



 The Lifetime Healthcare Companies

**CCP-TASS CEO**

Leadership Profile

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The WittKieffer logo, featuring the company name in a white, italicized, sans-serif font. The logo is positioned in the bottom left corner of a dark teal rectangular area that occupies the lower half of the page. The background of this area is a dark teal color, and it features a decorative graphic of thin, light blue lines that curve and flow across the space, starting from the left and ending on the right.

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## The Opportunity

Community Care Physicians (CCP), one of the largest multi-specialty medical groups in New York's Capital Region, seeks a visionary and accomplished executive to serve as Chief Executive Officer of CCP Technical & Administrative Support Services, Inc. (TASS). Currently serving eight counties across Upstate New York and headquartered in Latham, TASS employs more than 700 team members, provides support to another 1,075 employees, including over 440 primary care and specialty practitioners, and reaches one in three residents throughout the Capital Region. This is a dynamic, exciting opportunity to lead a physician-centered organization within an integrated delivery model that combines clinical excellence with a sophisticated Management Services Organization infrastructure designed to support long-term growth and performance.

CCP operates through two closely aligned entities: its clinical arm, Community Care Physicians, PLLC (CCP), and its Management Services Organization, CCP-TASS, Inc. (TASS). TASS provides comprehensive non-clinical services, including administrative, financial, operational, and strategic support, enabling clinicians to remain focused on delivering high-quality patient care. This structure positions the organization to advance innovation in care delivery, enhance value-based performance, and scale operations effectively across a dynamic healthcare environment.

TASS and Capital District Physicians' Health Plan, Inc. (CDPHP®), a regional, not-for-profit health plan serving nearly 380,000 members in Upstate New York, announced a strategic partnership in 2021 designed to better coordinate care delivery in New York's Capital Region. In 2024, CDPHP affiliated with The Lifetime Healthcare Companies (LTHC), the parent company of Excellus BlueCross BlueShield and Univera Healthcare, a significant step toward achieving economies of scale through shared technologies, systems, processes, and resources as part of one corporate family. LTHC now supports CCP and TASS in aligning with and partnering with LTHC to expand and grow its scope at a broader, statewide level.

Reporting to the TASS Board and the EVP, Chief Healthcare Services Officer at LTHC, Martin Stallone, M.D., the CEO will provide both visionary and operational leadership for TASS. The CEO is accountable for enterprise-wide performance across clinical, operational, and financial domains, strengthening physician alignment, optimizing the patient experience, and fostering engagement across the provider network. This leader will champion disciplined financial stewardship while embedding a culture of continuous improvement that promotes efficiency, agility, and sustainable growth. As a partnership with TASS is still in its early, formative stages, this represents an exciting platform for a growth-oriented, seasoned medical group/ambulatory services leader to positively impact the operational, financial, and strategic success of TASS and support the strategic growth, continued integration, and partnership with LTHC in expanding TASS's role at a broader statewide level.

As the strategic architect of TASS's next phase of growth and impact, the CEO will partner with CCP, CDPHP, and LTHC to design, implement, and build a high-performing group-practice delivery system. With geographic expansion underway, the CEO will position TASS as a scalable MSO platform capable of supporting a broader network of physicians and practices throughout Upstate New York. The successful candidate will be a visible and authentic leader with significant experience in complex, multi-specialty group practice operations and value-based environments, able to engage physicians and administrators, drive accountability, and guide TASS through its next chapter of growth and transformation.

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## Organization Overview

### Lifetime Healthcare Companies

The Lifetime Healthcare Companies is a not-for-profit holding company that finances and delivers health care services in Upstate New York. Its affiliates include:

- [Excellus BlueCross BlueShield](#) – A nonprofit health plan and independent licensee of the Blue Cross Blue Shield Association serving 31 counties of Upstate New York.
- [Univera Healthcare](#) – A nonprofit health plan serving the eight counties of Western New York.
- [Lifetime Benefit Solutions, Inc.](#) – A full-service, third-party administrator offering reimbursement accounts, COBRA, and other employee wellness-related plans.
- [MedAmerica Insurance Company](#) – MedAmerica offers long-term care insurance to both individuals and employer groups.

