



Senior Director of Network Strategy and Performance

Leadership Profile

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The Opportunity

Capital Health Plan (CHP) is seeking a highly strategic and technically adept Senior Director of Network Strategy and Performance to lead the design and optimization of its provider network strategy. As a mature, regionally focused, not-for-profit health plan with a fully integrated care model—including its own Physician Group—CHP is uniquely positioned to deliver coordinated, value-based care while maintaining strong performance across cost, quality, and access.

This leader will play a central role in shaping CHP's network strategy by developing multi-year plans that align with organizational growth objectives and evolving market dynamics. The Senior Director will oversee network performance analytics, assess provider market landscapes, and define optimal network composition to ensure competitive reimbursement structures and robust access for members. A critical component of the role includes thoughtfully integrating and expanding CHP's employed Physician Group within the broader network strategy.

The position carries significant responsibility for end-to-end contracting strategy and execution, including designing innovative reimbursement models, leading complex provider negotiations, and managing the full contract lifecycle. The Senior Director will bring deep expertise in technical contracting—drafting, standardizing, and optimizing contract language—while ensuring regulatory compliance and alignment with organizational policies. This role also partners closely with Finance and Actuarial teams to support payment model development, financial forecasting, and ROI analysis across fee-for-service, capitation, and value-based arrangements.

Operating at a highly collaborative, enterprise level, the Senior Director will work cross-functionally with executive leadership and key stakeholders across Finance, Quality, Network Services, Utilization, and Analytics. They will provide regular insights to leadership on network performance and proactively address risks such as access gaps or potential provider disruptions. Additionally, this individual will help guide and align network management functions, driving operational efficiency and strategic consistency across the organization.

For an experienced network strategy and contracting leader, this role offers the opportunity to make a measurable impact on total cost of care, network adequacy, and value-based performance within a stable, mission-driven health plan. It is an ideal opportunity for a candidate who brings deep technical contracting expertise, strong financial acumen, and the ability to influence enterprise strategy in a collaborative, data-driven environment.

Organization Overview

Capital Health Plan (CHP) is a long-standing, not-for-profit HMO headquartered in Tallahassee, Florida, delivering high-quality, affordable healthcare to the Big Bend region for more than 40 years. Recognized as one of the highest-rated health plans in Florida and nationally by the NCQA, CHP serves over 140,000 members and operates a highly coordinated care model built around primary care, evidence-based medicine, and low administrative costs. Its integrated delivery system includes three state-of-the-art health centers staffed by employed physicians and equipped with electronic health records, offering comprehensive services such as preventive care, specialty care, diagnostics, and urgent care—all designed to drive exceptional outcomes and member satisfaction. As the market leader in the Tallahassee area, CHP maintains strong partnerships with more than 500 local physicians and continues to reinvest in the community, making it a trusted, patient-centered choice for individuals, employers, and retirees seeking value-driven healthcare.

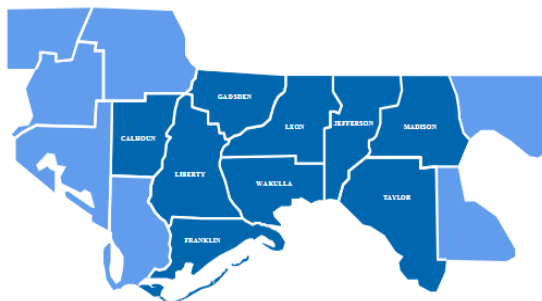
Capital Health Plan offers a comprehensive suite of health insurance options, including commercial employer group, Medicare Advantage, and individual marketplace plans, designed to meet the diverse needs of individuals, families, retirees, and businesses across the Big Bend region. The organization manages a robust delivery system anchored by three advanced health centers providing primary care, specialty care, diagnostics, urgent care, digital imaging, infusion services, and senior health programs, all supported by fully integrated electronic medical records to enhance care coordination.

Financially, CHP is a major force in Florida's healthcare landscape, generating over \$1.3 billion in revenue in 2025. Throughout its 40+ year history, CHP has earned consistent national recognition, including multiple years as one of the highest-rated health plans in Florida and the nation from the NCQA and repeated 4.5-Star Medicare Advantage ratings.

