

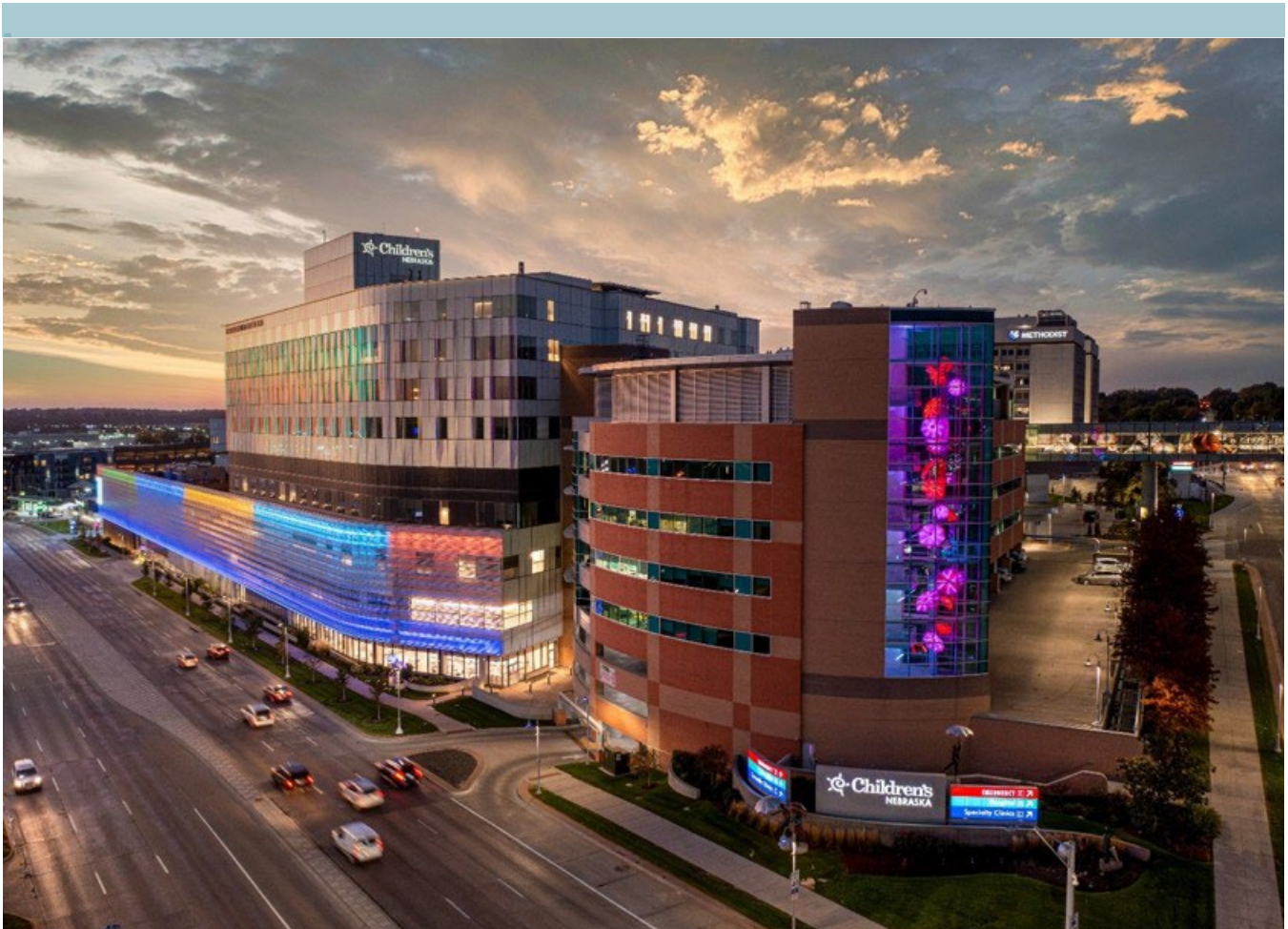


Vice President, Quality and Safety

Leadership Profile

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The Opportunity

Children's Nebraska seeks a dynamic, innovative healthcare executive to serve as Vice President, Quality and Safety (VP). This is a tremendous opportunity to build upon a strong foundation of success and elevate quality and safety initiatives within a dynamic and growing children's hospital with a unique culture and reputation. This leader will work collaboratively across the organization, partnering with key departments to instill a culture where quality and patient safety are a central focus. It is an exciting time to join this nationally recognized freestanding children's health system, poised for continued growth, with a clear and strong mission to deliver world-class care to its large and geographically diverse patient base.

