



Senior Vice President, Chief Information Officer

Leadership Profile

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WittKieffer

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The Opportunity

CentraCare seeks a strategic, forward-thinking executive to serve as its next Senior Vice President, Chief Information Officer (CIO). This is a compelling opportunity to leverage technology to meaningfully enhance healthcare delivery within a growing, financially strong integrated health system.

CentraCare is a \$2.1 billion integrated health system with more than 11,400 team members and providers, serving ten hospitals (one of which is under a management agreement) and more than 30 clinics across central and southwestern Minnesota. A physician-led organization with a large, employed provider group, CentraCare has enjoyed a long history of clinical excellence, a strong financial position, and significant market share in the communities it serves. It is well-positioned to advance the organizational objectives and strategies for success outlined in the Quadruple Aim of Quality and Experience, Value, Community Health, and People.

Reporting to the President and Chief Executive Officer, Kenneth Holmen, MD, the CIO will serve as a key member of the Senior Executive Cabinet. They will be responsible for advancing and clearly articulating a comprehensive information technology (IT) strategy aligned with CentraCare's business and operational priorities; building and leading a high-performing, collaborative IT organization; and developing a forward-looking technology roadmap that incorporates digital and AI capabilities to drive innovation and enterprise value. In addition, this leader will optimize core platforms, including Epic EHR and Oracle ERP, while supporting the continued growth and expansion of CentraCare's Epic Community Connect program.

The CIO will be a visible, emotionally intelligent healthcare IT leader with a proven ability to build and develop high-performing teams and drive consensus across a complex health system. This individual will be an engaging, relationship-oriented executive who fosters collaboration and trust at all levels of the organization. The CIO will articulate a clear and compelling vision, secure stakeholder alignment, and partner closely with senior leadership to prioritize technology investments that advance business and operational objectives. Establishing a disciplined yet flexible prioritization framework will be essential—one that encourages input and collaboration while maintaining momentum and execution. This leader will balance operational excellence with a forward-looking perspective, staying attuned to emerging trends and innovations in the healthcare technology landscape.

Organization Overview

CentraCare is a not-for-profit, integrated health system that provides comprehensive, high-quality care to people throughout central and southwestern Minnesota. The collaborative network includes several hospitals—including the flagship St. Cloud Hospital—as well as numerous clinics, long-term care facilities, outpatient surgery centers, home care, hospice, an urgent care center, and pharmacies. There are more than 11,400 team members and over 807 volunteers.

The flagship St. Cloud Hospital was started by the Sisters of the Order of St. Benedict in 1886. The Benedictine Sisters deeded all hospital property to the newly formed St. Cloud Hospital Corporation as a gift in 1964, and their healing mission has endured through the decades. The St. Cloud Hospital is now part of an expansive regional health system known for its caring, skilled professionals, and commitment to quality.

National recognition for outstanding care and workplace includes:

- Magnet® Award for Excellence in Nursing (five-time designee)
- Truven 100 Top Hospitals®
- *U.S. News & World Report*, "America's Best Hospitals"
- CentraCare-St. Cloud Hospital ranks as High Performing in three adult specialties:
 - Cardiology & Heart Surgery
 - Pulmonology & Lung Surgery
 - Urology
- St. Cloud Hospital also received strong ratings in the handling of 13 surgical procedures and chronic conditions
- Leapfrog Hospital Safety Grade
 - St. Cloud Hospital—"A" Hospital Safety Grade
 - Safety performance continues to strengthen across the health system
- *Minneapolis/St. Paul Business Journal* "Best Place to Work" large employer category (seven-time honoree)
- Beacon Awards for Excellence
 - Neonatal Intensive Care Unit (silver)
 - Intensive Care Unit (gold)
 - Medical Progressive Care Unit (silver)
 - Cardiac Intensive Care Unit (bronze)
 - Telemetry (bronze)
 - Cardiovascular Thoracic Unit (bronze)

CentraCare serves all who seek care with compassion, dignity, and respect, while seeking to enhance individual and community health.

CentraCare and the University of Minnesota Medical School Partnership

In December 2023, the University of Minnesota Board of Regents officially approved the academic affiliation agreement between the University of Minnesota Medical School (UMMS) and CentraCare. The academic affiliation included a new regional campus of the UMMS in St. Cloud, new and expanded residency programs, research programs, and clinical collaborations. This marked the first expansion of the Medical School in more

than 50 years, with locations historically in the Twin Cities and Duluth, and now St. Cloud. The UMMS CentraCare regional campus in St. Cloud welcomed its first class of 24 medical students in the fall of 2025. The Liaison Committee on Medical Education (LCME) is the accrediting body for all educational programs in the United States, leading to the M.D. degree. In February 2024, LCME accreditation was received for the regional campus expansion.

