

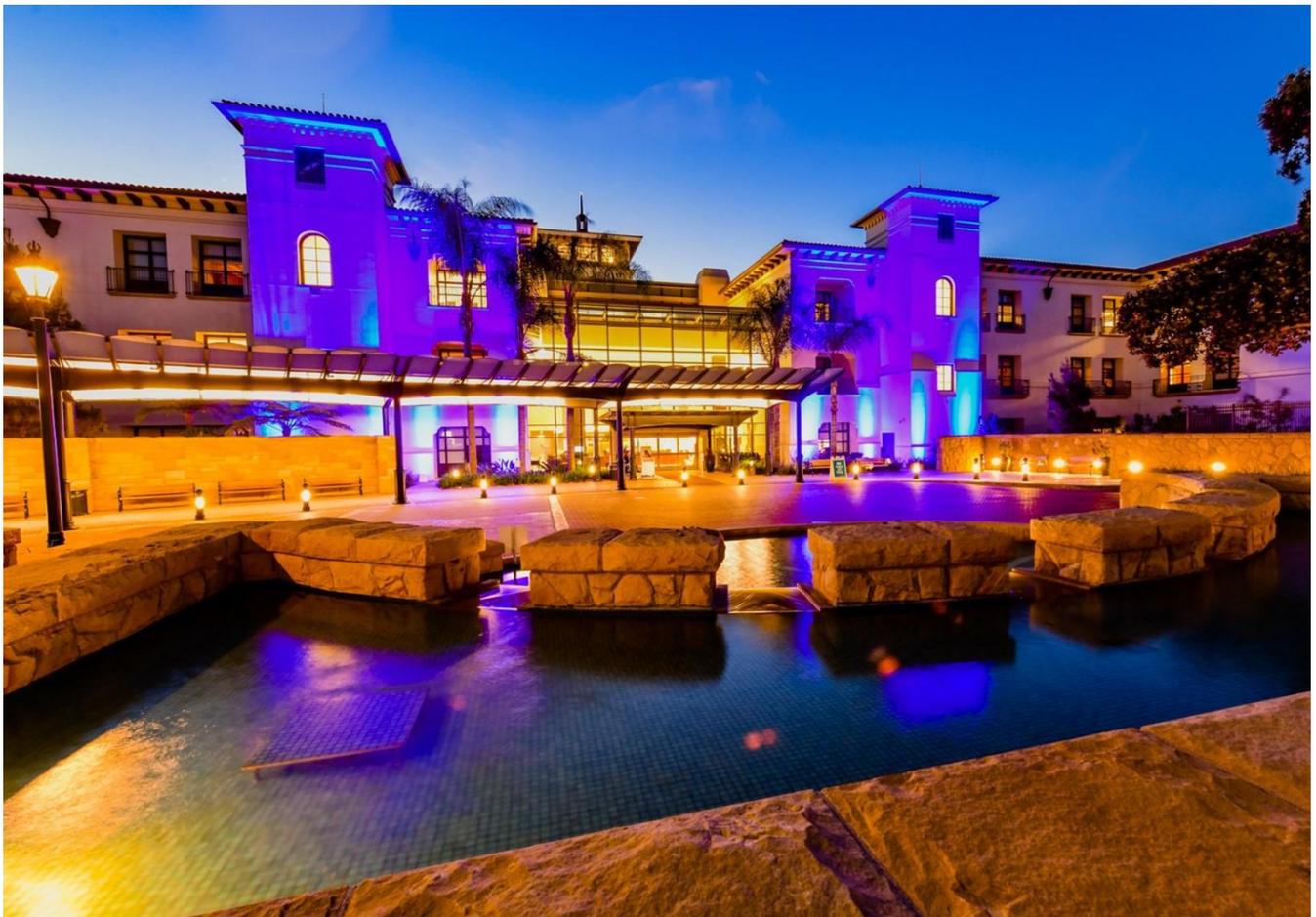


Chief Information Security Officer

Leadership Profile

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Prepared by Zach Durst and Ethan Robles



WittKieffer

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Opportunity

Cottage Health seeks an innovative and collaborative security leader to serve as its Chief Information Security Officer (CISO). This is an exceptional opportunity to implement an information security strategy at an independent and growing health system.

