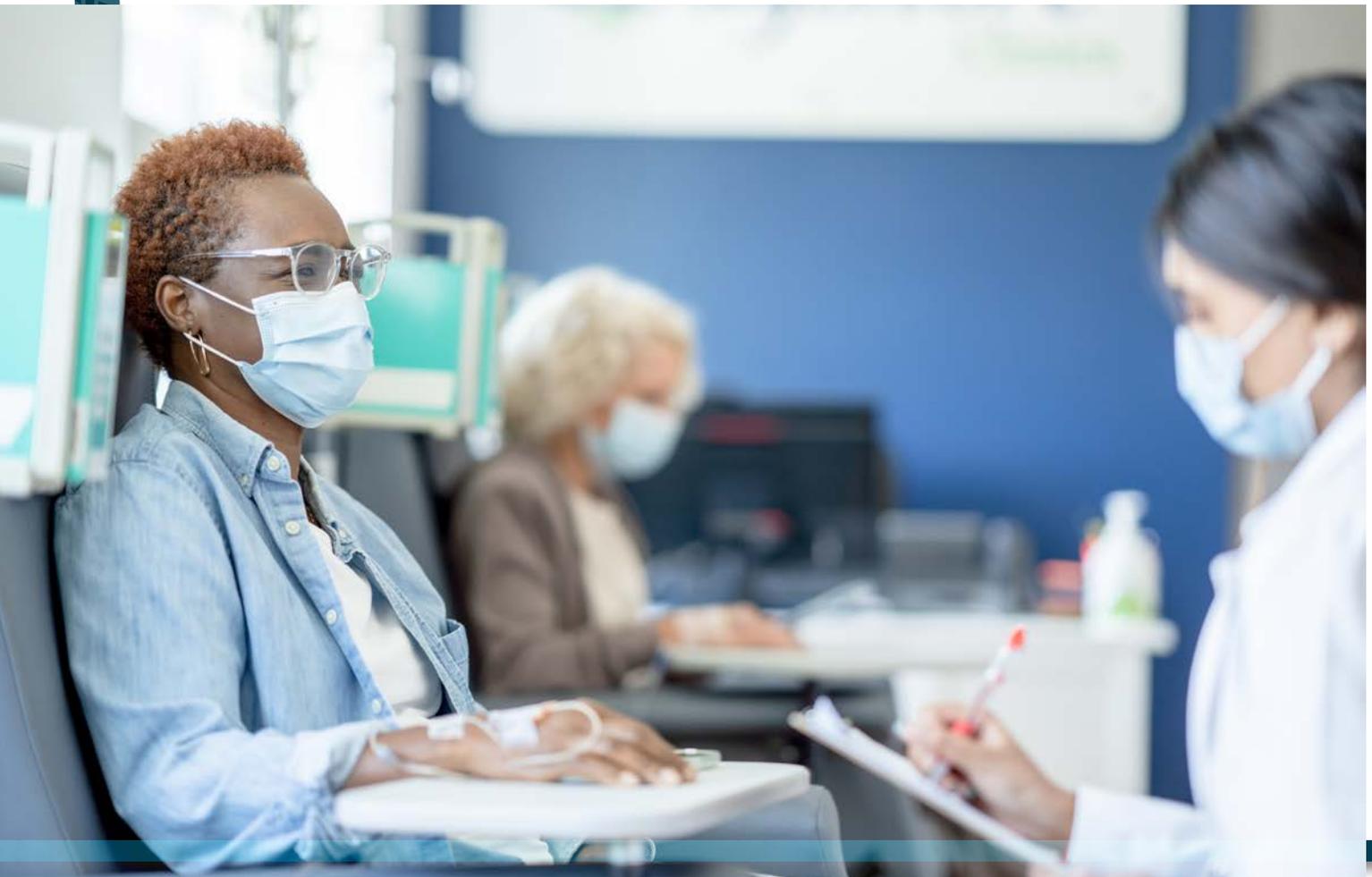
Reporting Relationships

The Chief will report to the System Chief Operating Officer with a dotted line reporting to the System Chief Medical Officer. As the Associate Director for Clinical and Community Research, this leader will report to the Director of the HCRI. Reporting into the Chief would be hematology/oncology, radiation oncology and surgeons performing surgical oncology procedures

Responsibilities

- Serves as the senior physician leader for the oncology service line, ensuring alignment with strategic priorities and institutional goals.
- Oversee the inter-institutional partnership between Beacon Health System and the Harper Cancer Research Institute, ensuring effective governance, faculty appointments, and shared research resources.
- Works in a dyad leadership structure with the senior administrative leader to maintain an active dialogue between clinicians and stakeholders in executing the oncology strategic plan.