Development of the UMMS CentraCare Regional Campus St. Cloud included an investment in facility and construction, student housing, programs and services, and scholarships. CentraCare provided an existing facility that houses the new Medical School campus and is committed to providing ongoing operational support. During their 2022-2023 session, the Minnesota State Legislature approved \$15 million in funding to begin this important work: \$5 million for design of the facility and \$10 million for support of the program. The CentraCare Foundation also kicked off a \$50 million community philanthropy campaign to support the endeavor.



This expansion addressed two critical and connected issues facing residents of Greater Minnesota: a growing shortage of physicians practicing in rural communities and a lack of access to vital healthcare for rural residents throughout the state. While 20% of the U.S. population lives in rural communities, only 11% of physicians practice in such areas, and 4% of incoming medical students come from these communities. The St. Cloud-based medical school campus at CentraCare focuses on educating physicians across specialties, to address the unique health care needs of rural Minnesotans and immigrant populations.

This innovative partnership between UMMS and CentraCare brings together two organizations recognized for their healthcare excellence, specifically in rural medicine. UMMS has a national reputation for highly ranked primary care training, named a Tier 1 in Best Medical Schools: Primary Care by *U.S. News and World Report*. UMMS also has more than 50 years of experience preparing physicians for rural and indigenous patient practice. CentraCare has invested more than \$100 million to enhance rural health across the region, through its network of 10 hospitals and more than 30 clinics across Central, Southwest, and West-Central Minnesota. CentraCare's St. Cloud Hospital has been named 11 times as a 100 Top Hospital® by Truven Health Analytics, more than any other hospital in Minnesota. [Click here](#) to learn more about this exciting partnership.

CentraCare Key Organizational Entities

St. Cloud Hospital is a regional hospital with 489 licensed beds. As the largest health care facility in the region, St. Cloud Hospital offers a full spectrum of inpatient and outpatient services. From state-of-the-art care for heart disease and cancer to preventive health screenings, it has the technology and skilled professionals to meet the needs of the region.



St. Cloud Hospital has received Magnet Recognition® five times since 2004, one of only 43 hospitals worldwide to receive five Magnet designations. Magnet Recognition® from the American Nurses Credentialing Center is the highest and most prestigious distinction a health care organization can receive for nursing excellence and high-quality patient care.

CentraCare – Sauk Centre is a 25-bed critical access hospital and primary care clinic.

CentraCare – Melrose is a 25-bed critical access hospital and primary care clinic.

CentraCare – Monticello is a 25-bed critical access hospital and primary care clinic.

CentraCare – Long Prairie is a 25-bed critical access hospital and primary care clinic.

CentraCare – Paynesville is a 25-bed critical access hospital, a Level IV Trauma Center, and four primary care clinics.

CentraCare – Willmar has a 100-bed, Level III trauma hospital, four clinics, a cancer center, a sleep center, a rehabilitation center, and an outpatient surgery center (four ORs, two endoscopy rooms, one procedure room).

CentraCare – Redwood Falls is a 25-bed critical access hospital and primary care clinic.

CentraCare – Benson is a 21-bed critical access hospital and primary care clinic.



CentraCare Foundation improves health and health care in central Minnesota by fostering and funding innovative, collaborative, and effective programs, services, research, and education. It provides a way to enhance health care through support of services that provide hope and healing for our patients and families in the communities we serve.

CentraCare Pharmacy offers retail pharmacy services at three St. Cloud locations: St. Cloud Hospital, CentraCare Plaza, and CentraCare Clinic – Northway.

CentraCare Clinic, the organization's employed clinical group, consists of more than 660 physicians and more than 600 advanced practice providers who practice in 35 medical specialties and offer a variety of outreach services at 30 sites in 29 central Minnesota communities. CentraCare Clinic's largest location is the CentraCare Plaza, a state-of-the-art specialty care facility in beautiful natural surroundings in St. Cloud. There are nearly 1,500 team members within CentraCare Clinic.

In addition, CentraCare has clinic and certain management (including EMR) agreements with other communities/hospitals, such as Meeker County Memorial Hospital (Litchfield, MN).

CentraCare provides some management and IT services, including EMR (Epic connect) to several other independent hospitals and clinics in the region.