In 2024, Capital District Physicians' Health Plan (CDPHP) and LTHC announced plans to affiliate, creating greater scale and alignment across technology, systems, and operational infrastructure. This collaboration positions organizations such as CCP and TASS for broader regional impact while strengthening payer-provider integration across Upstate New York.

### Community Care Physicians

[Community Care Physicians](#) (CCP) is the largest independent multi-specialty medical group in New York's Capital Region. Headquartered in Latham, New York, CCP provides primary care, specialty care, urgent care, and wellness services across eight counties.

The organization includes over 440 physicians and advanced practice providers and employs 1075 team members in total. CCP reaches nearly one in three residents across the Capital Region and offers more than 30 specialties through a growing network of integrated practices.

Founded in 1984, CCP was formally established as the region's first fully integrated multispecialty group practice. Today, the organization is widely recognized for delivering innovative, high-quality, and compassionate care supported by advanced information technology and coordinated practice infrastructure.

### Mission

- Emphasize wellness and preventive care
- Ensure timely access to quality care
- Strive for the highest level of patient satisfaction
- Deliver cost-effective healthcare
- Promote health education
- Grow to enhance patient services
- Network with others to facilitate appropriate continuum of care
- Use information technology to deliver innovative health

## Management Services Organization

CCP operates in close partnership with CCP TASS, Inc. (TASS), its Management Services Organization. TASS provides the administrative, operational, and strategic infrastructure that enables physicians and clinical teams to focus on delivering patient care.

Located at CCP's Wellness Way campus in Latham, TASS delivers enterprise-wide support services including finance, human resources, information systems, revenue cycle, legal, marketing, analytics, and operational facilitation. Through these capabilities, TASS enables practice efficiency, operational scale, and performance improvement across the organization.

In partnership with LTHC and CDPHP, TASS supports the Quadruple Aim by advancing high-quality care, affordability, improved access, and strong patient and practitioner experience.

## Accreditations and Accolades

CCP is proud to be recognized by our employees, our patients, and external organizations.

- Perennial winner of the Albany Times Union's Top Workplace and the Albany Business Review's Great Place to Work, and winner of Best and Brightest Companies to Work For®.
- CCP is a three-time National Top Workplace, recognized on the same list as Microsoft and UPS; an incredible feat in which they take great pride.
- Voted by their patients as Kids Pick Winner for Favorite Pediatric Practice in Saratoga; Best Doctors in the Saratoga Region, Troy Record Reader's Choice for Best Medical Practice and Best Urgent Care; Capital Region Living Top Doctors, and The Gazette Best of the Best, among others.
- Several of CCP's physicians have been recognized nationally in their respective fields as National Best Doctors® and Frontline Heroes.
- The first medical group in the area to have all its primary care practices recognized by the National Committee for Quality Assurance (NCQA) Physician Practice Connections® - Patient Centered Medical Home™ Program.
- CCP practices have been recognized by MGMA as Better Performing Practices.
- The Breast Center at ImageCare in Latham was the first outpatient, non-hospital imaging center in the Capital Region to be designated a Breast Imaging Center of Excellence by the American College of Radiology and is Accredited by the American College of Radiology (ACR).
- CCP's laboratory is CLIA (Clinical Laboratory Improvement Amendment) Certified.
- Image Guided Radiation Therapy earned Accreditation from the American College of Radiation Oncology by achieving quality practice standards for radiation oncology.



## Health Parks

Across the Capital Region, CCP has arranged several primary care and specialty services into core, strategic locations to provide patients with convenient healthcare experiences. The organization operates seven consolidated Health Parks, located in Albany, Clifton Park, Delmar, Latham, Niskayuna, North Greenbush, and Saratoga, where patients can get lab work done, undergo diagnostic and screening procedures, and have their primary care or specialty appointments, all in one integrated medical facility. These facilities are designed to improve efficiency for practitioners and enhance patient accessibility.



