



ALBANY MED Health System

COLUMBIA MEMORIAL HEALTH

Chief Financial Officer

Leadership Profile

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The Opportunity

Columbia Memorial Health seeks a dynamic, distinguished executive to serve as its next Site Chief Financial Officer (SCFO). The Site CFO is an executive leadership position with a dual reporting relationship to the Hospital President & CEO of Columbia Memorial Health (CMH) and the Chief Financial Officer of Albany Med Health System (AMHS). The Site CFO is responsible for the development, interpretation, coordination, and administration of all financial operations and activities of CMH, ensuring fiscal stewardship while supporting the hospital's mission to deliver high-quality care in a rural community setting.

As Albany Med Health System continues to transition to a corporate shared services model, the Site CFO will champion the integrated system structure while maintaining a strong, visible local leadership presence. This role will develop collaborative relationships with system leaders across revenue cycle, financial reporting and budgeting, managed care contracting, enterprise risk management, legal, facilities, and supply chain, ensuring system standards are met while preserving local agility and responsiveness.

The Site CFO will serve as a strategic partner to CMH leadership, guiding financial decision-making to support sustainable operations, optimize performance, and expand access to care close to home. This includes actively identifying and advancing opportunities to improve performance across revenue cycle, supply chain efficiency, cost center management, capital planning and deployment, and enterprise risk mitigation.

In alignment with the hospital's rural mission, the Site CFO will provide financial leadership for key service lines that improve community access, reduce outmigration, and support long-term financial stability. This includes strategic evaluation of service line performance, capital and resource prioritization, and clinically appropriate growth strategies that balance quality, margin, and value-based care objectives.

As a member of CMH's senior leadership team, the Site CFO will participate in strategic and financial planning, ensuring alignment with hospital and health system goals, long-range financial plans, and capital strategies. The role requires a leader who can translate complex financial information into actionable insights, support physician and operational leaders, and help position CMH as a strong, sustainable rural access point within the broader Albany Med Health System.

The Site CFO will provide full support of Albany Med Health System's mission through demonstrated, measurable results and conduct consistent with the organization's mission, vision, and strategic plan—serving as a trusted leader, collaborative partner, and steward of the hospital's financial future.

Organization Overview

Columbia Memorial Health (CMH) is a not-for-profit, community-based health system serving more than 100,000 residents of Columbia, Greene, and surrounding counties in New York's Hudson Valley. Headquartered in Hudson, NY, CMH traces its roots back to the late 19th century and has long served as the primary provider of acute, outpatient, and preventive health services in a largely rural region. Anchored by Columbia Memorial Hospital, a licensed 192-bed acute care hospital, and supported by an integrated network of approximately 35–40 primary and specialty care centers across the region, CMH is a multi-campus healthcare system that employs more than 1,500 staff members and works with a medical staff of roughly 350 providers. CMH is currently operating at 70 beds for medical surgical and behavioral patients. They have applied for a critical access hospital designation which is more in line with patient volumes.

CMH is part of the Albany Med Health System, the largest locally governed, nonprofit healthcare system in northeastern New York. This affiliation connects CMH to a broader academic and tertiary-care network that includes Albany Medical Center, Albany Medical College, Saratoga Hospital, Glens Falls Hospital, and Visiting Nurse services, enhancing access to advanced clinical expertise, specialty referrals, and shared infrastructure.

Providing a comprehensive range of inpatient and outpatient services, CMH offers emergency care, medical and surgical inpatient services, and extensive specialty care. Key service lines include cardiology, general and specialty surgery, behavioral & mental health, pain management, rehabilitation, and stroke services with Columbia Memorial Hospital being designated as a Primary Stroke Center.