Children's is a vibrant, cutting-edge acute-care 279-bed hospital and affiliated entities that serve children from across a five-state area and around the world. Children's is a mission-driven organization grounded in its ICARE values of Innovation, Collaboration, Accountability, Respect, and Excellence. Leaders here are expected to be highly collaborative, purpose-driven, and capable of advancing strategic priorities while leading through growth, complexity, and change.

The safe, high-quality care provided at Children's has been nationally recognized and affirmed repeatedly. Children's has been honored with Magnet® Recognition, the gold standard of nursing excellence, five consecutive times. Most recently, Magnet with Distinction. Both the NICU and PICU teams have received the prestigious Gold Beacon Award of Excellence for exceptional patient outcomes. The U.S. News & World Report has ranked Children's as a 2024-25 Best Children's Hospital in three pediatric specialties: Pulmonology, Nephrology, and Neurosciences.

Children's employs a dedicated, highly skilled team of more than 4,000+ team members. With more than 280 pediatric specialists, Children's physicians and providers comprise the area's largest group of specialty pediatric experts, practicing within a wide variety of specialties and providing complex care for children with multiple special health needs.

Reporting directly to the Executive Vice President & Chief Physician Executive, the VP will provide strategic, operational, and thought leadership for Children's Nebraska quality goals across the enterprise. This leader will be responsible for developing and implementing strategies aimed at achieving high reliability, providing consistent high-quality care, eliminating preventable harm, and advancing the overall patient safety and performance improvement culture. The VP will support operational leaders in the further integration of quality and safety functions in a manner that leverages and optimizes clinical operations of the health system and creates seamless integration throughout the organization.

The successful candidate will be a passionate and energetic change agent with a proven track record in creating a culture of quality, safety, and performance improvement, with progressive leadership in a complex healthcare environment; experience in a children's hospital is a plus. The next VP must have knowledge and training in process improvement, change management, and dedication to utilizing data to drive operational improvements through process and technology. They will serve as trusted advisors and confidants to the leadership team and have experience in successfully bringing forward new ideas and developing and executing strategic visions aligned with system goals. The ideal candidate will be a visible, transparent, and decisive leader and excellent communicator who is able to foster relationships and collaboration while leading by influence across Children's Nebraska. In building rapport, developing relationships, and providing strategic leadership, the next VP can have an incredible impact on the future success and growth of Children's Nebraska.

Organization Overview

Children's Nebraska

Mission: To improve the life of every child through exceptional Care, Advocacy, Research and Education

Values: Innovation | Collaboration | Accountability | Respect | Excellence

Children's People First Promise: Children's is where you find purpose and joy in your work, where you learn and grow, where you are a part of a team that cares about you and your wellbeing, where you belong.

At Children's, this is the promise we make to each other, so together...we can improve the life of every child!



At Children's Nebraska, our mission is to improve the life of every child through exceptional care, advocacy, research, and education. Our team members live out our mission each day with the values of Innovation, Collaboration, Accountability, Respect and Excellence. As part of the commitment to providing excellent care to the communities served, Children's delivers the very best care for kids across a five-state region and beyond, operating 11 outreach clinics in Nebraska, Iowa, and South Dakota. Whether providing care for critically ill children or championing child-centered legislation, Children's strives to improve the lives of children, families, and

entire communities.

Children's pillars of Purpose, Joy, Learning and Growth, Wellbeing, and Belonging are foundational to the organization's culture. Children's Nebraska is an organization where leaders can do purposeful work, continue to grow professionally, and be part of a culture that genuinely cares for its people. Children's is deeply committed to Inclusion and Belonging and to creating an environment where team members, patients, families, and partners feel welcomed, respected, supported, and valued for their unique strengths and experiences.