CentraCare Culture and Purpose

Purpose Statement We hold a vision for all of us to live a healthy life. As a provider of care, employer to many, and a community Foundation, we encourage and inspire health and well-being. We also know there is a need for healing and comfort in every life, so at the heart of CentraCare is commitment to the patients and families we serve in the communities we call home:

We're here for your whole life – to listen then serve, to guide and heal – because health means everything.

Each community we serve has historical roots. These roots share a purpose and leadership by caring people – sisters of faith, civic leaders, farmers, doctors, nurses, and others. Then as now, our collective mission is to serve, providing expert health care that is close to home.

We Value:

Health and Well-Being. We share the knowledge and skills we possess so that people in our communities can live the healthiest lives possible.

Listening. We listen with our heads and hearts – to understand, diagnose, and comfort.

Expert Clinical Care and Collaboration. We strengthen the care we give through collaboration with one another and with those whom we serve.

Human Dignity. We treat people with kindness, respect, and acceptance. Healing touches the mind, body, and spirit.

Smart Stewardship. We vigorously exercise fiscal responsibility and continuous improvement to meet the demands of our mission and to thrive together.

Community and Relationships. We have served the people of this region for generations and will serve the many generations to come.

Culture Statement

A strong culture doesn't just happen. It's made possible when our teams share a set of core beliefs, commit to supporting one another, and are supported by the organization to be their best self. This means that regardless of the role or position, team members feel comfortable sharing ideas, asking questions and supporting each other to provide the best care and experiences for our patients.

Every team member at CentraCare has the opportunity to experience Our Best Begins with Me through an experiential learning session at the start of their employment. And all members of the team get to experience the culture through innovative ways team members connect with one another through shared stories and inspiration, opportunities to collaborate, and access to resources that support their journey.

2026 FACTS & FIGURES

Last update February 2026



OUR PURPOSE

We hold a vision for all of us to live a healthy life. As a provider of care, employer to many, and a community Foundation, we encourage and inspire health and wellbeing. We also know there is a need for healing and comfort in every life, so at the heart of CentraCare is a commitment to the patients and families we serve in the communities we all call home.

We're here for your whole life — to listen then serve, to guide and heal — because health means everything.

STRATEGIC GOALS

Workforce | Access | Safety & Quality | Operational Excellence | Employee Experience | Patient Experience

AT A GLANCE

Calendar Year 2025

10 HOSPITALS¹ | **30+** CLINICS

160+ OUTREACH LOCATIONS

ONE MEDICAL SCHOOL

PATIENT CARE

Calendar Year 2025

387k

Unique patients

790k

Hospital admissions³

39k

Surgeries performed

127k

ER visits

CAREGIVERS

As of 02/18/26

11.4k

Team Members



1,250+

Physicians & APPs

3.3k

Nurses (LPN, RNA, RNs)

807+

Volunteers

FINANCIALS

Fiscal Year Ending 6/30/25

\$2.1B

Total Revenue

2.27%

Operating Margin

\$510M

Community Benefit (2025)

Position Summary

The CIO will be responsible for overseeing all information-related functions across CentraCare and its regional affiliates, including current and future partner organizations participating in the Epic Connect Program. This role ensures the alignment and advancement of information systems strategy across CentraCare and the broader medical community to effectively support both organizational objectives and the needs of area physicians.

The CIO will provide executive leadership across Information Systems, Telecommunications, Patient Care Informatics, and Healthcare Information Management, ensuring these areas operate cohesively and efficiently. They will be accountable for defining and achieving key financial, productivity, and performance improvement goals across all areas of responsibility.

Working in close collaboration with medical staff, community partners, organizational leadership, employees, and governance committees, the CIO will play a critical role in advancing CentraCare's mission, vision, and core values. Additionally, the CIO will be responsible for ensuring the effective and reliable operation of all computer systems, medical record platforms, and telecommunications infrastructure.

The CIO will champion patient safety initiatives and broader organizational safety practices, while consistently modeling and promoting Family-Centered Care principles in all interactions with patients, families, and colleagues.

Reporting Relationships

The CIO will report to the President and Chief Executive Officer and lead a team of approximately 450 FTEs.

