



## Chief Information Security Officer

### Leadership Profile

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**WittKieffer**

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## The Opportunity

Children's Wisconsin (Children's) is seeking a collaborative and forward-thinking technology leader to serve as its Chief Information Security Officer (CISO). This is an exciting opportunity to join a high-quality, financially stable system with an outstanding culture and extraordinary mission.

Children's is a premier, independent, and fully integrated health system dedicated exclusively to the health and well-being of children. The mission is underpinned by a culture of collaboration, dedication, and excellence, ensuring an unparalleled and engaging environment for patients/clients, families and team members. The system includes a 304-bed hospital in the Milwaukee region, a 42-bed hospital in Neenah, Wis., and a robust primary care network. Comprehensive specialty care is provided in more than 70 disciplines through Children's Specialty Group, a provider group practice partnership with the Medical College of Wisconsin. Additional services include urgent care centers, foster and adoption services, child advocacy initiatives, and insurance coverage for over 150,000 members through Chorus Community Health Plans. Children's remains steadfast in its commitment to delivering exceptional care and advancing the health of every child served.

Reporting to the Chief Information and Digital Officer, the CISO will partner closely with other senior leaders across the organization. The CISO will be responsible providing the strategy and vision to continue the development of a comprehensive information security program. This position will be tasked with the continued elevation of the security program as a highly service-oriented and recognized partner with privacy, legal, compliance, business, and clinical operations. The CISO will also be responsible for fostering a culture of security and enhancing educational initiatives and will play a crucial role in risk mitigation and addressing any potential needs to maintain a secure environment.

The CISO will ensure the security strategy aligns with the goals of Children's. The CISO will define and execute on the enterprise cybersecurity strategy aligned with organizational priorities, clinical operations, and digital transformation initiatives. This CISO will establish and maintain the enterprise information security governance framework, including policies, standards, and risk management processes.

The ideal candidate will be a strategic executive with a proven track record of leading information security in a large, complex organization through driving best practice, consensus, and an overall culture of information security. Experience working within healthcare and/or another regulated industry is ideal. The CISO will be able to engage and influence a diverse group of stakeholders and establish relationships with leaders and staff across the institution. This position requires a politically savvy, visible, and collaborative leader with excellent communication skills, interacting effectively at all levels to facilitate exchange of latest information security updates and trends, while also providing guidance and advocacy to leadership regarding information security and privacy issues, risks, and mitigation strategies.

## Organization Overview

### Children's Wisconsin

Children's Wisconsin (Children's) is the region's only independent healthcare system dedicated solely to the health and well-being of children. In Milwaukee and throughout the state, Children's provides kids and their families a wide range of care and support – from routine care for earaches or sore throats to life-saving advances and treatment options. Children's academic partner, the Medical College of Wisconsin, brings many of the nation's most well-respected doctors to the team. Every day, the team at Children's is working to advance the organization's vision – that the kids of Wisconsin will be the healthiest in the nation. Kids need healthy families and strong communities to live well. Because of this, partnerships and support for the community are emphasized. Millions of dollars are invested every year to keep Wisconsin's kids healthy, happy, and safe.

### Pediatric hospitals

Children's is one of the nation's top pediatric health systems. Hospitals located in Milwaukee and Neenah, Wis., provide inpatient care, including transport of critically ill or injured children and intensive care services. Children's recently completed a four-year project to upgrade and replace facilities on the Milwaukee campus. This project was designed to enhance clinical collaboration and efficiencies, improve the child and family experience, and support the use of new technologies.

### Specialty care and clinical collaboration

Children's offers outpatient specialty care in more than 70 medical specialties. This specialty care is available at hospitals, a pediatric outpatient surgery center and at clinics throughout Wisconsin to provide care closer to home. Care also is provided at other hospitals and clinics throughout Wisconsin. These collaborations with other health care organizations allow Children's to extend its expertise to more patients closer to where they live.

### Urgent care

Children's urgent care sites are Milwaukee area's only walk-in clinics just for kids.

### Primary care

Children's has more than 20 primary care locations and 100 primary care pediatricians serving children in southeastern Wisconsin.