Cottage Health is a high-performing, independent, and regional health system located in Santa Barbara, California with three acute care hospitals, over \$1.1 billion in revenue, and assets of over \$3 billion. Cottage Health is a highly recognized brand throughout the state and has earned a dominant market position on the central coast.

Reporting to the Vice President and Chief Information Officer (CIO), the CISO is responsible for information security risk and associated compliance and governance for information security, as well as the protection of information assets and electronic personal health information. The CISO is responsible for creating and implementing information security strategy and initiatives that are in alignment with IT and Cottage Health organizational objectives. The CISO will provide leadership and expertise for implementing information security best practices throughout the organization with the goal of maintaining a culture where information security is the purview of every single employee of the health system. They are also accountable for assessing risks, policy, and related controls, promoting awareness, and monitoring and evaluating Information Security systems and capabilities. The CISO ensures the organization meets and complies with required regulatory and compliance standards and mandates.

The ideal candidate will be a strategic information security executive with demonstrated success leading and advancing security processes within a health system. The CISO will have a strong understanding of HIPAA and security protocols, expertise in risk analysis and data protection, and health information privacy, as well as threat identification and end-user awareness. This leader will communicate effectively across all levels of the organization and collaborate with internal and external partners.

Relocation is not required with the expectation of travel onsite at a regular cadence.

Organization Overview

Cottage Health formed in 1996 as the not-for-profit parent organization of Santa Barbara Cottage Hospital and its affiliated Cottage Children's Medical Center and Cottage Rehabilitation Hospital, Goleta Valley Cottage Hospital, and Santa Ynez Valley Cottage Hospital. A volunteer Board of Directors, from the greater Santa Barbara community, guides the not-for-profit organization. The system provides residents of the Central and South Coasts of California with exemplary healthcare, continuous improvement in medical practice, and a commitment to community health. With 578 licensed inpatient beds in three acute-care hospitals, Cottage Health has a significant market share in its primary service area. Accredited by The Joint Commission, it offers a Level I Adult and Level II Pediatric Trauma Center, is a designated STEMI receiving center and a certified Comprehensive Stroke Center, and provides comprehensive inpatient, outpatient, medical/surgical, and acute rehabilitation services. The organization includes a teaching hospital with 90 physicians in four residency programs, a research institute with active clinical research studies, corporate and academic collaborations, and the only independent biomedical IRB (Institutional Review Board) on the Central Coast.

Cottage Health is proud to have two 5-star rated hospitals by CMS for quality and patient satisfaction, Santa Barbara Cottage Hospital and Goleta Valley Cottage Hospital. Santa Ynez Valley Cottage Hospital is recognized as one of the top twenty Critical Access Hospitals in the country. Only about ten percent of hospitals across the country hold the CMS honor.

Cottage Health operates on an Epic Systems Electronic Health Record platform, which enables seamless connectivity of patient information throughout the system. It also operates on the Oracle Cloud platform, which has a full suite of financial, human resource, and supply chain applications.

Cottage Health has excellent financial performance with annual net revenue of over \$1 billion, a strong operating margin, 520 days cash on hand, and AA- bond rating (S&P). It has strong support from Santa Barbara Cottage Hospital Foundation, Cottage Rehabilitation Hospital Foundation, Santa Ynez Valley Cottage Hospital Foundation, and Goleta Valley Cottage Hospital Foundation, the charitable organizations that support the hospitals. The system is known for a highly skilled Board of Directors, an outstanding and dedicated senior leadership team, top-quality physicians, and a highly engaged, non-union staff. The turnover rate is below eight percent annually, and employee satisfaction scores are consistently among the best in the nation. The system has a strong culture of employee engagement and consensus decision-making. For more than a decade, its active shared governance councils have provided an interdepartmental, collaborative system for employees to participate in positive systems and process improvements in every area of the hospitals. Community service is valued at Cottage Health. Over 450 individuals volunteer at Cottage Health, providing strong community support for the health system. Many employees volunteer their time to nonprofits that reach beyond hospital walls. The organization recently added to its mission the goal of improving the health of its community and established a Population Health department to create new partnerships and initiatives in the community.

Cottage Health is committed to ongoing education, training, and nursing excellence, fostering partnerships through San Marcos Health Academy, Santa Barbara City College, Westmont College and the California State University Channel Islands BSN Program at Cottage Health.