Responsibilities

The successful CIO candidate will:

- Develop and successfully implement an effective information systems technology infrastructure, operations and knowledge decision support strategy that aligns with CentraCare goals and objectives. Ensure that technology needs adapt to organizational imperatives.
- Collaborate with Executive Leadership Team to continue to influence, champion, and lead the advancement of patient care and enhance the mission and strategic priorities of CentraCare.
- Be a strong partner with the Chief Medical Information Officer and work in concert with clinician groups to design and implement systems supporting patient care. Practice open, honest and frequent communication within the dyad partnership. Willingly share information and consult one another, as part of the dyad, when issues arise that affect their mutual areas of responsibility. Participate in shared responsibility for the success of CentraCare—true teamwork; and shared accountability for the outcome—true partnership.
- Effectively collaborate with key stakeholders and support the on-going development, implementation, and enhancements of the CentraCare Epic EHR as well as guide its Epic Community Connect program.
- Partner with Human Resources (HR) in support of HR information systems (HRIS) team and to advance the priorities of this key stakeholder group.
- Be accountable for advising CentraCare executives in areas of advanced technology, information management, medical informatics, and decision support so that technology acquisition, implementation, and maintenance is included in tactical and long-range planning.

- Be responsible for effective technology planning so that security and service delivery of information technology systems meets organizational goals and external compliance needs. Identify and secure resources to support all information technology delivery.
- Develop an information systems structure that adapts to the needs of the organization while maximizing standard best practices and future trends, so that technology supports safe and evidence-based care in all CentraCare facilities.
- Effectively collaborate with key stakeholders in the organization to ensure that technology planning and delivery meet organization goals to include all patient safety goals.
- Ensure that programs are in place to effectively educate providers on the opportunities for technology adoption and effective use to promote positive patient outcomes and deliver value.
- Serve on a variety of internal and external committees to plan for the evolution of technology.
- Develop an organizational structure that provides appropriate staffing to all areas within Information Services (IS), Telecommunications, and Healthcare Information Management.
- Be responsible for preparation and implementation of each department's objectives within the established budget(s).
- Be responsible for information system contract negotiations and installation to ensure compatibility and integration with all CentraCare systems.
- Provide communication, both written and oral, at a level that can be easily interpreted when relating to other Vice Presidents, Directors, medical staff, and/or vendors.
- As the administrator responsible for CentraCare Medical Records/Health Information Management (HIM), be responsible for compliance with Joint Commissions requirements and other record related evaluations.

Goals and Objectives

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

- Partner closely with senior leadership to build strong, trusted relationships and become a fully integrated member of the CentraCare executive team. Be recognized as a credible, collaborative leader who brings integrity and broad subject matter expertise to organizational decision-making.
- Foster meaningful relationships with stakeholders across all levels of the system, identifying and advancing opportunities for enterprise-wide strategic partnerships.
- Develop, communicate, and execute a forward-looking IT vision and strategy aligned with the health system's goals and priorities. Ensure the roadmap incorporates digital transformation and AI capabilities to modernize care delivery and is supported by thoughtful operating and capital investment plans.
- Conduct a comprehensive assessment of the current IS&T function, including organizational structure, talent, and capabilities. Identify gaps and implement changes to unify information technology into a cohesive, high-performing organization aligned to meet the evolving needs of the health system. Lead the transformation of IT into a trusted strategic partner, while cultivating an engaging culture that supports career growth, development, and long-term retention.
- Evaluate and strengthen the governance framework to effectively prioritize, assess, and maximize the impact of technology investments and initiatives.
- Provide leadership and assessment of system-wide data and analytics functions in partnership with Chief Strategy and Transformation Officer, and help develop a consolidated data and analytics function (e.g., Business Intelligence) and team to establish a single source of truth, enhancing access to and utilization of real-time business and clinical data throughout the system.
- Provide a balanced leadership approach to the adoption of new and innovative technologies while maintaining a strong focus on current IT operations and strategies.
- Establish strong working relationships with leadership, physicians, nursing, and business operations (inclusive, but not limited to Human Resources, Finance, Supply Chain, and Legal) to support overall priorities, sponsorship, counsel/education, project management, and overall IT project execution.
- Drive ongoing optimization and enhancement of core platforms, including Epic EHR and Oracle ERP, to ensure maximum value realization and return on investment. And, ensure continued expansion of CentraCare's Epic Community Connect program.

Candidate Qualifications

Education/Certification

- Bachelor's degree in business computers or related field, required. MHA, MBA, or Master's degree in related field, preferred.

