



Chief Financial Officer

Leadership Profile

April 2026

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The logo for WittKieffer, featuring the name "WittKieffer" in a white, italicized, sans-serif font, positioned in the bottom left corner of a dark teal rectangular area. The background of this area is decorated with a complex, light-colored line art pattern of overlapping, curved lines that create a sense of motion and depth.

WittKieffer

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The Opportunity

Craig Hospital, based in Englewood, Colorado, is a world-renowned, independent specialty hospital and premier center for neurorehabilitation and research for people with spinal cord and brain injury. Founded in 1907, Craig is an 88-bed, private, not-for-profit hospital with more than 1,100 employees and a comprehensive system of inpatient and outpatient services. Known for its patient- and family-centered approach, Craig serves individuals throughout their lifetimes in pursuit of optimal health, independence, and quality of life. Each year, patients from nearly every state and from countries around the world come to Craig for care that has been ranked among the nation's top rehabilitation hospitals by *U.S. News & World Report* for 36 consecutive years. Craig is also distinguished by a remarkable culture that is at once casual, professional, active, and upbeat.

Craig seeks its next Chief Financial Officer and Vice President of Finance (CFO). Reporting to the Chief Executive Officer (CEO), the CFO will be a critical strategic partner, helping shape organizational direction through deep financial insight and a clear understanding of the story behind the numbers. This leader will work closely with executive and operational leaders to support Craig's continued growth, provide thoughtful financial guidance and analysis, identify opportunities for improvement, and lead initiatives that strengthen financial and operational performance. In addition to oversight of the organization's financial operations, the CFO will have enterprise-wide responsibility for select non-clinical and operational areas and will help ensure that finance effectively supports all facets of the organization.

The ideal candidate will be a strategic, collaborative, and mission-driven financial executive with a proven record of success in a complex hospital environment. This individual will bring significant experience overseeing comprehensive financial operations, strong knowledge of the healthcare industry, and a firm grasp of financial systems, regulatory requirements, and operational best practices. The successful candidate will pair analytical strength with sound judgment, strong problem-solving ability, and excellent organizational leadership. Just as important, the CFO must be able to balance financial performance with clinical quality, customer service, employee and physician satisfaction, and long-term organizational growth. Craig seeks a leader with strong emotional intelligence and the ability to build trust and connect meaningfully with people at all levels of the organization. This is an exceptional opportunity for an executive drawn to complexity, purpose, and the challenge of advancing a high-performing, mission-focused institution.

Organization Overview



More than a hospital, Craig empowers individuals with spinal cord injury and brain injury to reach their highest levels of function post-injury. Craig has been ranked in the Top Rehabilitation Hospitals in the nation for 36 consecutive years by U.S. News & World Report since the rankings began in 1990. Craig also regularly ranks in the Denver Post Top Workplaces and USA TODAY Top Workplaces lists each year, and in 2025, ranked #17 out of the 28 best companies to work for in Colorado in the Large Company category. The family-friendly environment, state-of-the-art facilities, equipment, and outstanding peer support have resulted in

remarkable patient outcomes, with 95% of previous patients recommending the facility to others in need. With tens of thousands of patients with SCI and BI treated since 1956, Craig grads get back to doing what they love.

Mission statement

Craig advocates for and provides exceptional patient- and family-centered care for those affected by spinal cord and brain injury. Together, Craig bravely strives for optimal health, independence, and life quality with unyielding determination.

Vision

Craig will be recognized internationally as a leader in providing innovative rehabilitation and healthcare services through an interdisciplinary team approach focused on delivering exceptional life quality and independence outcomes for people affected by spinal cord and brain injury.

Core Values

- Foster independence through education and experiences
- Encourage peer support
- Develop a family atmosphere where caring for others is shared
- Embrace a culture of safety
- Put fun into the process of rehabilitation
- Advance rehabilitation through research
- Enhance life quality through advocacy and education
- Promote ethics and integrity in all that they do

Structure, Governance, and Leadership

The Craig Board of Directors comprises community board members, the CEO, the Craig Medical Director, and the Foundation Board Chair.

As an active and participatory board, the board members focus on continuing the powerful community of hope and possibility by considering the interests of the patients and families in offering high-quality care.

