



## Chief Supply Chain Officer

### Leadership Profile

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**WittKieffer**

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## The Opportunity

Children's Hospital Association (CHA) seeks an engaging, collaborative, and dynamic executive to serve as its Chief Supply Chain Officer. CHA works in collaboration with children's hospitals and health systems across the nation to advance child health through driving innovation in the quality, cost, and delivery of care. CHA represents more than 200 children's hospitals and is the unified voice of children's hospitals that set the standard for the highest quality pediatric care. This is a unique opportunity at this outstanding organization.

CHA is looking for a strategic leader to build and lead CHA's Supply Chain program which will provide cost savings on a broad portfolio of products and services, including pediatric medical and surgical supplies, equipment, and business services.

The successful candidate will be an accomplished, proven, and constantly evolving supply chain professional, with deep business acumen and a track record of aggressively and creatively advocating for organizations. This person must be able to lead in fostering large, ambitious ideas and plans, while also being hands-on in the execution of the work. Thinking on one's feet is necessary, and experience working within large, complex organizations, along with operating in a pressure-tested environment. Additionally, the ability to serve as an outside advisor is critical.

The ideal candidate will possess substantial experience in supply chain ideally gained through a combination of experiences in an acute healthcare environment with Pediatric healthcare experience preferred. A master's degree in health administration, Science or Business Administration or related field is required.

## Organization Overview

In collaboration with children's hospitals and health systems across the nation, CHA advances child health through driving innovation in the quality, cost, and delivery of care. Representing more than 200 children's hospitals, CHA is the unified voice of children's hospitals that set the standard for the highest quality pediatric care.

Alongside their members, they champion policies, best practices and performance improvement opportunities that enable children's hospitals to better serve patients and families by focusing our efforts in areas of greatest impact: policy, quality & patient safety, and analytics to inform the decision-making of clinicians, policymakers, payers, and providers.

CHA serves and supports its members through a variety of functions, including:

- **Policy and Advocacy:** As the voice for children's hospitals and child health, CHA acts as its members' "eyes and ears" in Washington, focusing on legislation and regulatory action that directly affect its constituencies. As health care policies are debated at the state and federal levels, CHA and its member hospitals work with policymakers to ensure children's unique health care needs are not overlooked. CHA advocacy priorities focus on Medicaid, pediatric workforce and addressing the children's mental health crisis.
- **Quality and Patient Safety:** CHA hosts and facilitates a broad set of improvement, research and learning collaboratives. These collaboratives range in size from five hospitals to over 80 hospital participants and include hundreds of clinicians, all focused on finding best practice solutions to priority problems. The goal is to identify best practices and disseminate to all hospitals caring for children and improve children's health care and health outcomes.
- **Education and Programming:** CHA runs one of the nation's largest set of educational programs dedicated to children's hospital and health system leaders. This includes executive forums and networking events, the Annual Leadership Conference, Quality and Safety in Child Health Conference, data and analytics conferences, and other topic-specific programs for administrative and clinical leaders within children's hospitals. Programming occurs both in person and virtually.
- **Data, Analytics and Health Services Research:** CHA hosts the only unblinded integrated data sets to support children's hospitals' decision-making and the development of strategies and projects driving clinical, financial, and operational improvement. Clinical administrative data in Pediatric Health Information System (PHIS) and finance and operating data housed in the PROSPECT, Revenue Management and COMPARE (surgical services) programs enable collaboration within and among children's hospitals to analyze, benchmark and measure performance. With CHA support, health services researchers routinely publish using comparative data housed at CHA. Additionally, CHA partners with vendors to support the collection of data used for quality improvement purposes. In aggregate, the data has important uses in supporting CHA's advocacy agenda with legislators, regulators, and payor communities.

CHA has approximately 175 staff members located in their Washington, D.C., and Kansas City offices. In 2024, CHA annual revenues are budgeted to be greater than \$134 million (greater than \$56 million net of patronage paid annually to participating hospitals), with an operating budget of approximately \$55 million.

For more information about the Children's Hospital Association, please visit: [www.childrenshospitals.org](http://www.childrenshospitals.org).

## Position Summary

### Reporting Relationships

The Chief Supply Chain Officer reports directly to the CEO of CHA, Matt Cook.

### The Role

The successful Chief Supply Chain Officer candidate will drive strategy, ensuring alignment with organizational goals, while maintaining a focus on the unique needs of pediatric healthcare.

### Leadership & Relationships

- Strong leadership qualities with the ability to provide visionary leadership to healthcare supply chain professionals and executives.
- Proven success in building and fostering collaborative, trusting relationships with internal teams, hospital participants, clinicians, and external suppliers.
- The ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.