Knowledge and Work Experience

- Demonstrated progressive leadership experience in a senior technology role, ideally within a complex, integrated health system environment.
- Proven track record of identifying, advancing, and leading innovative technology initiatives that drive organizational value.
- Familiarity with Epic EHR, including experience supporting, optimizing, or implementing Epic platforms, and with Epic Community Connect programs, strongly preferred.
- Knowledge and experience with cybersecurity

Leadership Skills and Competencies

- **Strategic**—A visionary and influential leader who thinks beyond traditional boundaries, bringing innovative ideas while remaining grounded in operational realities. Anticipates future trends and positions the organization to proactively adapt and evolve.
- **Change Agent**—A proactive and influential leader who effectively drives and facilitates change across the organization. Embraces innovation and is not risk averse, thoughtfully challenging the status quo while guiding stakeholders through transformation with clarity, transparency, and strong communication to ensure adoption and sustained impact.
- **Action-Oriented**—A proactive, results-driven leader who exercises sound judgment, thinks ahead, and delivers with accountability. Effectively balances risk and reward, makes timely decisions, and serves as a catalyst for change while ensuring alignment with organizational values.
- **Collaborator**—A humble, relationship-driven leader who prioritizes partnership over authority. Builds strong, trust-based relationships across teams and organizations, driving change through influence, flexibility, and a willingness to compromise to achieve the best collective outcomes.
- **Strong Communicator**—Communicates clearly, effectively, and transparently, engaging seamlessly with IT teams and stakeholders at all levels. Builds alignment and support through influence and data-driven rationale, translating complex technical concepts into language meaningful to clinical and business audiences. An active listener and thoughtful communicator who fosters trust, clarity, and shared understanding.
- **Team Builder**—Leads, coaches, and develops a high-performing, customer-focused team. Creates an engaging and inclusive environment that supports mentorship, career growth, and retention, while maintaining a visible, approachable presence that energizes and supports staff.
- **High Integrity**—Demonstrates unwavering integrity, honesty, and transparency in all interactions. Aligns consistently with CentraCare's mission and values, communicates candidly—including difficult messages when needed—and builds lasting credibility and trust across the organization.

The Community

St. Cloud, Minnesota

St. Cloud, Minnesota is a vibrant community full of thriving businesses, robust arts and music scenes, and a wide variety of choices when it comes to entertainment, education, and recreation.

With its downtown and college campus nestled on the banks of the Mississippi River, St. Cloud is approximately 70 miles northwest of the Twin Cities of Minneapolis and St. Paul. The city of St. Cloud reaches into three counties and serves as the county seat of Stearns County. Other cities which make up the immediate metro area are Sartell, Sauk Rapids and Waite Park. Quaint, family-friendly towns like St. Joseph and Cold Spring are roughly a 20-minute drive away. The area is home to nearly 200,000 people.



St. Cloud combines the benefits of city living with a small-town feel. It is an increasingly diverse regional center for commerce, arts, entertainment, education, and healthcare, with CentraCare as the area's largest employer. Located just over an hour northwest of the world-class arts, major league sports, entertainment, and shopping of Minneapolis-St. Paul, St. Cloud is also just a short walk or drive from the best of what Mother Nature has to offer, including rivers, lakes, parks, and trails.

Children have access to a great education in St. Cloud. There are seven major public-school districts within 30 miles of St. Cloud, along with many successful private and charter schools from which to choose. The community is also home to several institutions of higher learning. St. Cloud State University (SCSU) is one of the largest universities in the state, with over 10,000 students. It offers undergraduate through doctoral degrees, along with several strong athletic programs, including a top-ranked hockey team. St. John's University and the College of St. Benedict attract students from around the world to their beautiful campuses. Other important learning destinations include St. Cloud Community and Technical College, College of St. Scholastica, and Rasmussen College. St. Cloud enjoys a rich access to collegiate and national lectures, research, sports, and performing arts events.



St. Cloud is a thriving arts community, with countless live performances on stage (theatre, dance, comedy), as well as music, visual arts, botanical gardens, literary, kids and family, and cultural activities in which to partake. The city hosts quarterly art crawls, a superb variety of music performers, and a weekly summer music festival called "Summertime by George!" (held at St. Cloud's Lake George) that is attended by thousands each week. The Paramount Center for the Arts includes a theatre, visual arts studio, exhibitions, and gift gallery. Children and adults of all ages participate in on-stage productions scheduled throughout the year, and art classes and summer camps

welcome beginning students and experienced artists alike in a newly renovated studio for hands-on arts education. The new Ledge Amphitheater in nearby Waite Park brings national recording artists to an outdoor venue for citizens to enjoy the intersection of music and summertime.