Employee satisfaction and pride in the workplace are priorities for Cottage Health, which provides a comprehensive total rewards package with robust wellness programs and conducts annual employee engagement surveys to measure, track, and identify areas for ongoing improvement. Cottage Health was named Best Places to Work in Health Care 2020 by *Fortune*. In 2024, Cottage earned Great Place to Work Certification™ for the sixth time. Also, it was named one of the 100 Best Companies for Working Parents by Seramount, and Best Place to Work for Executive Women by *Fortune*.

Facilities and Services

Santa Barbara Cottage



Santa Barbara Cottage Hospital (SBCH) is an acute care teaching hospital with a Level I Trauma Center. Located within the City of Santa Barbara, SBCH is licensed for 519 acute care beds, the most of any hospital between Los Angeles and the San Francisco Bay Area. In 2024, SBCH had annual discharges of 18,694 patients, 47,108 emergency department visits, and 13,317 surgical procedures.

SBCH provides a full range of integrated patient care services, including acute, primary, and specialty care in both the inpatient and outpatient settings. SBCH has consistently earned a "five star"

rating for Overall Quality & Safety from the Centers for Medicare and Medicaid Services.

Delivery of complete care is supported by Cottage's specialized centers and programs, including the following under SBCH license:

- The **Cottage Children's Medical Center** provides advanced inpatient pediatric services, complemented by Grotenhuis Pediatric Clinics for outpatient care.
- The **Santa Barbara Neuroscience Institute** provides advanced neurosurgery, neuroendovascular surgery, and interventional radiology services and is certified by The Joint Commission as a Primary Stroke Center.
- The **Level I Trauma Center** provides trauma and emergency services, including diagnostics and surgical care.
- The **Cottage Center for Advanced Imaging** provides full-suite diagnostic radiology services using advanced imaging technologies.
- The **Stewart and Louisa MacDougall Eye Center** provides outpatient and inpatient surgical eye care and ophthalmological services.
- **Cottage Residential Center** provides psychiatric and chemical dependency treatment services.
- **Cottage Rehabilitation Hospital** provides inpatient and outpatient rehabilitation services, with specialty programs in brain injury, spinal cord injury, and stroke care.
- **Cottage Center for Population Health** builds community partnerships to improve, protect and sustain the health of the community, with current focus on the identified needs of access to behavioral health care, housing, food, and transportation to support vulnerable populations.

SBCH also offers community health and wellness services, including smoking cessation and cardiopulmonary resuscitation classes, annual flu shots, and a regular series of low-cost health screenings.

The Santa Barbara area is recognized by the American Hospital Association as one of only three US communities with similar population size to have a hospital providing comprehensive medical care. SBCH serves as a regional referral center for neonatal and pediatric intensive care, cardiac surgery, Level I Trauma services, neurosurgery, adult and pediatric oncology, rehabilitation services and more.

Goleta Valley Cottage

Goleta Valley Cottage, founded in 1966 to serve the residents of Goleta, operates a 52-licensed-bed acute care facility located seven miles west of the Santa Barbara Cottage Facility (the "Goleta Valley Cottage Facility"). Goleta Valley Cottage was affiliated with Santa Barbara Cottage in 1996. In 2024, the Goleta Valley Cottage Facility discharged 1,151 inpatients, treated 20,756 emergency department visitors, and completed 8,838 surgical procedures. Goleta Valley Cottage also operates a comprehensive breast imaging center and a wound care center. In 2014, the Center for Wound Management at Goleta Valley Cottage Hospital received a Center of Distinction



Award from Diversified Clinical Services in recognition of the center's healing outcomes, patient satisfaction, and total days to heal in a comparison of more than 300 wound centers nationwide.

Since the program's inception, Goleta Valley Cottage was awarded "five stars" by the Centers for Medicare and Medicaid Services in all but one year.