### Child advocacy and statewide services

Children's has a long history of advocating for children. Team members at centers throughout the state work together to provide child welfare and prevention services. This includes health education on topics critical to children and their families.

Registered nurses provide care for kids at schools throughout Milwaukee including health screenings, care coordination, health literacy and chronic disease management. Children's also provides School-based mental health where our child and family therapists work with kids in their school environment to provide individual counseling and group therapy, consult with parents and teachers to support a child's success and work with school staff to foster a healthy environment for students.

Through pediatric [research](#), Children's advances state-of-the-art pediatric health care by searching for life-saving cures for the diseases that affect children.

## Chorus Community Health Plans (CCHP)

CCHP is dedicated to providing access to the highest quality health care and services to its members. Two products are currently offered to Wisconsin members: BadgerCare Plus and Together with CCHP.

### Our vision

The children of Wisconsin will be the healthiest in the nation.

### Our mission

CARE: Care, Advocacy, Research, Education

### Our values and guiding behaviors

Our five values guide and inspire us. The guiding behaviors describe how we pursue our mission and vision. These actions demonstrate our passion, and show how much we care for and about children and families and each other.



#### Purpose

We act in service of children and families.

- I focus on what matters most to children and families.
- I am passionate about providing the safest, highest quality and most equitable care and services.
- I hold myself and my colleagues accountable for high performance and resource stewardship.



#### Collaboration

We work together to care for and about children, families and each other.

- I respect and value diverse backgrounds, styles and perspectives.
- I invite and recognize the strengths and contributions of others.
- I include people in decisions that impact them.



#### Integrity

We build confidence and trust in all interactions.

- I assume positive intent and treat others with respect, equity and compassion.
- I listen for understanding and communicate openly and honestly.
- I follow through on commitments and decisions.



#### Health

We are at our best.

- I make choices to achieve balance and well-being at work and at home.
- I cultivate a sense of belonging through connection, appreciation, respect and care.
- I am aware of my own moods and cast a positive shadow.



#### Innovation

We commit to improvement with breakthrough ideas and solutions.

- I learn from children, families, colleagues and the community.
- I embrace curiosity and change through the open exchange of feedback and diverse perspectives.
- I create an environment where it is safe to learn from experiences and try new things.



## Awards and Recognition

Children's Wisconsin has been recognized for its excellence as a patient care provider, employer and community partner. A few of honors include:

- Level I Children's Surgery Center
- Ranked among the nation's best by *U.S. News & World Report*
- [Top Workplace for 15 years in a row by the Milwaukee Journal Sentinel](#)
- Gallup Exceptional Workplace recognition two years in a row
- [Designated a Magnet hospital by the American Nurses Credentialing Center](#)
- [Well Workplace Gold Status from Wellness Council of America](#)
- Gold designation of American Heart Association Workplace Health Achievement Index
- [The third pediatric hospital in the country designated a "Diagnostic Imaging Center of Excellence"](#)

## Position Summary

The Chief Information Security Officer (CISO) provides enterprise leadership for cybersecurity, information protection and business continuity across the health system. The CISO is responsible for defining and advancing the organization's security strategy and risk management framework to protect confidentiality, integrity, and availability of information, clinical systems, medical technologies, and critical infrastructure.

The CISO will lead the development, implementation, and continuous improvement of the organization's enterprise security program. This includes establishing governance structures, policies, standards, and controls that align with regulatory requirements, industry best practices, and the evolving threat landscape.

Working closely with executive leadership, clinical leaders, operational partners, and technology teams, this position ensures that security requirements are embedded in infrastructure architecture, digital platforms, medical devices, and clinical technologies. The role serves as the organization's principal advisor on cybersecurity risk and organizational resilience.

The CISO is responsible for the strategic oversight and continuous advancement of the organization's security capabilities and ensures the enterprise maintains a proactive and resilient posture against cyber threats and operational disruptions.

In addition, the role will direct enterprise programs related to cybersecurity risk management, regulatory compliance, business continuity, and disaster recovery, ensuring the organization can anticipate, withstand, and recover from security incidents and disruptions to critical services.

## Reporting Relationships

Reporting to the Chief Information & Digital Officer.