Centers of Excellence

Women's Health

The Columbia Memorial Health Center of Excellence for Women's Health delivers comprehensive, coordinated, and patient-centered care designed to support women across all stages of life. The center integrates preventive, diagnostic, and specialty services in a welcoming, accessible environment that emphasizes quality, continuity, and individualized care. Services are organized around a multidisciplinary model that brings together primary care, obstetrics and gynecology, breast health, imaging, and specialty consultation to ensure seamless care coordination and timely access to services. Advanced diagnostic capabilities, including state-of-the-art imaging and evidence-based screening programs, support early detection and proactive management of women's health conditions.

The center places strong emphasis on prevention, education, and wellness, empowering patients through clear communication, shared decision-making, and personalized care plans. Compassionate clinical teams focus on clinical excellence, safety, and patient experience, while adhering to nationally recognized standards for quality and outcomes.

Gastrointestinal (GI) Health

The Center of Excellence for Gastrointestinal Health provides care for patients with digestive and liver conditions through a patient-centered process designed to deliver high-quality, evidence-based GI care. The center offers advanced diagnostic and therapeutic services, including endoscopy, colonoscopy, imaging, and specialty consultation for a wide range of GI disorders. Care teams collaborate across disciplines to ensure efficient evaluation, accurate diagnosis, and personalized treatment plans tailored to each patient's needs. A strong focus is placed on preventive care and early detection, particularly in colorectal cancer screening and chronic disease management.

Orthopedic Health

The Columbia Memorial Health Center of Excellence for Orthopedic Health provides comprehensive musculoskeletal care designed to restore mobility, relieve pain, and improve quality of life. The center brings together advanced diagnostics, specialized orthopedic expertise, and a broad spectrum of orthopedic care, including joint replacement, sports medicine, fracture care, spine services, and non-surgical orthopedic treatments. Orthopedic surgeons, advanced practice providers, rehabilitation specialists, and imaging professionals collaborate to ensure timely diagnosis, individualized treatment planning, and seamless transitions across the continuum of care. Integrated rehabilitation and physical therapy services support optimal outcomes, faster recovery, and long-term functional improvement. The center also prioritizes patient access, education, and shared decision-making to ensure a positive care experience.

Breast Health

The Center for Breast Health is a comprehensive Center of Excellence dedicated to the early detection, diagnosis, and treatment of breast disease. Designed to provide seamless, coordinated care, the center brings together advanced technology, specialized clinical expertise, and a compassionate care model to support patients throughout every stage of their breast health journey. The center offers a full continuum of services under one roof, including digital and 3D tomosynthesis mammography, diagnostic imaging, ultrasound, biopsy services, and access to surgical and oncologic consultation when needed. Collaboration among radiologists, surgeons, medical oncologists, and support staff ensures timely diagnosis and personalized treatment planning.

Primary Care

The Columbia Memorial Health Center of Excellence for Primary Care serves as the cornerstone of high-quality, community-based healthcare, delivering accessible, comprehensive, and patient-centered services that emphasize prevention, early detection, and chronic disease management. The center's primary care providers work in close collaboration with specialists, care managers, and diagnostic services to ensure seamless coordination across the continuum of care, supporting proactive health screenings, evidence-based treatment, and individualized care plans. With a strong focus on access, continuity, and population health, the center prioritizes timely appointments, long-term provider relationships, and clear communication, playing a critical role in promoting long-term wellness and improving health outcomes for the communities it serves.

Mission



Albany Med Health System is the first choice for patient experience, quality and clinical excellence by delivering accessible, collaborative and trusted care, advancing discovery, and educating the next generation of health care professionals.

Vision

First Choice 2030: To be the first choice for patient experience, quality, and clinical excellence.