- Supports efforts to achieve national certifications and accreditations to enhance clinical quality, payer alignment, and public recognition.
- Participate in HCRI Leadership Team meetings to help guide institute strategic direction and activities.
- Ensures the quality and appropriateness of oncology patient care, adhering to evidence-based practices and institutional standards.
- Oversees compliance with medical staff bylaws, state and federal healthcare regulations, and accreditation standards set by bodies such as the American College of Surgeons.
- Monitors quality assurance activities, analyze performance metrics, and implement process improvements as necessary.
- Fosters a culture of excellence and continuous learning within the oncology team.
- Collaborates with the Oncology Service Line leadership to achieve key performance indicators and operational benchmarks.
- Identify unmet needs in the community to guide research direction, particularly those relevant to the Notre Dame strategic framework, which includes improving the health and wellbeing in marginalized populations, health inequities.





OPPORTUNITIES & EXPECTATIONS OF LEADERSHIP

The following goals and objectives have been identified as priorities for the Chief during the first 18 to 24 months in the role. They are not listed in order of significance.

- Establish credibility and open communication with various stakeholders within Beacon and HCRI, including medical staff, nursing, hospital leadership, and colleagues. Develop a deep understanding of Beacon's unique culture, needs and goals, and cultivate strong, lasting relationships with executives throughout the system and other institute leaders.
- Enhance partnerships, alignment, and collaboration across subspecialties and research disciplines that emphasize a multidisciplinary approach.
- Champion community-based research programs that address health disparities, improve patient outcomes, and enhance access to cutting-edge cancer treatments.
- Engage in ongoing efforts to cultivate and strengthen community relationships and philanthropic partnerships, ensuring these efforts directly contribute to the hospital's growth and the enhancement of care delivery.
- Create a vision and establish a strategic plan that meets the community's needs, positioning the Oncology program as a leading provider of cancer care health. This strategic plan will include a vision for innovative care delivery built upon leading edge models of care.
- Develop a physician recruitment and retention strategy, with emphasis on the clinical specialty areas that have been identified as priority programs for the Institute.
- Drive the development of Centers of Excellence in Oncology, positioning Beacon as a regional leader in cancer care.

- Advance a consistent, high quality clinical practice across all subspecialties within the Oncology program. Proactively guide Beacon to enhance key patient access, patient outcome measures, patient experience, and physician and staff engagement.
- Work to ensure evidence-based clinical care across neurosciences that demonstrates clinical outcomes characterized as best practices when objectively measured against national benchmarks.
- Formalize partnerships with Beacon physicians and HCRI investigators to promote collaborative translational research.
- Engage with the Biospecimen Repository to facilitate and expand biobanking, patient-derived organoid development and clinical annotation of banked specimens.
- Identify unmet needs in the community oncology population to guide research direction, particularly those relevant to UND strategic vision.
- Contribute to the educational mission of the University of Notre Dame and HCRI including students, faculty and community.
- Collaborate with the HCRI Director and the Notre Dame Development Office to help secure philanthropic support for collaborative programs, activities, and investigators.