Overview of Craig's Programs and Services

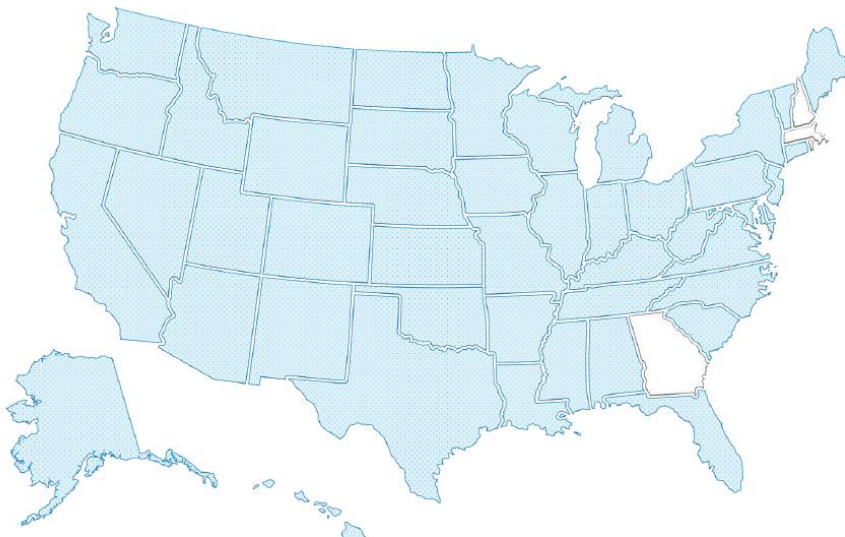
Craig By The Numbers

FY 2025 Hospital Finances

- \$169 million in operating revenue
- \$166 million in operating expenses
- \$360 million in total assets

CRAIG HOSPITAL

Snapshot FY 2025



In FY 2025, inpatients and outpatients traveled to Craig from **46 states**



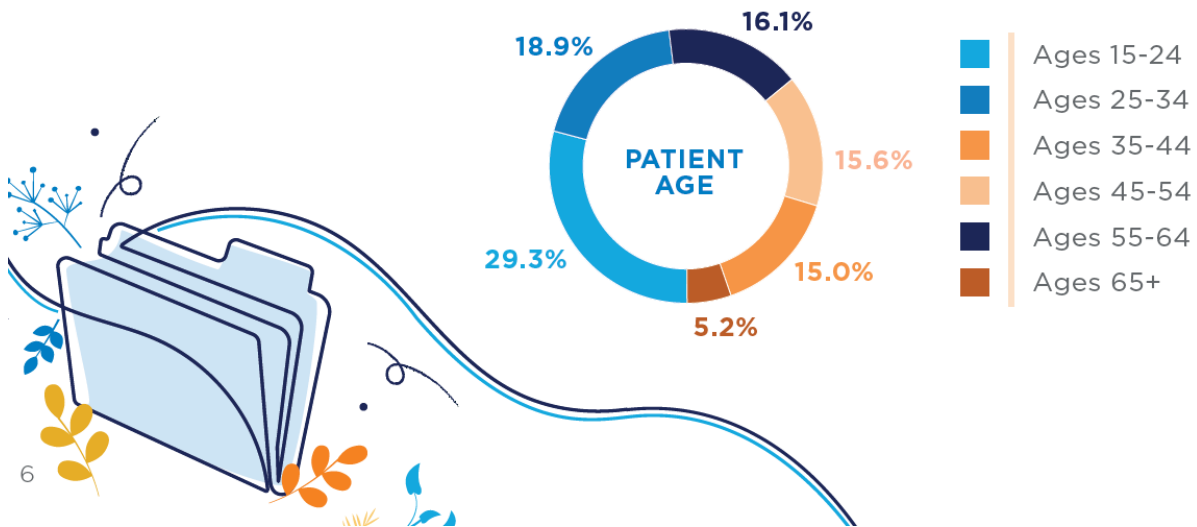
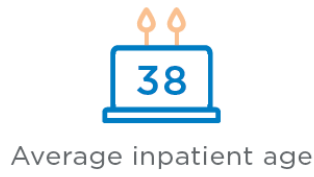
54% of inpatients traveled from out of state to Colorado for Craig's care