Awards and Recognition

A full list of awards and Accreditations can be found [here](#). Highlights include:

- **Rural Health Center designation** – Three facilities (Chatham/Ghent Family Care, Callan Family Care in Copake, and Valatie Family Care) have received Rural Health Center (RHC) designation from the federal Centers for Medicare & Medicaid Services. This designation recognizes CMH's commitment to providing high-quality, accessible health care in Columbia and Greene Counties.
- **Primary care sites recognized as an Age-Friendly Health System** – Columbia Memorial Health (CMH) primary care sites across Columbia and Greene counties were recognized recently as an Age-Friendly Health System for their commitment to providing high-quality, evidence-based care for older adults. The honor comes from the Institute for Healthcare Improvement and the John A. Hartford Foundation, in partnership with the American Hospital Association and the Catholic Health Association.
- **ACHC Primary Stroke Certification** - Columbia Memorial Health has received Primary Stroke Certification from the Accreditation Commission for Health Care (ACHC). The ACHC certifies primary stroke centers based on their ability to stabilize and treat acute stroke through administration of tPA and other therapies. 
- **ACR Accreditation for Imaging Services** - Columbia Memorial Health is accredited by The American College of Radiology (ACR) in Breast Ultrasound, Computed Tomography (CT), Digital Breast Tomosynthesis and Full-field Mammography, MRI, and Stereotactic Breast Biopsy. The ACR accredits facilities in ten different imaging modalities. The ACR offers programs in all modalities now mandated for accreditation under the Medicare Improvements for Patients and Providers Act (MIPPA) as well as under the Mammography Quality Standards Act (MQSA).
- **DNV Accredited for Quality and Patient Safety** - By earning accreditation from DNV, Columbia Memorial Health has demonstrated it meets or exceeds patient safety standards (Conditions of Participation) set forth by the U.S. Centers for Medicare and Medicaid Services. DNV GL's accreditation program is the only one to integrate the ISO 9001 Quality Management System with the Medicare Conditions of Participation. DNV GL is a world-leading certification body that operates in more than 100 countries. 

Position Summary

The Site Chief Financial Officer (CFO) is an executive leadership position that has a dual reporting relationship to the hospital President & CEO of Columbia Memorial Health (CMH) and to the Albany Med Health System (AMHS) Chief Financial Officer. The Site CFO is responsible for the development, interpretation, coordination and administration of the financial operations and activities of CMH. As the health system continues to transition to a corporate shared services model, the Site CFO will champion the new integrated corporate structure and develop relationships with System leaders in areas such as revenue cycle, financial reporting and budgeting, managed care contracting, risk management, legal, facilities, and supply chain. The Site CFO will guide the CMH leadership, ensuring the organization has a strong, visible presence and an agile local infrastructure to ensure the financial success of CMH. The Site CFO will actively seek out opportunities to improve metrics within the revenue cycle, supply chain, cost center performance, capital planning and spending, and enterprise risk management.

As a member of CMH's senior leadership team, the Site CFO will participate in strategic planning, ensuring alignment with the hospital and health system's objectives and financial business plan. The Site CFO will provide full support of the Albany Med Health System's mission through demonstrated measurable results and conduct consistent with the organization's and the System's mission and vision statement, and strategic plan.

Reporting Relationships

The CMH Site CFO will report to the President and Chief Executive Officer of Columbia Memorial Health, with a matrixed reporting relationship to the Executive Vice President, Chief Financial Officer, and Chief Operating Officer of the Albany Med Health System.

Responsibilities

- Lead, manage, and direct all financial activities in coordination with the hospital President and CEO and the EVP, CFO, and COO of the System. Reporting directly to the CMH President and CEO. In alignment with the System, plan, organize, coordinate, and control CMH financial policies to manage receipt of revenue, expenditure of funds, and conservation of the organization's assets.
- Participate as a member of the CMH leadership team in developing and implementing short- and long-range strategic goals, objectives, and plans, in concert with organizational goals that contribute toward market growth, revenue enhancement, cost containment, and maximizing productivity.
- Establish long and short-range operational and capital budgets, which are supported by the organization's long- and short-range plans and objectives. Provide adequate cash liquidity and forecasting to meet operating and capital expenditures.
- Provide financial leadership to organizational managers, directors, officers, and physician leaders that will enroll support, create ownership of goals, and encourage active participation in decisions that impact CMH. Monitor performance to ensure fiscal responsibilities are fulfilled.
- Contribute financial expertise in the planning of new services that generate additional sources of revenue, including service demand analyses, resource availability analysis, and cost-benefit analysis of proposed capital and staff expansions.
- Serve as the finance lead for the organization in contract negotiations for purchased services, including provider and non-provider-based services.