Santa Ynez Valley Cottage

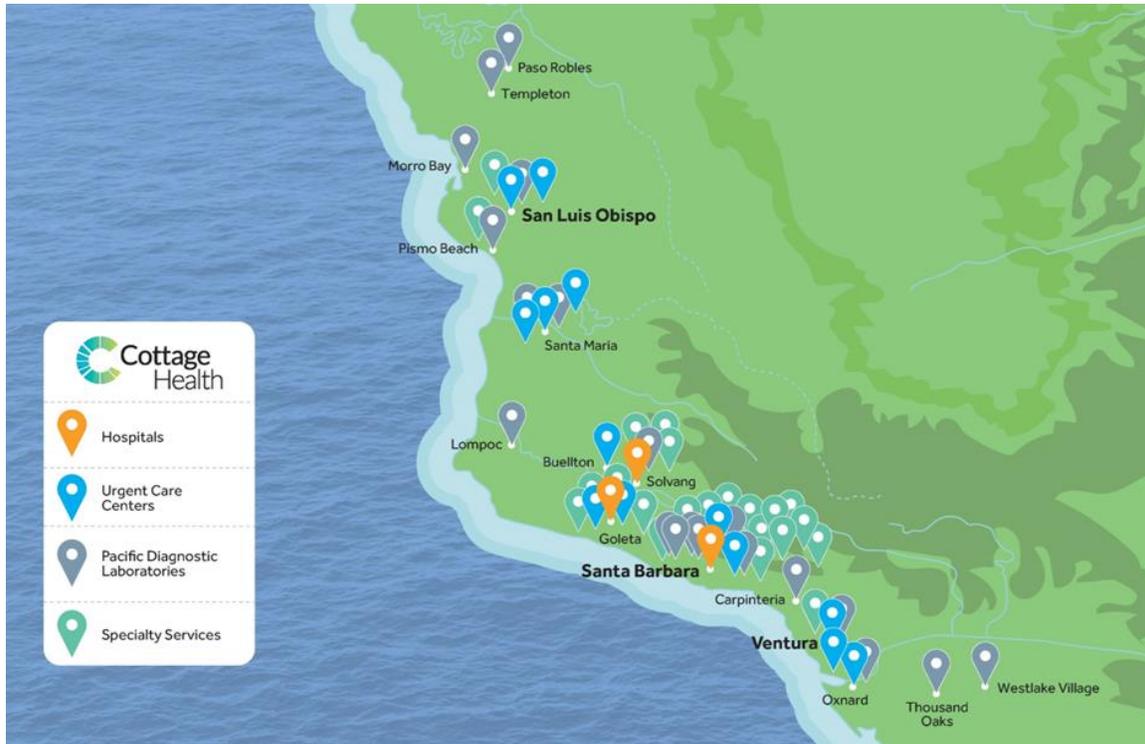


Santa Ynez Valley Cottage operates an 11-licensed-bed acute care facility (the "Santa Ynez Valley Cottage Facility") designated as a critical access hospital. It has offered acute care services to the residents and visitors of Santa Ynez Valley since 1964. Santa Ynez Valley Cottage was affiliated with Santa Barbara Cottage in 1995 and provides inpatient and outpatient medical care and surgery, and 24-hour emergency services as a federally designated critical access hospital. In 2024, the Santa Ynez Valley Cottage Facility discharged 162 inpatients and treated 10,063 emergency department visitors. Santa Ynez Valley Cottage's outpatient diagnostic programs and an active

emergency department provide important services to this rural community. The Santa Ynez Valley Cottage Facility is located 35 miles northwest of the Santa Barbara Cottage Facility and was designated as a 2021 Top 20 Best Practice Critical Access Hospital in patient satisfaction by the National Rural Health Association.

Cottage Health conserves financial resources through shared services among the Cottage Hospitals, coordinated program planning and investment in costly equipment, and economies of scale for purchasing. Cottage Health's goal is to follow a single standard of care throughout the Cottage Hospitals, with a strong patient and outcome focus.

The following map shows the locations of the Cottage Hospitals within the Central Coast of California.



Mission, Vision, and Core Values

Mission Statement

To provide superior health care for and improve the health of our communities through a commitment to our core values of excellence, integrity, and compassion.

Vision Statement

Cottage Health, through partnership with physicians and our communities, is recognized as a California leader in quality care, safety, patient experience, transparency, cost effectiveness, and community health.

Core Values

Excellence - What we do

Integrity - How we do it

Compassion - Why we do it

Awards and Recognition

Cottage Health is widely recognized for excellence in clinical care, team member engagement, and patient satisfaction. Please click [here](#) for an extensive list of achievements and recognitions.

Position Summary

The Chief Information Security Officer (CISO) will serve as the chief security leader for Cottage Health. They will provide leadership and oversight in the strategic planning, execution, and assessment of all enterprise-wide cybersecurity strategies, policies, procedures, and guiding practices. The CISO establishes and maintains a comprehensive information security program that includes both oversight and operations to ensure that all information assets are adequately protected against current/future internal/external threats. The position is responsible for identifying, directing, coordinating, evaluating, and reporting on information security risks in a manner that meets compliance and regulatory requirements, while also enabling the enterprise to develop an anticipatory response to minimize information security risk.