**For more information on the Our People First Culture, see the Appendix.

Led by its visionary president & CEO, Chanda Chacón, MPH, FACHE, Children's has entered an exciting next chapter. Strategic priorities for the future organization include:

- Lead the way in safety, quality, and exceptional experience.
- Champion the needs and welfare of children.
- Improve the health and well-being of children through discovery and innovation.
- Train and develop the pediatric healthcare workforce.
- Foster an environment where individuals, teams, and our organization can grow and thrive.

Serving as a visible sign of the commitment to making the safest, highest-quality pediatric care available to more children throughout the region, Children's state-of-the-art Hubbard Center for Children opened in 2021. The Hubbard Center for Children is home to Nebraska's only Level IV regional Newborn Intensive Care Unit, which

includes 54 beds, a Fetal Care Center, the state's only Level 1 pediatric Trauma Center, a first-in-the-region 32-bed Cardiac Care Unit, state-of-the-art surgical space, the region's only dedicated pediatric emergency department, a Level 4 Pediatric Epilepsy Center and so much more.

The Hubbard Center doubled Children's capacity and footprint, allowing Children's to increase and enhance the quality and scope of the services provided to improve children's health. It also demonstrates Children's People First philosophy, ensuring talented team members have the space, resources, and innovation needed to deliver excellence.

The new Behavioral Health & Wellness Center, which opened in January 2026, complements Children's commitment to support the whole child. The 103,000-square-foot facility houses 40 inpatient hospital beds, a crisis assessment center, partial hospitalization, outpatient mental health services, an eating disorders program and a pediatric primary care clinic. Additionally, a Children's Nebraska Behavioral Health Urgent Care facility opened in Kearney, Neb., in 2025.

In 2024, Children's opened the Mammel Innovation Center, a 10,000-square-foot space dedicated to revolutionizing the healthcare landscape through the integration of advanced technology, innovative research, and collaborative partnerships. Its mission is to improve patient outcomes, streamline healthcare delivery, and foster a culture of continuous improvement and innovation within the medical community. It is a dynamic space where clinicians, engineers, and digital health experts work side by side to solve challenges unique to pediatric medicine - from 3D printing and app development to reimagining patient care environments. Children's has a five-year partnership with Baxter Global Healthcare to develop the Patient Room of the Future. Baxter will bring cutting-edge technology to Children's to propel hospital-to-manufacturer collaboration in pediatrics.



Additional programs in the Mammel Innovation Center include:

- 3D Printing and Visualization
- Virtual and Augmented Reality
- Spark Series: guest speakers and workshops that bring together innovators and external companies
- Innovation Cup: a competition that encourages the brightest minds to tackle challenges in healthcare through innovation, technology, and collaboration

Children's is a tax-exempt, independent 279-bed children's hospital and affiliated entities located in Omaha. Since its founding in 1948, no child in need of medical care has ever been turned away due to an inability to pay. Children's employs a dedicated, highly skilled team of more than 4,300 team members and is the only full-service pediatric hospital and medical center in the state, providing expertise in more than 50 pediatric specialty services to children across a five-state region and beyond. Children's is recognized as one of the best in-state employers in Nebraska by Forbes and one of Becker's Hospital Review's Top Places to Work in Healthcare. Mental Health America presented Children's with its 2024 Bell Seal Award for Workplace Mental Health. Children's received platinum certification, the highest designation possible, and was the only health care system in Nebraska to receive this recognition. Children's has also received the Nebraska's Safest Company Award for 22 consecutive years.

With more than 260 pediatric specialists, Children's physicians and providers comprise the area's largest group of specialty pediatric experts, practicing within a wide variety of specialties and providing complex care for children with multiple special health needs. In addition to pediatric specialists, Children's Physicians offers primary care with board-certified pediatricians throughout the Omaha metro, Council Bluffs, Iowa, and Kearney, Neb.

An institutional affiliation agreement between Children's and the University of Nebraska Medical Center (UNMC) College of Medicine offers collaboration and alignment of resources to enrich pediatric health care education, research, and clinical care opportunities. Creighton University Medical Center is the primary academic partner for the Behavioral Health & Wellness Center. The Child Health Research Institute - another impactful collaboration between Children's and UNMC - aims to fund and support research that advances knowledge about childhood health and diseases. The Institute has almost \$19 million in internal and external research funding with more than 309 research studies underway.