- Work with CMH and System senior leaders to plan, promote, and conduct organization-wide performance improvement activities, make recommendations for action, develop action plans, and measure against performance metrics.
- Manage costs by continually seeking data that will identify opportunities and take action to eliminate non-value costs in conjunction with the organization's President & CEO, VP of Physician Practices, Chief Nursing Officer, VP Operations, Chief Medical Officer, System leadership, and physician leaders.
- Serve as the key stakeholder for productivity management at CMH. Work with clinical and non-clinical leadership to develop and implement successful strategies to manage staffing levels to appropriate standards.
- Participate in CMH's monthly operational reviews as well as participate in System meetings as deemed necessary.
- Represent the organization at meetings, including medical staff, organizational board meetings, and relevant community meetings as needed.
- Provide formal and informal directions in care management, utilization review, clinical documentation improvement, performance improvement, distributed systems, revenue cycle, supply chain, and other departments as deemed necessary.
- Partner with the organization President & CEO, and physician organization leaders to identify and validate physician recruitment/replacement needs in the market and provide the corresponding business plans for new or modified service lines. Actively work with stakeholders to identify opportunities for increased provider productivity and make recommendations for improvement.
- Serve as the organizational liaison with the System business functions, including Revenue Cycle, Financial Reporting, Supply Chain, Risk Management, Legal, Managed Care Contracting, Compliance, and Budgeting and Analysis (Decision Support) as well as other corporate functions as needed.
- Ensure the organization meets necessary financial regulatory and compliance requirements:

Goals and Objectives

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

- Be viewed as an integral and respected member of the CMH senior leadership and AMHS finance teams. The Site CFO will be viewed as a financial leader as well as a trusted executive and business partner. The Site CFO will be viewed as a collaborative leader throughout the organization and health system.
- Be seen as a holistic finance executive, understanding the clinical and operational impacts of financial decisions, with the ability to present multiple financial options in order to educate non-financial teammates. The Site CFO will provide leadership, advice, and counsel regarding business, finance, revenue cycle, supply chain, productivity, internal controls, and compliance matters.
- Build a strong relationship with the System leadership teams. Partner with the System leadership team leaders in revenue cycle, managed care, supply chain, and IT. The CFO will be the "go-to" for finance questions related to the operations of CMH.
- The CFO will need to quickly understand and embrace the community mission of CMH while learning the strategic imperatives of the System. This executive will be responsible for implementing a metrics-driven approach to financial business planning. The CFO will review all current financial and business processes, with the goal of maximizing performance improvement while ensuring delivery of quality care. The CFO will help drive key initiatives related to efficiencies and process improvement based on data.
- Collaborate with other entity CFOs across the System in the sharing of best practices, shared costs/savings opportunities, and process improvement opportunities.
- Promote professional development and growth by ensuring mentoring, succession planning and coaching.
- Develop financial mitigation strategies.

Candidate Qualifications

Education/Certification

- A master's degree is preferred.
- A bachelor's degree is required.
- CPA and other relevant certifications are preferred.

Knowledge and Work Experience

- A minimum of five to eight years of successful financial management experience, preferably as a Chief Financial Officer or Vice President, in a complex, highly matrixed hospital, preferably within a large health system. The CFO must be able to function effectively in a fast-paced, progressive and growing hospital and health system.
- Experience leading optimization, benchmarking and standardization activities where dashboards, metrics and where workforce, operational and health best practices drive financial decisions.
- Must be able to interpret and communicate effectively to the Finance Committee, Board, and management regarding all financial statements and other financial/reimbursement issues.
- Must be able to plan, manage and establish an esprit de corps in his/her area of responsibility.
- Must have analytical and problem-solving skills, as well as the ability to work and communicate effectively with all levels of management both within and outside the areas of his/her responsibility.
- Must have experience in financial ERP and EMR systems.
- Previous financial leadership experience in an acute care hospital and/or a multi-specialty outpatient provider practice.
- Must be able to present to board members and board committees.