## Responsibilities

- Defines and executes the enterprise cybersecurity strategy aligned with organizational priorities, clinical operations, and digital transformation initiatives.
- Establishes and maintains the enterprise information security governance framework, including policies, standards, and risk management processes.
- Serves as the organization's senior advisor on cybersecurity risk, resilience, and emerging threats to executive leadership.
- Ensures compliance with applicable statutory, regulatory, and contractual security requirements, including healthcare privacy and security regulations.
- Partners with infrastructure, digital, clinical engineering, and application leaders to ensure security is embedded in system design, technology architecture, and medical device environments.
- Leads enterprise risk assessments and security maturity initiatives to continuously strengthen the organization's security posture.
- Directs business continuity and disaster recovery planning to support operational resilience and continuity of care.

- Provides executive reporting and insight to senior leadership and the Board regarding cybersecurity risks, program maturity, and strategic security investments.
- Establishes governance and risk management approaches for emerging technologies including artificial intelligence, advanced analytics, and connected medical technologies.
- Strengthens the organization's approach to medical device and clinical technology security in collaboration with clinical engineering and technology leadership.

## Goals and Objectives

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

- Establish effective relationships with Children's leadership and become fully integrated into the organization. Become established as a thought leader in cybersecurity and identify opportunities for strategic partnerships enterprise-wide.
- Assess the current state of the information security function, including resources, projects, organizational structure, and staffing, to identify gaps and implement improvements that drive operational excellence.
- Develop, communicate, garner consensus, advance, and implement a forward-looking security vision and strategy that aligns with Children's strategic and operational goals. Develop an effective, transparent process to prioritize initiatives across all levels of the organization, ensuring alignment, engagement, and shared purpose.
- Provide strong leadership to cultivate high-performing, service-oriented, and collaborative teams. Foster a supportive and energizing culture that values recognition, encourages career growth, and strengthens recruitment and retention efforts.
- In collaboration with the CTO, ensure security operations needs are met and toolsets and managed service providers are aligned with the broader information security strategy.
- Develop a process, the documentation, and evangelize an effective disaster recovery system to ensure the protection of critical infrastructure, systems, patient data, and continued operations of the health system.
- In collaboration with stakeholders at the Medical College of Wisconsin, the creation of modern data sharing initiatives to enable the research mission of faculty and leading-edge care of pediatric patients in the hospital.
- Create a third-party risk assessment program that integrates seamlessly with legal, compliance, supply chain, and other partners in order to proactively mitigate risk to the organization from vendors and service providers.

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## Candidate Qualifications

### Education/Certification

- Master's Degree (or equivalent knowledge) in Business or Information Technology or other related fields required.
- Certified in Risk and Information Systems Control (CRISC).
- CISSP-Certified Information Systems Security Professional - International Information Systems Security Certification Consortium Preferred.
- CISM-Certified Information Security Manager – ISACA Preferred.
- CISA-Certified Information Systems Auditor – ISACA Preferred.

### Knowledge and Work Experience

- 10+ years of management experience in information security.

### Leadership Skills and Competencies

- Extensive knowledge of and skills in system-wide security strategies, processes, and programs that support a service-focused, cost-effective, and centralized model.
- Knowledge of common information security management frameworks, such as ISO 27001, NIST, 800-53 and Cybersecurity Framework, and IEC 62443.
- Skills in developing strategic and tactical plans to meet business objectives in a large healthcare system.
- Skills in developing sound proposals and successfully implementing program/project plans.
- An understanding of health care delivery systems and health care dynamics.
- Demonstrates expert-level problem-solving, creativity, and strategy development in the face of new competitive challenges.
- Excellent written and verbal communication skills necessary to communicate effectively with senior administrators, department leaders, physicians, vendors, and clinical staff.
- Strong interpersonal skills to effectively form collaborative relationships with senior administrators, department managers/directors, physicians, vendors, and clinical staff.
- Proficiency in Microsoft Office (Word, Excel, PowerPoint) or similar products.
- Certified in Risk and Information Systems Control (CRISC).
- Exhibits guiding behaviors that reflect Children's values and support Children's mission and vision

## The Community

### Milwaukee, WI

Milwaukee is located 90 miles north of Chicago on Lake Michigan's western shore. It is an affordable place to work, live and play; big enough to be exciting and uncongested enough to get around easily. Milwaukee's many neighborhoods have much charm and accommodate a variety of lifestyles from high-rise apartments to small farms and its beautiful parks are world famous.