461 INPATIENTS*

1,387 OUTPATIENTS

*Inpatients discharged in FY 2025

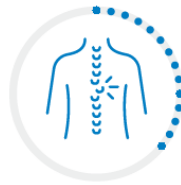
INPATIENT DEMOGRAPHICS



DIAGNOSES WE TREAT



46%
BRAIN INJURY
TBI 63% STROKE 28%
OTHER 9%



33%
SPINAL CORD INJURY
PARAPLEGIA 47%
TETRAPLEGIA 53%



20%
MAJOR MULTIPLE
TRAUMA (SCI/BI)



2%
OTHER
NEUROLOGICAL
CONDITIONS

INPATIENT INJURY ETIOLOGY



37%
VEHICLE
ACCIDENTS



22%
FALLS



21%
MEDICAL
COMPLICATIONS



11%
SPORTS



9%
OTHER

OUTCOMES



82%
of patients were
discharged to home



89.6%
increase on average in
patient mobility from
admission to discharge



74.7%
increase in patient
ability to perform self-
care after discharge



2.9 hours
per day of attendant care for
patients with a spinal cord injury
on average one year after injury

PATIENT SATISFACTION



95.9/100
Average score of inpatients and families who
would recommend Craig to others



97.0/100
Average score of inpatients' and families'
overall rating of care received

Spinal Cord Injury (SCI) Inpatient Rehabilitation



Craig serves patients with all levels and severities of SCI. Each year, approximately 300 people with SCI are treated at Craig. At any one time, up to 55 people with SCI are engaged in their inpatient program, offering excellent peer support with a positive and caring attitude that permeates the hospital. Craig also has one of the largest ventilator-dependent and weaning spinal cord injury programs in the country. The individualized, comprehensive, and family-oriented approach to inpatient spinal cord injury rehabilitation and treatment creates a caring culture of hope and possibilities.

SCI treatment and rehabilitation focus on aggressively working with patients physically and psychologically, so that, in a short period, patients can maximize their neurological recovery and overall health. The ultimate goal is for the patients to return home as independently and productively as possible, prepared to resume their lives. The Craig philosophy is “although your life has significantly changed, you can still go back into the world and have a good life, and we will show you how.”

SCI Diagnoses

Paraplegia 40%

Tetraplegia 60%

Brain Injury (BI) Rehabilitation



Craig provides a comprehensive system of care for patients with BI, from the initial days after injury, through inpatient rehabilitation and outpatient treatment, home- and community-based services, and long-term follow-up. The goal is for patients to return home as independent and prepared for the future as possible.

Craig provides an individualized treatment plan, built on an understanding of the patient's neurological diagnosis and prognosis, as well as the relationships between the injury and behavior. Additionally, the treatment plan is reviewed and adapted within the context of the patient's personality, goals,

resources, and environment, as well as the community to which the patient and family will be discharged.

BI Diagnoses

Traumatic Brain Injury 58%

Stroke 34%

Other 8%

Outpatient Services

Craig offers outpatient rehabilitation services for patients with SCI and BI. Annually, around 1,400 outpatients are treated.

Outpatient programs and services include:

- Brain Injury Outpatient Program
- Spinal Cord Injury Outpatient Program
- Outpatient Medical Clinic
- Adaptive Transportation
- Assistive Technology Lab
- Brain Injury Community Recreation Group
- Community Reintegration
- Craig Hospital Aphasia Therapy (CHAT)
- Telehealth Services
- Therapeutic Services

Research

The Craig Research Department has a staff of 32 with an annual budget of \$5.1 million in federal, state, foundation, and industry-sponsored grants devoted to conducting a wide variety of applied SCI and BI rehabilitation research. The Research Department was established in 1974, when Craig was first awarded the SCI Model System grant from the U.S. Department of Education's National Institute on Disability and Rehabilitation Research (NIDRR). In 1998, Craig's brain injury program received a similar designation when it was first named a TBI Model System. Each Model System project consists of a three-pronged research effort: contributing to a national longitudinal database, conducting local research projects that are of interest and importance to Craig, and collaborating with other Model Systems in research of common interest.

Craig currently receives research funding not only from NIDRR but also from the Centers for Disease Control and Prevention (CDC); MINDSOURCE, formally known as the Colorado Brain Injury Program; the Congressionally Directed Medical Research Program (CDMRP), which is part of the Department of Defense; other researchers via subcontracts; pharmaceutical and medical equipment companies; and industry organizations. As research has become increasingly critical to the mission and reputation of Craig, the Research Department has intensified its collaboration with other institutions by leading and participating in multi-center research. It has established itself as a national research coordinating center. The department's research interests focus on neurorecovery and biomedical advancements aimed at enhancing functional improvement.