Leadership Skills and Competencies

Decision Making:

- Ability to make decisions with significant, broad implications for the management and operations of a major department or multiple departments. Participates in decisions on overall strategy and direction of the organization.

Problem Solving:

- Ability to address problems that are broad, complex and abstract, often involving Hospital-wide issues and requiring substantial creativity, resourcefulness, staff engagement, Lean diagnostic techniques, negotiation and diplomacy to develop solutions.

Independence of Action:

- Ability to set direction and vision for major departments or multiple departments. Establishes priorities, develops policies and allocates resources.

Written Communications:

- Ability to communicate complex information in English effectively in writing to all levels of staff, management and external customers across functional areas.

Oral Communications:

- Ability to verbally communicate complex concepts in plain English and address sensitive situations, resolve conflicts, negotiate, motivate and persuade others.

Knowledge:

- Ability to demonstrate broad and comprehensive knowledge of theories, concepts, practices and policies with the ability to use them in complex and/or unprecedented situations across multiple functional areas.

Team Work:

- Ability to lead and direct multiple collaborative teams for large projects or groups both internal and external to the Hospital and across functional areas. Results have significant implications for the management and operations of the organization.

Customer Service:

- Ability to lead operational initiatives to meet or exceed customer service standards and expectations in assigned unit(s) and/or across multiple areas in a timely and respectful manner.

The Community

Hudson Valley, NY

Hudson Valley, New York offers a lifestyle defined by natural beauty, vibrant communities, and a strong sense of balance. Set along the Hudson River and surrounded by rolling hills and open landscapes, the region is known for its scenic environment and welcoming towns. Residents enjoy year-round outdoor activities, including hiking, biking, and waterfront recreation, along with a pace of life that feels calm yet connected.



The valley's sense of place is shaped by continuity and care for its communities. While its history is quietly reflected in preserved town centers and riverfront villages, the region feels forward-looking and intentional. Local pride, community investment, and respect for shared spaces contribute to an atmosphere that feels authentic and grounded rather than transient.

Daily life in the Hudson Valley is engaging and community-driven. Farm-to-table restaurants, local farms, farmers markets, wineries, and breweries are an integral part of the region's culture. The arts remain a cornerstone of the area, with galleries, historic theaters, music venues, and seasonal festivals bringing people together throughout the year. Each town maintains a distinct personality while sharing a common spirit of connection and neighborliness.

The Hudson Valley is also practical and accessible. Easy access to New York City places residents within reach of major league sports teams (MLB, NFL, NBA, NHL, MLS), Broadway theater, world-class museums, and headline cultural events, while maintaining day-to-day living in a quieter, more scenic setting. Housing options range from historic homes to newer developments, often offering more space and value than large urban centers. Altogether, the Hudson Valley provides a high quality of life rooted in community, accessibility, and natural surroundings.

For more information on the Hudson Valley, visit <https://travelhudsonvalley.com/>

Procedure for Candidacy

Please direct all nominations and applications to Tom, Quinn or Courtney MacKinnon via email at courtneym@wittkieffer.com or through the WittKieffer Candidate Portal by clicking [here](#), Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "Become a Candidate" button.

	Title	Phone
Tom Quinn	Senior Partner, Search	(781) 564-2628
Courtney MacKinnon	Senior Associate, Search	(502) 496-3388

The base salary range for this position is \$250,000-300,000. In addition, this executive will be eligible for an annual incentive bonus, retirement plan, and additional benefits. The salary of the finalist selected for this role will be determined based on various factors including but not limited to level of experience, education, accomplishments, internal equity and budget.

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