Service Area

Capital Health Plan provides comprehensive and affordable health care to our members in the Tallahassee area. We proudly serve:

- ✓ Calhoun
- ✓ Franklin
- ✓ Gadsden
- ✓ Jefferson
- ✓ Leon
- ✓ Liberty
- ✓ Madison
- ✓ Taylor
- ✓ Wakulla



Position Summary

The Senior Director of Network Strategy and Performance at Capital Health Plan (CHP) is a newly created, high-impact leadership role responsible for shaping and advancing a comprehensive provider network strategy within a stable, community-focused, not-for-profit HMO. This individual will lead the design, optimization, and execution of CHP's network to support growth into new markets, enhance network adequacy, and drive total cost of care improvements. With a strong emphasis on technical contracting and analytics, the Senior Director will oversee complex provider negotiations, payment model development, and contract lifecycle management, while strengthening strategic partnerships with key providers, including Tallahassee Memorial Health and HCA. The role will play a critical part in expanding value-based care initiatives, integrating CHP's employed medical group into broader network strategy, and identifying opportunities for targeted specialty growth. Operating cross-functionally across finance, pharmacy, clinical operations, and medical economics, this leader will serve as a trusted, data-driven partner to executive leadership—bringing both strategic insight and executional rigor to a highly visible role with significant opportunity to influence the future of care delivery across the organization.

Reporting Relationships

Reporting to the Chief Medical Officer, Lynn Jones, M.D., the Senior Director of Network Strategy and Performance. Direct reports include the Director of Network Services, collaborates with analysts in Finance, Decision Support, and Actuary.

Responsibilities

The successful Senior Director of Network Strategy and Performance candidate will:

- Lead the development and execution of a comprehensive, multi-year network strategy aligned with CHP's growth, market expansion, and cost, quality, and access objectives.
- Oversee end-to-end provider contracting strategy, including structuring agreements, leading complex negotiations, and managing the full contract lifecycle with a high degree of technical expertise.
- Partner with key health system stakeholders (e.g., TMH, HCA) to manage high-cost care, reduce variation, and drive strategies that shift utilization to lower-cost, high-quality settings.
- Advance value-based care initiatives across the network, including expanding risk-based arrangements and aligning medical and pharmacy strategies in collaboration with Prime Therapeutics and internal teams.
- Evaluate and optimize network composition, including assessing market dynamics, private equity activity, and opportunities to expand CHP's employed physician group and targeted specialty services.
- Ensure network adequacy and regulatory compliance across all markets, including oversight of vendor networks and proactive management of access gaps and disruptions.
- Partner cross-functionally with finance, medical economics, legal, pharmacy, clinical operations, and analytics to support data-driven decision-making and financial performance.
- Develop and implement sophisticated payment methodologies and financial models to support reimbursement strategy, ROI analysis, and total cost of care improvement.
- Provide strategic leadership and direction to network management functions, fostering alignment, accountability, and a high-performing, collaborative team environment.
- Serve as a trusted advisor to executive leadership, delivering clear communication, actionable insights, and regular updates on network performance, risks, and opportunities.

Goals and Objectives

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

- **Advance Network Strategy to Support Growth and Market Expansion,** Develop and execute a forward-looking network strategy that supports CHP's expansion into new counties, ensuring optimal provider mix, competitive positioning, and alignment with evolving market dynamics—including increasing private equity presence in physician groups.
- **Optimize High-Cost Provider Partnerships and Total Cost of Care,** Strengthen strategic relationships with key tertiary partners (e.g., TMH and HCA) to reduce unwarranted variation, manage high-cost utilization, and shift care to lower-cost, high-quality settings where appropriate.
- **Enhance and Scale Value-Based Care Models,** Accelerate the advancement of value-based contracting across the network, building on CHP's fully capitated medical group and expanding adoption among independent providers—while partnering with pharmacy (Prime Therapeutics) to align VBC initiatives with prescribing and total cost management.
- **Strengthen Network Adequacy, Performance Analytics, and Vendor Oversight,** Ensure network adequacy across all markets, including vendor-supported networks, while enhancing data-driven insights to monitor access, performance, and contract effectiveness—enabling proactive, strategic decision-making.
- **Drive Network Differentiation Through Strategic Provider Development,** Identify and pursue targeted opportunities to expand and differentiate CHP's employed and affiliated provider network, enhancing access, care coordination, and CHP's value proposition in the community.

Candidate Qualifications

Education/Certification

- Bachelor's degree required, master's degree in healthcare administration, business, finance, or a related field preferred.
- Relevant certifications (e.g., managed care, contracting, or financial/analytics disciplines) are a plus.