Reporting Relationships

The Chief Information Security Officer will report to the CIO.

Responsibilities

The CISO will be responsible for the following:

- Develop and implement the Information Security strategy and strategic plan in alignment with the IT Strategic plan, while also developing and implementing a highly efficient operating model that balances security operations with business operations and creates a positive user experience while maintaining security.
- Responsible for performing risk assessments, analysis, and risk management plans. Oversee the enterprise-wide cybersecurity/cyber hygiene function that proactively monitors, reacts, and reports on cyber-relevant activity of perimeter and internal networks.
- Serve as the HIPAA Security Officer and actively partner with Privacy, Corporate Compliance, and General Counsel to assess and manage enterprise security risk.
- Promote information security awareness across the enterprise through the continued development of information security awareness campaigns, training and education, and conduct phishing campaigns and other awareness exercises.
- Develop and lead security strategic and tactical planning for Cottage Health. Plan and lead the future direction of information security and ensure delivery of high-quality service to support clinical and business operations.
- Continue the development of the security framework in order to achieve and maintain industry certifications. Manage the operation of internal resources and external partners that run security operations across the enterprise.
- Promote effective, open communication and develop collaborative working relationships with all levels of staff at Cottage Health.

Goals and Objectives

- Partner with senior management, build strong relationships, and become fully integrated into the Cottage Health leadership team. Act as a solid team player who has credibility and integrity, and who contributes broadly as a subject matter leader.
- In close collaboration with the CIO, provide regular information security updates to the Cottage Health executives, board, and board audit committee on information security related topics, strategies, and plans, while also presenting updates on industry practices, alerts, threats, and risks.
- Establish appropriate levels of information security governance and oversee the management and communications supporting the governance work, and play a critical role in data governance, evolving data use, data privacy, and data management.
- Direct staff in identifying, developing, implementing, and maintaining processes across the organization to reduce information risks, respond to incidents, establish appropriate standards and controls, and direct the establishment of policies and procedures aligned with the broader information security roadmap.
- Ensure the appropriate information security tools are in place to proactively monitor the broader environment of the health system.
- In the event of an incident, the CISO will be the point person for managing and facilitating through that event, including what happened and the process to both remediate any immediate issues and also identify opportunities to mitigate any issues moving forward.
- Responsible for information security key risk indicators, dashboards, and accountable for information security program maturity and benchmarking against industry standard maturity models. Develop and disseminate key performance metrics, as well as lead tabletop exercises and incident response plans.
- Oversee third-party risk management processes as well as vendor engagement and performance. Set the standards and parameters for vendors, managed service providers, and outsourced arrangements.
- Serve as an information security evangelist among the IT leadership team to continue promoting a culture of security where it is everyone's role in the health system to keep the organization, providers, patients, and community safe.

Candidate Qualifications

Education/Certification

- Bachelor's or equivalent business experience in Information Security, Computer or Management Information Systems, Computer Science, or Business Management required. Master's degree preferred

Knowledge, Work Experience, and Skills

- Progressive enterprise-level IT security leadership roles with demonstrated success working in a matrixed environment.
- Certification in at least one of the following: Certified Information Security Auditor (CISA), Certified Information Security Manager (CISM), Certified Information Systems Security Professional (CISSP), Certified in Risk and Information Systems Control (CRISC).
- Experience identifying and leading technological innovation while ensuring information security is not a barrier, but an enabler.
- Knowledge and experience with Epic EHR, preferred.
- Knowledge and experience with cybersecurity and business continuity planning, including the demonstrated ability to socialize and normalize business continuity plans.
- Knowledge and exposure with accountable care organizations (ACO) and population health is preferred.