### Group Purchasing Organization & Supplier Management

- Deep understanding of GPO operations, with experience measuring success through metrics and KPIs, and implementing corrective actions as necessary.
- Thorough understanding of healthcare compliance, accreditation, and regulatory requirements affecting pediatric supply chain operations.
- Expertise in negotiating and managing GPO contracts, ensuring compliance with contractual terms.
- Experience building supplier diversity programs and advocating for pediatric healthcare needs in collaboration with suppliers and regulatory agencies.

### Strategy & Execution

- Expertise in developing and executing strategies to optimize cost-reduction opportunities and monitor industry trends for innovation.
- Expertise in corporate project prioritization, ensuring appropriate resource allocation and the delivery of supply chain services on time and within budget.
- Experience directing revenue generation, cost management, and supply chain program initiatives that enhance operational improvements and supply resiliency.

### Analytical & Technological Proficiency

- Strong analytical skills, with the ability to assess data quality, integrity, and performance metrics related to supply chain operations.
- Familiarity with supply chain management tools (e.g., Prospect, PHIS) and emerging technologies related to complex analytics and data sets.

- Ability to monitor and assess the impact of industry trends, regulations, and technologies on hospital supply chains.

## Performance and Personal Competencies

In terms of the performance and personal competencies required for the position, CHA would highlight the following:

### Setting Strategy

- The ability to collaborate with constituent leaders to identify, create and articulate a common inspiring vision.
- The inclination to seek and analyze data from a variety of sources to inform decisions and to align member hospitals and systems around a shared vision.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization, push the boundaries within health care and elevate member hospitals' and systems' efforts.
- The ability to effectively balance the need for broad change with an understanding of how much change the organization and member hospitals and systems are capable of handling, to create realistic goals and implementation plans that are achievable, successful, and motivating.

### Executing for Results

- The ability to set clear and challenging short- and long-term goals for improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; able to adapt nimbly and lead through complexity.
- A convener and facilitator who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act transparently and consistently while always considering what is best for the organization.

### Leading Teams

- The ability to attract and recruit top talent, motivate teams, delegate effectively, celebrate diversity within teams and manage performance; widely viewed as an inclusive developer of others.
- The ability to persevere in the face of challenges and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of their limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

### Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.

- Encourages others to share the spotlight and visibly celebrates and supports the success of the team and member hospitals and systems.
- Creates a sense of purpose and meaning for the team that generates followership beyond their personality and engages others to the greater purpose for the organization.

## Goals and Objectives

The following goals and objectives have been identified as priorities for the new Chief Supply Chain Officer during the first 18 to 24 months of their tenure (not necessarily listed in order of priority):

- Establish credibility and authenticity with the CHA team and member hospitals including the Pediatric Alliance Executive Committee and CHA's current vendor, Vizient. Become a trusted and respected leader within CHA.
- Provide leadership and own the next steps of the GPO contract for CHA.
- Create a strategy in partnership with the Data Analytics team to improve supply chain data quality and integrity.
- Create a 100-day on-boarding plan to include an approach for effectively integrating with the current CHA Executive Leadership Team.



## Candidate Qualifications

### Education/Certification

- A Master's Degree in Health Administration, Science or Business Administration or related field is required.

### Knowledge and Work Experience

- Substantial experience in supply chain ideally gained through a combination of experiences in an acute care healthcare environment with Pediatric healthcare experience preferred.

### Leadership Skills and Competencies

- Adept problem solver with innate resourcefulness and solution orientation; ability to prioritize and change direction when needed. Able to successfully navigate within varying degrees of ambiguity.
- High emotional intelligence with a strong ability to gain trust and develop effective long-term relationships.
- Superb judgment and integrity; unparalleled confidentiality and sophistication in all aspects of work.
- Highly developed communication skills (written/verbal) and interpersonal savvy.
- Exceptional project management capability and highly detail oriented.
- A creative and strategic mindset with the ability to translate strategy into tactical action plans.

## The Community

### Washington, D.C. and Lenexa, Kansas

CHA has offices in Washington, D.C. as well as Lenexa, Kansas, which is its corporate headquarters. The Chief Supply Chain Officer can reside either in the greater Washington, D.C. area or the greater Kansas City metropolitan area, whichever is best for the candidate of choice and their family.

## Procedure for Candidacy

The search process is underway and will continue until the position is filled. All applications, nominations and inquiries are invited.

Please direct all nominations and applications to Jim King, Steve Davis and Taeler Kaufmann through [WittKieffer's Candidate Portal](#). Candidates can also reach the WittKieffer team through the office of Taeler Kaufmann at [tkaufmann@wittkieffer.com](mailto:tkaufmann@wittkieffer.com) or 630-575-6157.

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