CANDIDATE QUALIFICATIONS

Education/Certification

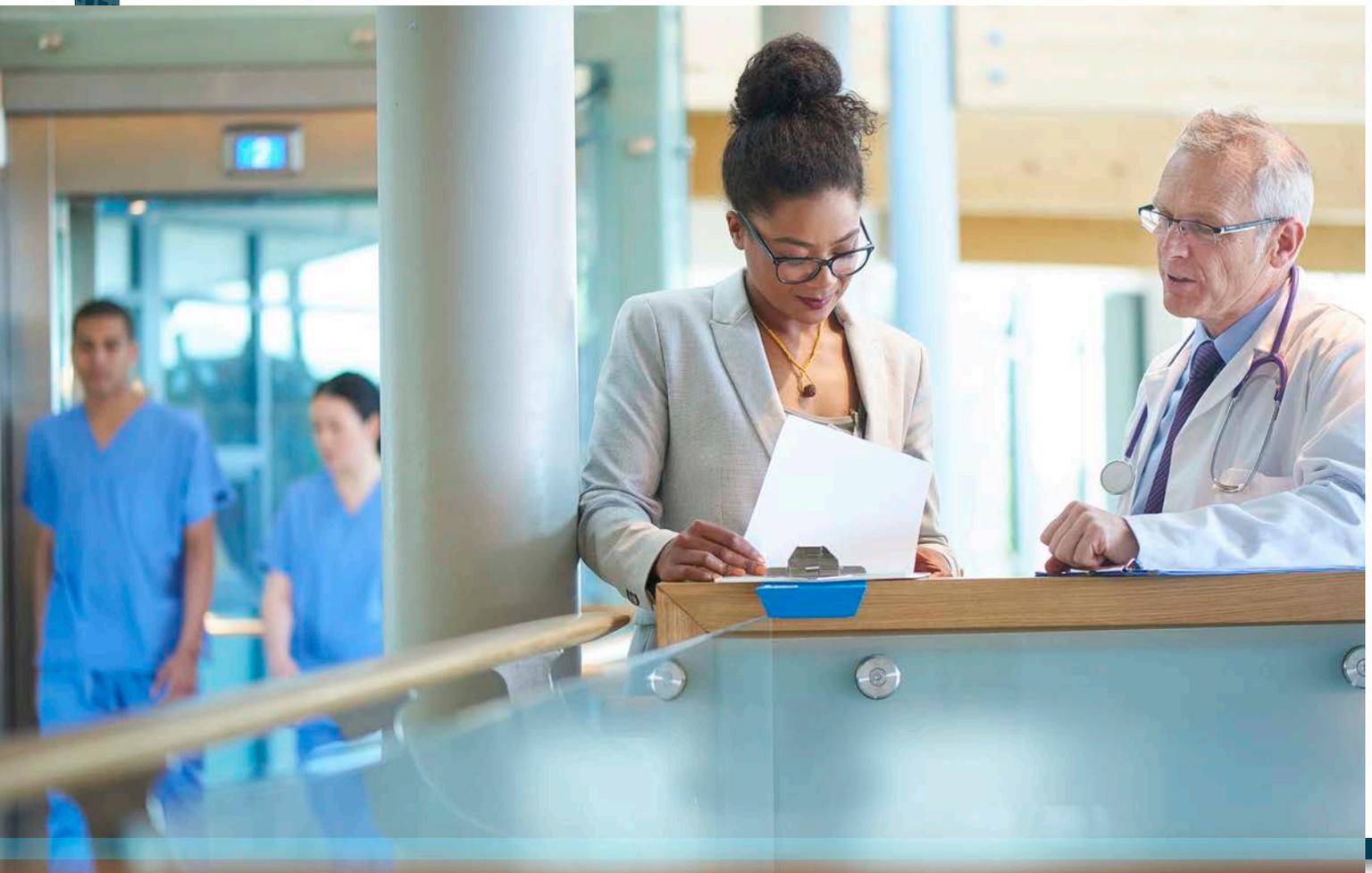
- Medical degree from an accredited institution.
- Board certified in an oncology specialty.
- Eligible for licensure in the state of Indiana.
- An advanced degree in healthcare or a business-related field is desirable but not required.

Knowledge and Work Experience

- Leadership experience at a high-performing cancer center or institute.
- Balanced commitment to the clinical and academic missions.
- Proven effectiveness as a physician leader in building and maintaining strong rapport across other disciplines, physician leadership, and administration.
- Experience in cultivating strong alignment and working relationships across all oncology-based specialties to ensure excellence for patients and their families.
- Proven ability to lead and provide visionary leadership.
- Evident passion for patient care and service, including the ability to lead service improvement efforts by example.
- Track record of unifying groups to create a coordinated approach to patient care.

Leadership Skills and Competencies

- Personal values system and style that reflect and model the mission, vision, and values of Beacon and UND.
- Skilled communicator who can lead through a high degree of influence.
- Uncompromising standards of professionalism and an ability to take a larger institutional view.
- Strategic visionary, builder, and facilitator who is a catalyst for change and can bring and hold a team together.
- Team player who effectively uses a collaborative and participative style. Someone who achieves results through relationships and not through leverage.
- Ability to make tough decisions with input from others in a decisive manner.
- Strategic in orientation with a positive and clear vision for the future direction of the field of hematology/oncology.
- Open and accessible personal style; is calm and thoughtful; and encourages input and ideas from others.
- Consensus builder with superb facilitation skills and a person of the highest level of integrity.
- Proven ability to develop strong and enduring relationships and engage, challenge, and mentor others.





THE COMMUNITY



Michiana Region

Beacon and the Harper Cancer Research Institute is located in the Michiana region, an area comprised of seven counties in southwest Michigan and Northeast Indiana. The region is situated in close proximity to local treasures such as Lake Michigan beaches, outdoor activities, arts, culture, and sporting events. The area is also a short drive to the north to the outdoor lifestyle havens of Southwest Michigan and Northern Michigan which provide additional access to the shores of Lake Michigan and inland lakes for additional recreation. Elkhart and South Bend are the two largest communities in the region with a population of just under 480,000 people within St. Joseph and Elkhart Counties (July 2023 estimates). The community possesses 35-plus institutions of higher learning including the University of Notre Dame, St. Mary's College, Holy Cross College, Indiana University, Purdue University, and Ivy Tech Community College with established campus locations providing opportunities for education, training, and additional community activity.