Latham – Wellness Way  
CCP Headquarters in partnership with CDPHP

## Locations

### Albany County

- Albany
- Delmar
- Latham
- Slingerlands



Clifton Park



Troy



Albany

### Columbia County

- \*Radiology contract

### Greene County

- \*Radiology contract

### Montgomery County

- Amsterdam

### Rensselaer County

- Averill Park
- Castleton
- Troy



Delmar



Niskayuna



Saratoga

### Saratoga County

- Ballston Lake
- Ballston Spa
- Clifton Park Gansevoort
- Malta
- Saratoga Springs

### Schenectady County

- Niskayuna
- Schenectady

### Warren County

- Queensbury



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## Position Summary

### Reporting Relationships

This position reports to the TASS Board and to the EVP/Chief Healthcare Services Officer at LTHC. The CEO works in a dyad partnership with physician leadership, including the CEO of the Community Care Physicians PLLC, and collaborates with senior executives across LTHC, CDPHP, and CCP.

Direct or matrix reporting relationships include members of the TASS Leadership Cabinet, such as the CFO, CHRO, CIO, Leaders of Operations, Revenue Cycle, Clinical Services, Value-Based Services, Chief Compliance Officer, Facilities, Communications, and General Counsel.

### Responsibilities

#### Strategic Leadership & Growth

- Define and execute the strategic vision for TASS, ensuring alignment with LTHC and CDPHP objectives to broaden the integrated delivery system.
- Lead enterprise-wide initiatives to improve performance across quality, efficiency, patient experience, and cost management.
- Identify and realize new value opportunities, in collaboration with LTHC, CDPHP, and other affiliated organizations.
- Drive organizational growth by identifying new business opportunities, expanding MSO service offerings, and building scalable operational models.

#### Operational Excellence

- Ensure a high-performing operational infrastructure that supports clinical and administrative excellence.
- Oversee practice operations, revenue cycle, data analytics, and performance management systems to drive measurable results.
- Champion process optimization and continuous improvement initiatives to reduce waste, streamline workflows, and enhance productivity.

#### Financial Performance & Accountability

- Lead fiscal strategy, budget management, and financial oversight to ensure operational sustainability and disciplined growth.
- Manage and optimize cost structures while maintaining focus on quality outcomes and physician satisfaction.
- Align compensation, productivity, and incentive models to support performance, quality, and value-based care objectives.
- Partner closely with internal and external resources to ensure compliance with applicable laws and regulations. Foster a culture of ethical, responsible behavior and accountability.

## Clinical and Physician Alignment

- Strengthen partnerships with physician leaders to enhance alignment between clinical goals and business operations.
- Support physician recruitment, retention, and engagement strategies that advance the MSO's reputation for excellence.
- Collaborate on the development of evidence-based care models, practice standards, and performance benchmarks.

## People & Culture

- Build and sustain a culture of accountability, innovation, compliance, and continuous improvement.
- Foster leadership development and talent pipelines to ensure future organizational capability.
- Promote a highly engaged, values-driven workforce that prioritizes collaboration, inclusion, and patient-centered care.

## Governance & Partnership

- Serve as a key advisor to the TASS Board and the CCP, PLLC CEO on enterprise strategy, operations, and market expansion.
- Maintain strong, collaborative relationships across LTHC, CDPHP, CCP, and partner organizations to advance shared objectives.
- Represent TASS to external stakeholders, building trusted relationships with physicians, community leaders, and strategic partners.