The PEAK Center at Craig



The PEAK (Performance, Exercise, Attitude, and Knowledge) Center is an adaptive health and wellness center serving patients at Craig and individuals from across the country with neurologic disabilities, aiming to optimize their recovery and create a lifelong plan for their health and wellness.

The PEAK Center at Craig is dedicated to empowering individuals with neurologic conditions. The PEAK Center at Craig offers highly trained staff, a motivated environment, and incorporates both

research-based practices and cutting-edge technology in clients' customized plans.

Operation TBI Freedom (OTF)

Since 2000, approximately 515,000 US service members have been diagnosed with traumatic brain injury (TBI). Over 185,000 Veterans using VA for their health care have been diagnosed with at least one TBI.

In Colorado alone, more than 1,300 service members have received support from Operation TBI Freedom. OTF is located in Colorado Springs, but they serve the entire state of Colorado. OTF offers long-term non-medical case management services, including crisis management, medical and mental health referrals, employment/education assistance, limited emergency assistance for severe needs, and much more. OTF supports many service members from the multiple military installations and military communities throughout the state, including Fort Carson, Peterson AFB, the US Air Force Academy, Buckley AFB, and the Colorado National Guard.



Adolescent Program



Craig's Adolescent Program is an adolescent-focused program for SCI and BI patients provided during their inpatient stay. The program offers a comprehensive and inclusive opportunity for adolescent patients and their families to support and empower one another during the rehabilitation process.

Patient education provided by staff helps orient adolescents to their treatment and Craig. The Adolescent Program offers classes, outings, and support groups specifically designed for adolescents, geared towards addressing physical, emotional, and social changes, while

also meeting the needs of younger patients.

Psychologists and clinical care managers offer family support programming for parents of adolescents. Classes and support groups provide education and a sense of community to the families of Craig's adolescent patients.

The Craig Hospital School Program empowers adolescent patients to continue their studies at Craig at a level of engagement appropriate to their rehabilitation status. Craig's licensed teachers coordinate closely with each student and family, Craig's care team, school personnel, and an assistive technology expert. As an adolescent transitions from the hospital to home and from home back to school, the teacher continues to provide support. Craig is one of only a few rehabilitation centers nationally with a teacher on site. The SCI Scholars Program was established by a former teen patient at Craig. The program offers financial assistance that enables high school and college students to acquire assistive technology. The Craig Hospital Foundation supports the Alumni Educational Scholarship, which has enabled the educational aspirations of over 1,000 Craig alumni with nearly \$1 million in scholarship assistance since 1988.

Therapeutic Recreation



Therapeutic recreation is an integral part of the total rehabilitation process. The therapeutic recreation program at Craig is patient-centered, promoting confidence, independence, and overall well-being. Goals are to improve, maintain, or restore physical strength, cognition, and life quality for someone with a spinal cord injury, brain injury, or nervous system injury.

For more than 40 years, therapeutic recreation has been an integral part of Craig's culture, encompassing its Adventure Program and various activities, including water sports, horticulture therapy, pet therapy, music therapy, in-house sports, and outdoor pursuits such as adaptive skiing and horseback riding. The program also encourages community outings to restaurants, parks, local sporting events, and various sports team activities such as wheelchair tennis and power wheelchair bowling.

The team works with patients in both one-on-one and group settings. Families are an integral part of the rehabilitation process, and their needs are taken into consideration when planning activities.

Patient and Family Housing

Craig offers a range of programs that support families, including housing for outpatients and the families of inpatients at Craig's on-site family housing facility or in nearby apartments or hotels. Craig offers up to 30 days at no charge for families of newly injured spinal cord or brain injury rehabilitation inpatients who live more than 60 miles from Denver. After 30 days, family housing is available at a discounted rate.