Leadership Skills and Competencies

- **Problem solving and decision making**—knowledge of security policies and procedures relating to end-user situational awareness such as securing private information, user ID/password protection, etc., ability to identify reasonably foreseeable internal and external threats that could result in unauthorized disclosure, misuse, alteration, or destruction of customer information or customer information systems.
- **Interpersonal skills**— a collaborative and consensus-driven leader who works through influence and involves the right constituents to effect change; able to effectively lead and facilitate change in a growing organization; politically savvy; demonstrated success with clinical engagement and adoption; humble; focused on the mission of the organization.
- **Communication skills**—capable of interacting effectively at all levels of the organization and with multiple stakeholders, including physicians, Board members, leadership, staff, and vendors; a good listener; able to translate security concepts to business and clinical stakeholders; personable and friendly; possesses strong executive presentation skills.
- **Strategic**—visionary leader with significant experience in the development and execution of information security strategic plans; creative; influential and highly visible leader who champions security throughout the system; able to think broadly about the security impacts on the system.
- **Team builder**—able to build a proactive, customer-service-oriented team which partners effectively with all stakeholders; able to attract, support and develop information security talent.
- **Mission driven**—maintains high standards of personal integrity; works ethically.

The Community

Santa Barbara



Santa Barbara is the county seat of Santa Barbara County, California. Situated on the coastline, the city lies between the Santa Ynez Mountains and the Pacific Ocean. Santa Barbara is a two-hour drive north of Los Angeles or a short flight from many major airports via the Santa Barbara airport. Nearby is Santa Barbara wine country. The gorgeous Santa Ynez Valley, with its breathtaking vistas, is home to such notable attractions as the traditional Danish community of Solvang and the Chumash Reservation and Casino. Hiking, fine dining, water sports, arts, and culture are abundant in Santa Barbara. The city is sometimes referred to as the American Riviera. The beautiful beaches, majestic mountains, and colorful culture make

Santa Barbara a premier resort destination. The current population of Greater Santa Barbara is approximately 250,000.

The city economy includes a large service sector, education, technology, health care, finance, agriculture, manufacturing, and local government. Technology, aerospace, and defense companies are the city's private employment cornerstones. Santa Barbara's tourist attractions have made the hospitality industry a major contributor to the regional economy. Education, in particular, is well-represented in the area by institutions including the University of California, Santa Barbara; Santa Barbara City College; Westmont College; and Antioch University.

The Santa Barbara Airport serves the city. U.S. Highway 101 connects the Santa Barbara area with Los Angeles to the southeast and San Francisco to the northwest. The real estate market in Santa Barbara is very strong, and housing prices are high. Housing options are also available in the nearby communities of Goleta, Carpinteria, Summerland, Ventura, Solvang, and the Santa Ynez Valley.

Goleta

Goleta is located on the coast just north of Santa Barbara. The climate is mild and sunny all year, with an average daytime temperature between 60 and 70 degrees. The area is known as a strong family community with a wealth of education, shopping, and recreation options. The community is home to the University of California, Santa Barbara, and attracts a high level of student-oriented businesses, as well as entrepreneurial and high-tech ventures that are offshoots of the university.

Goleta Beach Park is an excellent recreation and fishing area with a sandy beach. It is a day-use park offering picnic facilities, volleyball courts, horseshoe pits, and playground equipment. Goleta Pier has boat launching facilities and saltwater fishing year-round. Lake fishing is available at Lake Cachuma, 24 miles northwest of Goleta.

Santa Ynez Valley

The Santa Ynez Valley is located in Santa Barbara County between the Santa Ynez Mountains to the south and San Rafael Mountains to the north. This area is referred to as the "valley" and is considered Santa Barbara wine country with many wineries, boutique shops, and many restaurants. The Valley is home to six charming communities - Ballard, Buellton, Lo Alamos, Los Olivos, Santa Ynez, and Solvang - each contributing to the beauty and character of the area.



Additional information about Santa Barbara, Goleta, and the Santa Ynez Valley can be obtained at:

- <http://www.santabarbaraca.gov/>
- <http://www.cityofgoleta.org>
- <https://www.visitsyv.com/>

Procedure for Candidacy

Please direct all nominations and resumes to Jeff Sturman, Zach Durst, and Ethan Robles via the WittKieffer Candidate Portal [here](#). Inquiries may also be directed to the consultants through the portal or erobles@wittkieffer.com.

The base salary for this position is \$263,000-\$394,000. In addition, the CISO will be eligible for a discretionary annual incentive bonus of 15 percent, retirement and additional benefits. The salary of the finalist selected for this role will be determined based on various factors, including but not limited to: scope of role, level of experience, education, accomplishments, and internal equity. The base compensation range listed is a good faith determination of potential base compensation at the time of this job advertisement and may be modified in the future.

Cottage Health 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 Cottage Health 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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