Knowledge and Work Experience

- Ten (10)+ years of progressive experience in health plan network strategy, provider contracting, or managed care operations.
- Demonstrated expertise in provider contracting, including contract structure, negotiation, and lifecycle management within a health plan environment.
- Strong background in payment methodologies, including fee-for-service, capitation, and value-based arrangements, with experience advancing value-based care strategies.
- Experience working directly with physicians, provider groups, and health systems, including complex negotiations with hospital-based and independent provider organizations.
- Knowledge of health plan operations, including network adequacy, regulatory requirements (e.g., CMS, NCQA, HEDIS, Stars), and market dynamics.
- Strong analytical and financial acumen, with experience partnering with finance and medical economics teams to support reimbursement strategy, ROI modeling, and total cost of care initiatives.
- Experience assessing provider markets, including emerging trends such as private equity-backed physician groups and competitive network positioning.
- Familiarity with pharmacy benefit management concepts and collaboration with PBMs (e.g., Prime Therapeutics) to align medical and pharmacy cost strategies preferred.

Leadership Skills and Competencies

- Strategic, forward-thinking leader with the ability to design and execute network strategies aligned with organizational growth and community mission.
- Deep technical expertise in contracting, paired with the ability to translate complex concepts into clear, actionable insights for executive leadership.
- Strong collaborator who builds trust across a close-knit, mission-driven organization and works effectively across functions including finance, legal, pharmacy, clinical operations, and analytics.
- Data-driven decision-maker with the ability to leverage insights to improve network performance, cost, quality, and access outcomes.
- Skilled negotiator with strong executive presence and the ability to navigate complex provider relationships and sensitive discussions.
- Self-starter who operates with a high degree of autonomy, accountability, and sound judgment within defined strategic guardrails.
- Effective communicator who provides clear, concise updates to leadership and fosters alignment across stakeholders.
- People-focused leader who promotes a collaborative, respectful team environment aligned with CHP's culture and community-oriented values.
- A hands-on leader who thrives in a smaller, stable organization with the opportunity to build and integrate.

The Community

Tallahassee, FL

Tallahassee, the capital city of Florida, blends deep historical roots, lush natural landscapes, and a vibrant cultural identity into a uniquely captivating community. Its name, derived from a Muskogean Indian word meaning “old fields” or “old town”, reflects the region’s Indigenous heritage and long-standing significance. Tallahassee offers rolling hills, canopied oak-lined roads, and abundant green spaces. Its parks and natural attractions, such as the Alfred B. Maclay Gardens State Park and the nearby St. Marks National Wildlife Refuge, invite residents and visitors to explore scenic trails, gardens, forests, and waterways. From cooling off in the crystal-clear springs of Wakulla to wandering through the lush grounds of Cascades Park, outdoor recreation is ingrained in the lifestyle here.



As both a college town and the seat of state government, Tallahassee pulses with creativity, education, and civic activity. Home to major institutions including Florida State University, Florida A&M University, and Tallahassee State College, the city boasts a student population of more than 70,000, giving it a youthful energy and fueling its thriving arts, research, and innovation scenes. Cultural experiences abound—from the Museum of Florida History and Tallahassee Museum to the lively Railroad Square Art District and monthly First Friday gallery hop. Music, theater, and visual arts flourish across both intimate venues and larger performance spaces, making the city a center for artistic expression.

Tallahassee also carries significant historical weight. As the state capital since 1824, it houses the Florida State Capitol, Supreme Court, and nearly 30 state agency headquarters, while its historic districts, preserved landmarks, and museums tell the story of Florida’s political, cultural, and social evolution. The city has been recognized nationally as well, earning the All-America City Award three times for its community engagement and quality-of-life achievements.

Whether you are drawn to its natural beauty, its flourishing arts community, its academic and research institutions, or its deep historical roots, Tallahassee offers a compelling blend of past and present, making it one of Florida’s most distinctive and enriching places to live, work, and explore.

For more information on Tallahassee, visit <https://visittallahassee.com/>

Timeline

Candidate Presentation in Mid-July 2026

First Round Interviews the weeks of July 20th and 27th, 2026

Second Rounds in Mid-August

Procedure for Candidacy

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting Capital Health Plan with this recruitment, preferably via e-mail, to Tom Quinn- tomq@wittkieffer.com, or Taeler Kaufmann- tkaufmann@wittkieffer.com. Or by phone at 630-575-6157.

	Title	Phone
Tom Quinn	Senior Partner, Search	(781) 564-2628
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