2025 By the Numbers

Total Patient Visits: 774,215

Total Surgery Cases: 18,545

Admissions: 8,573

Primary & Specialty Clinic Patient Visits: 456,265

Emergency Department & Urgent Care Visits: 79,043

**For additional Children's Nebraska facts and figures, see the Appendix.



Key Children's Entities

- Children's and the University of Nebraska's College of Medicine operate Nebraska Pediatric Practice, Inc., d/b/a Children's Specialty Physicians, a pediatric practice plan that employs 260+ pediatric specialists and sub-specialists.
- Children's Physicians, the area's largest practice of board-certified pediatricians and pediatric nurse practitioners, serves more than 94,000 children each year. It employs around 63 pediatricians, along with 23 non-physician providers, in 15 offices located throughout the Omaha metro, in Council Bluffs, Iowa, and in Kearney.
- Children's Care Today offers same-day acute care for unexpected medical needs, including during evenings, weekends, and holidays, to treat minor medical conditions.
- Children's Home Healthcare provides in-home services, working cooperatively with Children's Nebraska, its affiliates, and other medical providers in the region to provide pediatric equipment and medical supplies, home health nursing, and other ancillary services.
- [Bright Foundry, LLC](#), Children's incubator, generates intellectual property, patents, licenses, royalties, and revenue for reinvestment in innovation.
- The Carolyn Scott Rainbow House is a home-away-from-home for patient families who live 90 miles or more from Omaha. Lodging is free to eligible families, allowing them to stay together in a loving and caring atmosphere while their children are being treated.
- Children's Foundation is a 501(c)(3) supporting organization that raises funds to carry out the mission of Children's Nebraska.

For more information on Children's Nebraska, view the Appendix or visit [Children's Hospital & Specialty Care | Children's Nebraska](#).

Position Summary

Reporting Relationships

This position reports to the Executive Vice President & Chief Physician Executive.

Direct reports:

- Director, Quality and Patient Safety
- Director, Patient Experience
- Director, Accreditation

Key Relationships:

- Director, Data Analytics
- Children's Nebraska Senior Leadership

Responsibilities

The successful Vice President, Quality and Safety candidate will:

- Lead the system-wide coordination and execution of the quality program, focusing on patient safety, quality improvement, accreditation/licensure, infection prevention, patient experience, patient care policies, and outcomes of care.
- Lead the strategy to support the advancement of health outcomes through implementing standardization in care through collaboration with medical, nursing, and operations.
- Facilitate continuous improvement to advance patient safety and quality processes and systems of care.
- Partner with multidisciplinary teams to improve safety, quality, and outcomes across the full spectrum of care - prevention, Children's ambulatory, inpatient, and post-acute services.
- Engage with external leaders to monitor industry changes and new developments in the relevant areas in real time. Make connections and foster external relationships that benefit Children's Nebraska.
- Promote the local, national, and international reputation of Children's Nebraska through notable accomplishments in the safety and quality programs.
- Oversee programs and organizational discipline around regulatory and accreditation compliance. Facilitate ongoing readiness and successful survey readiness.
- Collaborate with the enterprise risk management process as it relates to clinical risk.
- Regularly measure patient safety culture and develop and implement strategies to further advance the overall culture of safety.
- Design, implement, and execute plans to achieve successful outcomes of organizational goals.
- Empower performance and focus through the design and implementation of measurement systems and associated communication and data collection strategies.

- Collaborate with IT leadership to implement data analytic programs to measure and improve processes and outcomes on performance improvement initiatives.
- Design and implement programs to advance a learning culture that promotes effective process improvement and high reliability.
- Create a learning environment for the utilization of science tools and strategies to improve systems.
- Embody the principles of Children's Nebraska's culture and values.
- Partner with the Executive Vice President & Chief Physician Executive to establish and achieve annual and long-term targets for quality, safety, and experience that reflect best practice and are in alignment with the strategic priorities of the organization.
- Lead system-wide initiatives to improve clinical outcomes, reduce medical errors, and enhance patient experience.