## Goals and Objectives

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

- Further advance the operational, financial, and overall success of CCP in how it serves as a flagship model for payer–provider integration, demonstrating how collaborative design, shared incentives, and joint value creation can redefine regional healthcare delivery and serve as a template for systemwide partnership.
- Strengthen the operational backbone of TASS through high-performing, efficient administrative services, including strong cost accounting, financial rigor, performance measurement, marketing strategy, human resources, information technology, and community-aligned growth planning that support sustainable performance. The CEO will need to be effective in working in a collaborative, matrixed environment where many services are integrated throughout the LTHC/CDPHP enterprise.
- Strengthen and steward critical enterprise relationships by ensuring strategic alignment, connectivity, and clarity of core strategic and operational goals throughout TASS. In partnership with CCP's physician leader, the TASS Cabinet, and leaders at all levels, advance plans that will further optimize operational performance, fiscal rigor, and accountability, enabling greater success in realizing TASS's core service mission to serve patients, deliver value to members, and expand its impact.
- Establish a visible, external role, serving as a key leader to regional area health systems, physician practices, and a variety of strategic partners, positioning the CEO as the integrator who brings coherence, clarity, and momentum to a complex three-party ecosystem.
- Implement systemwide standardization of practice operations, including unified office configuration, consistent clinical workflows, and equitable provider reimbursement structures that promote reliability, fairness, and alignment across all practices.
- Establish a high level of trust across CCP-TASS, CDPHP, and LTHC. It is essential for the CEO to be viewed as a knowledgeable, collaborative leader who is a skilled communicator, able to provide skillful approaches to change leadership.
- Lead the cultural transformation needed to reinforce an enterprise-wide mindset, cultivating accountability, transparency, shared responsibility for results, and a cohesive organizational identity.
- Support TASS's readiness for growth by promoting an enterprise-aligned perspective, expanding internal capabilities, and reinforcing its identity as an integrated system-supporting function.
- Embed financial discipline throughout the organization, shaping a culture where fiscal responsibility, cost control, and operational integrity guide decision-making.
- Foster a unified and enterprise-minded leadership team by building trust, strengthening cross-functional alignment, and creating a disciplined communication and decision-making environment that supports complex transformation.
- Lead with conviction, emotional intelligence, and influence by engaging stakeholders, especially physicians, through clear explanation and collaboration to ensure buy-in and support for change.

## Candidate Qualifications

### Education

- Bachelor's degree required; Master's degree in healthcare administration, business, or related field strongly preferred.

### Experience

- Minimum 10 years of senior leadership experience in complex, multi-specialty physician practice management or integrated delivery systems.
- Proven record of operational and financial success, strategic execution, and growth in a physician-led or MSO environment.
- Demonstrated ability to align clinical and business objectives within a value-based care framework.
- Expertise in leveraging analytics and performance data to inform strategy and drive results.

### Personal & Leadership Attributes

- Strategic thinker and transformative leader with a strong business acumen and a deep understanding of clinical operations.
- Relationship-oriented leadership style grounded in trust, transparency, and collaboration.
- Skilled communicator with the ability to engage and inspire diverse stakeholders and translate complex information into actionable insights.
- Agile and resilient executive capable of leading through complexity and change with focus, authenticity, and composure.

## The Community

### Albany, New York

Community Care Physicians' primary service area is the Capital Region, including Albany, Rensselaer, Saratoga, and Schenectady counties. Nearly 850,000 people live in the four-county metro, and 1.1 million in the greater Capital Region. They are located in the middle of a rich marketplace - 150 miles north of New York City, 165 miles west of Boston, and 215 miles south of Montreal.



You don't have to travel far to experience the benefits of the region. Many people love the area for its four distinct seasons and unique beauty. Albany, the State Capitol, has much to offer residents, like the Albany Capital Center, MVP Arena, Palace Theatre for entertainment and sporting events; shopping centers; the Empire State Plaza, which consists of the Corning Tower, the tallest building in New York outside of New York City; the NYS Museum; and the performing arts center known as the Egg, whose recognizable architecture helps identify the building. The Plaza hosts health fairs, food trucks, trade shows, craft shows, art collections, and cultural celebrations. Downtown's Lark Street offers unique shopping, restaurants, and brownstone "city living".



Once you step outside the Albany lines, there is even more to enjoy, including the vibrant restaurant scene of Troy; performances at Troy Savings Music Hall, Proctors Theatre, and Saratoga Performing Arts Center; America's oldest and most popular thoroughbred racecourse in Saratoga Springs; golf courses; arts districts; historical sites; and farmers' markets. There are also plenty of outdoor adventure options, including skiing, boating, fishing, and hiking, in the Adirondack State Park and the Catskills.

The Capital Region also has craft breweries and distilleries pouring in, with more than 70 craft breweries right in the Capital Region, including Browns Brewing Co., Schmaltz Brewing Co., Druthers, Nine Pin Cider, C. H. Evans Brewing Company at the Albany Pump Station, Albany Distilling Company, Inc., to name a few.

Beyond entertainment, the Capital Region is a great place to plant roots and raise a family. The region is home to a strong school system, including public, private, and charter schools, as well as more than 20 prestigious colleges and universities in the immediate area.