Nestled along Lake Michigan, the scenic downtown is home to a world-class symphony orchestra, museums, a ballet company, a theater district, the Milwaukee Bucks, the Milwaukee Brewers, and many fine restaurants. The lake and its harbors are skirted by scenic parklands and provide first-class opportunities for recreation. A recent study ranked Milwaukee as the 15<sup>th</sup> most walkable of the 50 largest U.S. cities. Milwaukee County also is known for its "Grand Necklace of Parks" totaling more than 140, which offers picnic facilities, cross-country skiing, and ice skating. The Milwaukee Metro area is home to headquarters of seven Fortune 500 companies.

With a population of over 577,000, Milwaukee is the nation's 31<sup>st</sup> largest city. The seven counties making up the metro area for Milwaukee in southeastern Wisconsin are Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Waukesha, and Washington. The greater Milwaukee metro area has more than 1.5 million people, making it the nation's 39<sup>th</sup> largest metro area.

Learn more about what makes Milwaukee a great place to live: <http://www.mmac.org>



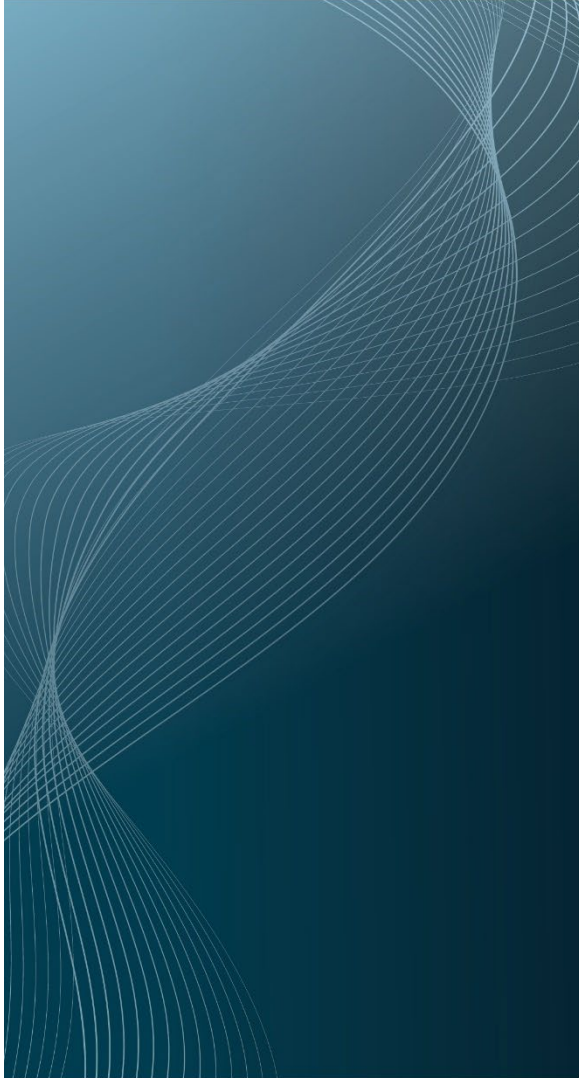
## Procedure for Candidacy

All applications, nominations and inquiries are invited. Please direct all nominations and applications to Hillary Ross, Zach Durst and Scott Dethloff through the WittKieffer Candidate Portal by clicking [here](#) or via email to [sdethloff@wittkieffer.com](mailto:sdethloff@wittkieffer.com). Candidates can also find this portal via the WittKieffer website at [www.wittkieffer.com](http://www.wittkieffer.com) and selecting the "Become a Candidate" button.

*Children's Wisconsin is an equal opportunity / affirmative action employer. We are committed to creating a diverse and inclusive environment for all employees. We treat everyone with dignity, respect, and fairness. We do not discriminate against any person on the basis of race, color, religion, sex, gender, gender identity and/or expression, sexual orientation, national origin, age, disability, veteran status, or any other status or condition protected by the law.*

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