Goals and Objectives

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

- Establish personal and professional credibility as a recognized leader of quality and patient safety at Children's Nebraska, a leader who is visible, approachable, and team-oriented who brings a contemporary, proactive, and fresh perspective on quality, safety, and performance improvement and how those functions support the goals of the health system.
- Build effective relationships throughout the health system, the senior leadership team, and the physician leadership to operationalize strategic efforts in order to deliver patient-centered, high-quality, safe, accessible, and affordable healthcare.
- In collaboration with the Executive Vice President & Chief Physician Executive and senior leadership team, develop and implement a 1–3-year vision and strategy for quality and safety initiatives.
- Assess the current state and structure of the department and make recommendations ensuring resources are aligned to achieve organizational goals.
- Continue advancement towards the top decile performance of children's hospitals. Children's Nebraska will be nationally recognized as a sophisticated and leading pediatric healthcare delivery enterprise offering reliable and consistent healthcare delivery and having information flow and infrastructure ensuring smooth access on the part of patients, service excellence in execution, and ultimately exemplary outcomes.
- Continue to advance the integration of clinical quality and clinical operations; optimizing the operating structure and ensuring that quality and safety are embedded in clinical operations across the continuum.
- Educate, develop, and mentor staff, faculty, and others, to provide the knowledge, skills, and tools to drive the delivery of high-quality, safe, and consistent care.
- Actively engage in patient safety initiatives, root cause analysis, and ensure that credible action plans are resourced and completed. Identify and eliminate avoidable harm and disparities in care, ensure that all processes drive excellence, simplify care delivery, and create an organization wired for safety and improvement.
- Imbue a culture of quality and safety and continue the advancement of a culture of safety and journey to a High Reliability Organization (HRO).

Candidate Qualifications

Education/Certification

- Master's degree in Healthcare Administration, Nursing, Public Health, Business Administration, or a related field required.
- A strong clinical background is preferred and appropriate licensure is required.
- CPHQ and/or CPPS certification or eligibility to obtain one or both of those certifications is required.

Knowledge and Work Experience

- Experience in the Quality and Patient Safety arena at the executive level preferred.
- Advanced knowledge of regulatory and accreditation standards at the federal and state levels pertinent to Children's Nebraska.
- Minimum five (5) years of clinical experience strongly preferred.
- Seven (7) years of senior leadership experience demonstrated in quality improvement and safety in pediatric, multi-hospital systems, medical groups, or integrated delivery systems.
- Experience in designing and implementing systems for safety; working and applied knowledge of contemporary performance improvement methods and strategies such as Lean, Six Sigma.
- Proven experience with supervision/team leadership over clinical staff, and related policy and procedure development. Experience mentoring a high-performing team and a demonstrated ability to foster internal growth of team members through professional education and development opportunities.
- Experience with Solutions for Patient Safety (SPS), Vizient, and/or other relevant quality data registries, repositories, and warehouses.
- Facility with data analytics and progressive quality analytics infrastructures.

Leadership Skills and Competencies

- Maintain effectiveness when experiencing major changes in work responsibilities or environment; adjust effectively to work within new work structures, processes, requirements, or cultures.
- Use appropriate interpersonal styles to establish effective relationships with customers and internal partners; interact with others in a way that promotes openness and trust and gives them confidence in one's intentions.
- Meet patient and patient family needs; take responsibility for a patient's safety, satisfaction, and clinical outcomes; use appropriate interpersonal techniques to resolve difficult patient situations and regain patient confidence.
- Translate strategic priorities into operational reality; align communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.

- Identify and drive organizational and cultural changes needed to adapt strategically to changing market demands, technology, and internal initiatives; catalyze new approaches to improve results by transforming organizational culture, systems, or products/services.
- Establish and commit to a long-term business direction after considering clinical and financial data, resources, market drivers, and organizational values; anticipate and respond to shifts within the market, technology, or policy environment that influence the delivery, management, and financing of healthcare.
- Articulate a clear and compelling future where growth and quality are fully integrated, driving measurable business results and realizing our vision and values.
- Provide feedback, instruction, and development guidance to help others excel in their current or future job responsibilities; plan and support the development of individual skills and abilities.
- Interact with others in a way that gives them confidence in one's intentions and those of the organization.
- Demonstrate a poised, credible, and confident demeanor that reassures others and commands respect; convey an image that is consistent with the organization's vision and values.
- Clearly and succinctly convey information and ideas to individuals and groups; communicate in a focused and compelling way that captures and holds others' attention.