This area captures the beauty of the Midwest with friendly people, vibrant communities to blend small town charm with big city attractions. The region boasts strong public and private schools at all levels and affordable cost of living. This region allows for professional and personal interests to align offering a high quality of life.

Manufacturing, hospitality, and healthcare are the largest industries within the region with Beacon Health System as one of the region's largest employers.

For more information about Elkhart, South Bend, and the Michiana region, please visit:

<https://www.southbendin.gov/>

<https://www.elkhartindiana.org/>

<http://www.macog.com/>

<https://www.visitelkhartcounty.com/>





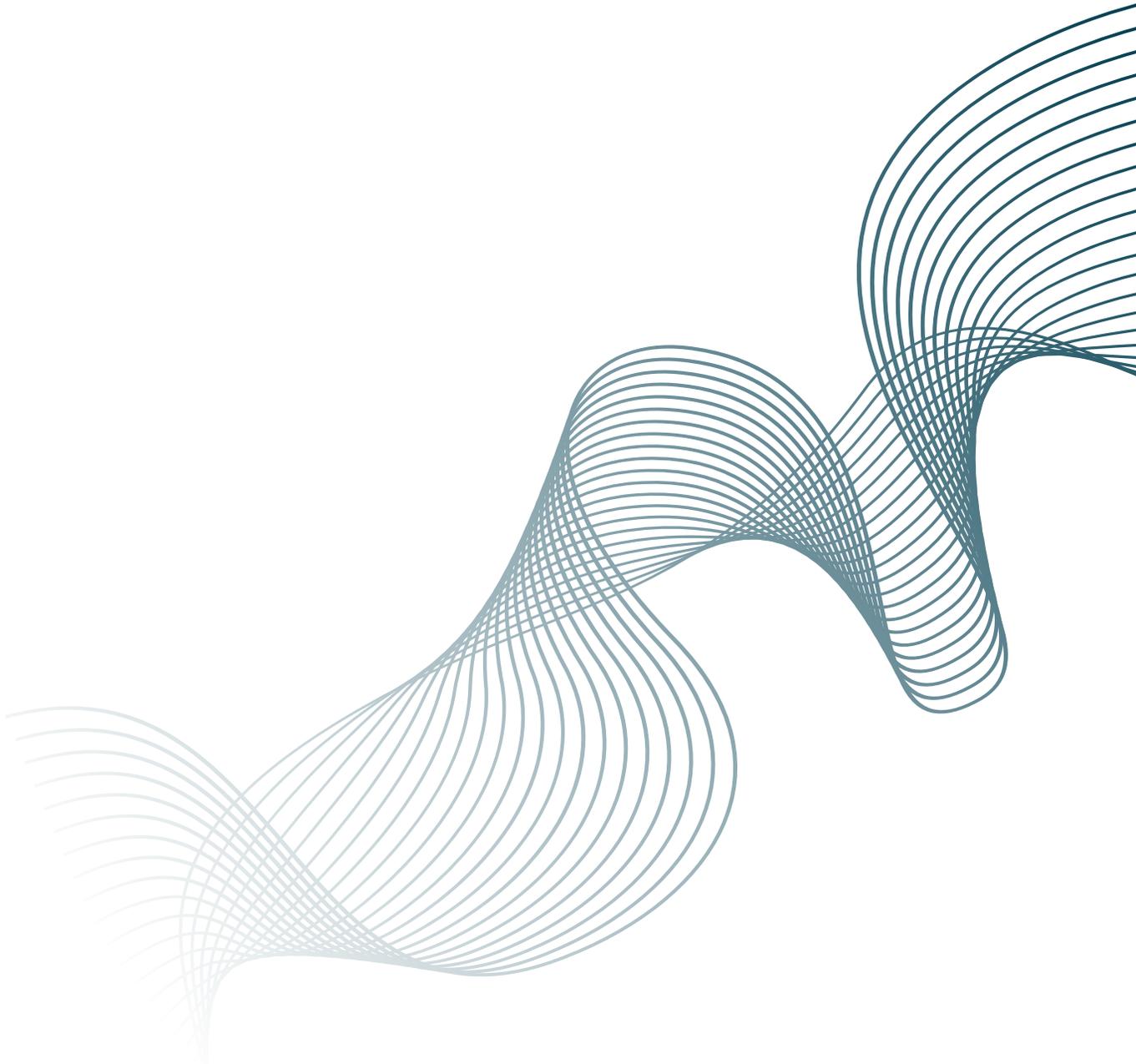
PROCEDURE FOR CANDIDACY

Please direct all nominations and resumes to Michael Raddatz, Donna Padilla, and Imran Ali via e-mail to iali@wittkieffer.com.

Beacon 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.

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