There is a strong regional economy that includes healthcare, higher education, energy, nanotechnology, chip fabrication, and manufacturing. The Capital District has been dubbed "Tech Valley" in recognition of the technology companies that have moved to the region. It's the home of hundreds of technology firms, including IBM, General Electric, and Advanced Micro Devices (AMD), a semiconductor chip fabrication facility. Moreover, the University at Albany is devoted to nanotechnology through its College of Science and Engineering, the first college in the world to be dedicated to this discipline. The growth of technology in the area continues to accelerate.



Getting from one place to another is easy from Albany. The Albany International Airport is the major airport in the Capital District. There is also an Amtrak station in Rensselaer, with both local and express services to New York City. Driving is made simple with the New York State Thruway, the Adirondack Northway, and the Massachusetts Turnpike.

Come and experience what the Capital Region has to offer - there truly is something for everyone!

## Procedure for Candidacy

Please submit all applications, nominations, and inquiries to **the search team** through the WittKieffer Candidate Portal by [clicking here](#). New users should select “**Register Here**” to create an account before proceeding. After logging in, navigate to “**Open Positions**,” then locate the role by entering the institution’s name and clicking the search wheel.

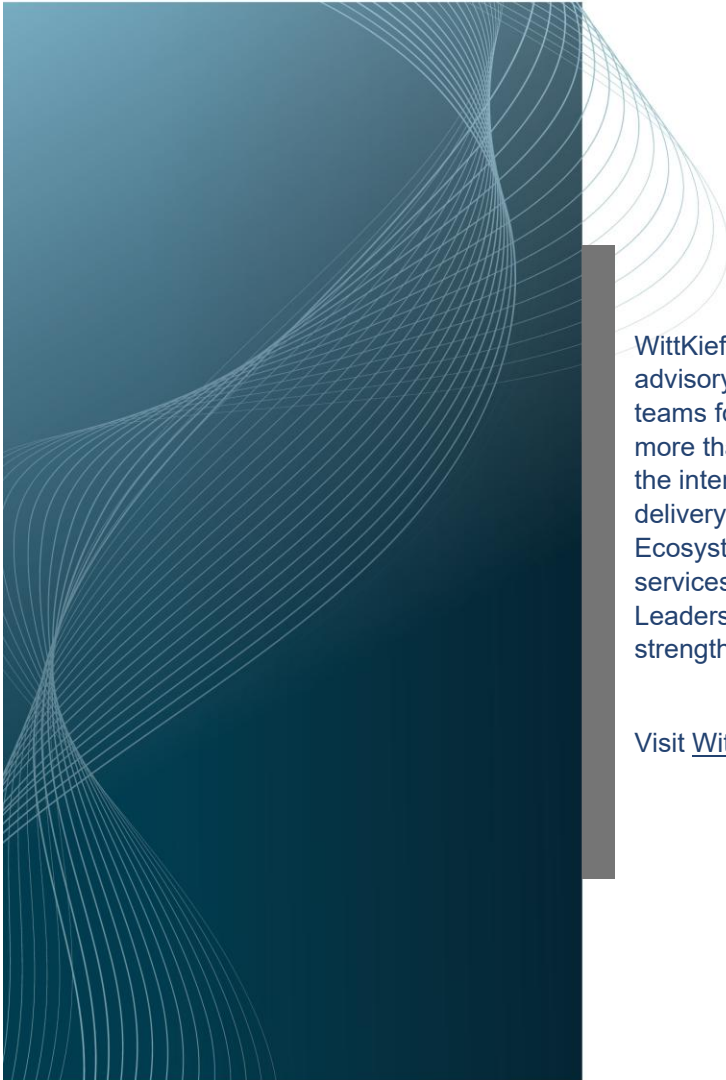
Nominations and inquiries can also be directed to the desk of Jennifer Sonneland at [jsonneland@wittkieffer.com](mailto:jsonneland@wittkieffer.com).

	Title	Phone
<b>Paul Bohne</b>	Managing Partner, Healthcare	(240) 401-6375
<b>Jennifer Sonneland</b>	Consultant, Healthcare	(314) 680-3474

*The anticipated base compensation range for this position is \$450,000–\$600,000 annually, commensurate with the successful candidate’s experience, and includes eligibility for an incentive program. Final compensation will be determined based on several factors, including, but not limited to, credentials and industry experience.*

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