The Community

Omaha, Nebraska

The Omaha metropolitan area comprises more than 1 million people and is the 58th-largest metro area in the United States. Since the 2020 census, the Omaha metropolitan area has grown by 3.45%. Offering excellent schools, Omaha is a safe, family-oriented town. The University of Nebraska Medical Center (UNMC), a teaching hospital that is a valued academic partner of Children's, is four miles from Children's main hospital campus.



Creighton University and the University of Nebraska Omaha are also mere minutes from Children's, and the University of Nebraska-Lincoln is situated within an hour's drive from Omaha.

Eppley Airfield is located five minutes from downtown Omaha and is only 20 to 25 minutes from most points in the metro area. Eleven major airlines provide Omahans with an efficient means of reaching destinations, with approximately 180 flights daily. Some major carriers include Air Canada, Allegiant, American, Delta, Frontier, Southwest, and United.

Omaha was recently named by Forbes magazine as one of the top 15 regions in the nation, factoring in both economic and quality of life considerations. Parenting magazine has named Omaha one of the top 10 cities in the nation to raise a family. Omaha is also one of the top "eco-cities" in the nation based on air and water quality, open space, and population stability, according to "E," the environmental magazine. Redbook magazine has called Omaha one of the 10 best cities for working mothers. Year after year, national publications have noted the high quality of life that Nebraskans enjoy. The area is consistently rated in the top 20% of the best places to live by Places Rated Almanac. U.S. News & World Report ranked Omaha 18th on its list of the Best Places to Live in the U.S. in 2024.

While there is much to see, do, and enjoy in Greater Omaha, it is all at a cost below the national average. The average cost of living in Omaha is more than 7% below the national average. Median home prices are approximately 26% less, and one-bedroom apartments rent for 16% below the national average.

There are over 18,600 businesses located in the metropolitan area, according to a U.S. Department of Commerce business survey. Omaha has long taken pride in the Fortune 500 companies that call the humble plains city home: Berkshire Hathaway, Union Pacific, Peter Kiewit Sons', and Mutual of Omaha. In addition, there are 35 other Fortune 500 companies that have manufacturing plants or service centers in the metropolitan area.



There is always something to see or do in Omaha, and many of its attractions are unique to the area. It is the national headquarters of Girls and Boys Town, which continues to care for hundreds of children and is open to the public. Omaha offers a variety of entertainment and recreation options for single people and families alike—from the world-class Henry Doorly Zoo and Aquarium, to music and fine arts at the Holland Center for Performing Arts, Steelhouse Omaha and the Rose Theatre, to professional and collegiate sporting events like the NCAA's College World Series and March Madness, minor league baseball with the Triple-A Omaha Storm Chasers and the Union Omaha soccer club.

For more information on the greater Omaha area, please visit:

www.omahachamber.org

www.omahachamber.org/talent-workforce/code/

www.selectgreateromaha.com

www.visitomaha.com

www.nebraskamed.com/about-us/omaha

Procedure for Candidacy

Please direct all nominations and applications to Michael Raddatz and Dan Dimenstein through the office of Molly Solomon via email at msolomon@wittkiever.com by accessing the WittKiever Candidate Portal by [clicking here](#).

Michael Raddatz Senior Partner 630.575.6106	Dan Dimenstein Principal 240.644.6032	Molly Solomon Senior Associate 949.797.3510
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Children's Nebraska 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.

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 Children's Nebraska 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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Appendix



Our People First Culture



Why we are here

MISSION

To improve the life of every child through exceptional Care, Advocacy, Research and Education.

VISION

To be a global leader for children's health.



The promise we make to each other

PEOPLE FIRST PROMISE

Children's is where you find **purpose** and **joy** in your work, where you **learn and grow**, where you are a part of a team that cares about you and your **wellbeing**, where you **belong**.

At Children's, this is the promise we make to each other, so together...we can improve the life of every child!



WittKieffer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit healthcare delivery, science, and education – the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better.

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