Canoeing and kayaking the Mississippi River and Sauk River are popular among outdoor enthusiasts, and the expansive Quarry Park and Nature Preserve offers miles of hiking trails, bike paths, rock climbing piles, and granite swimming pools. Central Minnesota is home to numerous biking paths, including more than 60 miles of the Lake Wobegon Regional Trail and the five-mile Beaver Island Trail along the Mississippi River. Munsinger and Clemens Gardens are two distinct but adjacent gardens on the banks of the Mississippi River that dazzle visitors from late spring through late fall. Additionally, there are a multitude of great golf courses and thousands of lakes in Minnesota for swimming, fishing, canoeing, kayaking, and waterskiing.



Dining options include small-plate eateries and all-American restaurants, as well as authentic Thai, Indian, Japanese, Mexican, and Greek cuisines. St. Cloud is also home to several local craft breweries, including Beaver Island Brewing Company, which took home two bronze medals in the 2018 U.S. Open Beer Championship and supports countless community-building initiatives in and around the city.

The city is comprised of several strong, core neighborhoods with residents actively involved in keeping the city safe and enjoyable. St. Cloud was named a "Most Family Friendly City" by Reader's Digest, a "Top Winter City" by Livability.com, a "Best Old-House Neighborhood" by This Old House Magazine, and a "Healthiest Hometown" by AARP. The state of Minnesota is ranked the "least stressed state" by personal finance website WalletHub, based on a methodology that evaluated work-related, money-related, family-related and health- and safety-related dimensions of stress.

To learn more about the St. Cloud area, please visit the following websites:

www.Greaterstcloud.com

www.stclouddowntown.com

www.aroundthecloud.org

www.paramountarts.org

www.sctimes.com

www.stcloudareachamber.com

Procedure for Candidacy

Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting CentraCare with this recruitment, preferably via email, to Katie Mazzuckelli at kmazzuckelli@wittkieffer.com.

Jeffrey Sturman
Managing Partner,
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jsturman@wittkieffer.com
678.302.1557

Zach Durst
Principal, Information Technology Practice
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630.575.6956

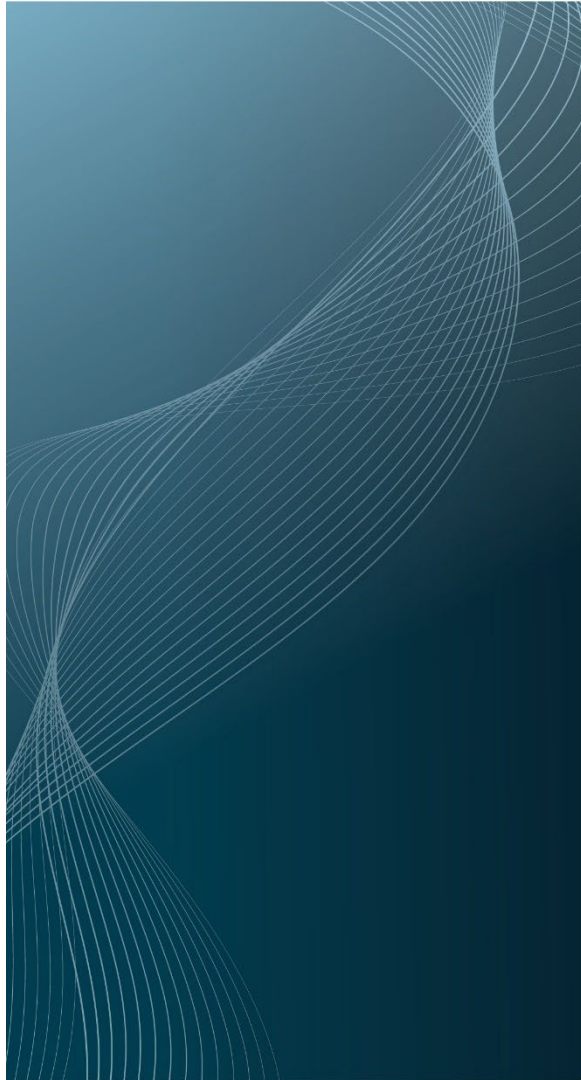
Katie Mazzuckelli
Senior Associate
kmazzuckelli@wittkieffer.com
678.302.1560

The base salary range for this position is \$425,174 to \$637,761, commensurate with the selected candidate's qualifications, education, and experience. In addition, this executive will be eligible for an annual incentive bonus, retirement, and additional benefits.

CentraCare has made a commitment to diversity in its workforce. All individuals including, but not limited to, individuals with disabilities, are encouraged to apply. CentraCare is an EEO/AA employer.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from CentraCare documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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