Awards and Recognitions

Over the last several decades Craig has received numerous awards and recognition. The following is a sample of these awards and recognitions:

- 2025: Ranked No. 8 among the best hospitals for rehabilitation in the country by U.S. News & World Report. This is the 36th consecutive year that Craig has ranked as a top hospital.
- 2025: Ranked as a USA Today Top Workplace for the fourth time since 2021.
- 2025: For the 10th time since 2012, Craig was awarded the Denver Post Top Workplace honor.
- 2025: Several physicians from CNS Medical Group were recognized again in 5280 Magazine's Top Docs list.
- 2024: Craig received the Human Experience (HX) National Database of Nursing Quality Indicators (NDNQI) Award by Press Ganey for the highest quality outcomes in nursing care in a rehabilitation facility. This is the eighth year Craig has received this award.
- Craig has earned the Gold Seal of Approval from the Joint Commission.
- 2023: Craig Hospital ranked #9 by Forbes among America's Best Small Employers.
- 2021: Colorado Business Committee for the Arts, Business of the Arts Award.
- 2020: Craig became the first freestanding rehabilitation hospital to receive Magnet designation four consecutive times: 2005, 2010, 2015, and 2020 by the American Nurses Credentialing Center.
- 2019: Craig received the American Nursing Association's top honor in the category of rehabilitation for the fourth time in four years.

- 2014: Ranked in the Top 150 Places to Work in Healthcare by Becker's Healthcare.
- 2011: Craig is the recipient of the prestigious El Pomar Spencer and Julie Penrose Award for the Outstanding Nonprofit in the state of Colorado.

Strategic Initiatives and Partnerships

Craig Hospital's strategy is centered on its three core functions: clinical and therapeutic care, research, and philanthropy. These core functions serve Craig's larger vision of providing excellent care for individuals who have sustained a SCI or BI. Specifically, Craig intends to advance this mission by focusing on their priorities of Operational Excellence, Excellent Clinical Care and Outcomes, Financial Viability, and Developing and Empowering Teams.

To serve these priorities, Craig has identified a set of critical initiatives that will support their model. Overall, they are implementing a Lean Management System and an enhanced data strategy to improve operational efficiency, effectiveness, and data-informed decision-making. In service of Craig's aim to evolve their inpatient model, they are expanding their inpatient beds and opening a Neuromedical Unit (NMU). The NMU is an internal, LTAC-like unit designed to admit Craig-appropriate patients who have injuries preventing them from participating in Craig's complete inpatient rehabilitation program (e.g., Pressure injuries, vent weaning). Craig is also in the process of deploying CORE (Craig Overview of Rehabilitation Elements), a curriculum of their SCI/BI rehabilitation program that facilitates patient recovery and inter-team collaboration. Additionally, Craig is also in the process of a significant redesign of their outpatient program, intended to improve administrative processes, capacity, and ultimately patient experiences. Perhaps most significantly, Craig has embarked on a five-year, multi-phase campus redesign aimed at expanding capacity and enabling further modernization of their already advanced research program.

CNS Medical Group

A critical component of Craig's success is its many years of partnership and collaboration with CNS Medical Group, a team of ten physicians with an average tenure of 9.7 years. With decades of service to Craig, this closed medical staff exclusively provides medical direction and leadership to Craig. The CNS physicians are readily accessible to patients, families, and staff. The physicians average nine years at Craig and are among the world leaders in their respective fields. Each patient at Craig has a primary physician and a team of therapists and nurses who work with each physician. The CNS physicians direct the clinical interdisciplinary treatment teams and are supported by 184 consulting physicians representing the full spectrum of medical specialties.

For more information on the CNS physicians and to read about their background and accomplishments, please visit <https://craighospital.org/about/medical-staff>.

The Craig Hospital Foundation

The Craig Hospital Foundation is an independent 501(c)(3) that exists solely to support the work of Craig Hospital, its programs, and patients. The Craig Foundation offers members of the community, grateful patients, corporations, and foundations meaningful ways to support the hospital's work, helping people rebuild their lives.

FY 2025 Foundation Numbers

- 3,085 donors
- 8,160 gifts
- \$20.54 million total contributions
- \$10.9 million in endowment

For additional information on Craig, please visit www.craighospital.org

Position Summary

The CFO is a key member of the Senior Management Team and provides strategic and operational leadership across Craig Hospital and the Craig Hospital Foundation. In addition to oversight of all financial operations, this position has broad enterprise responsibility for multiple non-clinical and operational functions and serves as a primary operational partner to the CEO. The CFO provides leadership that ensures financial stewardship, operational effectiveness, regulatory compliance, and alignment of resources with strategic priorities. This role partners closely with executive leadership, the Hospital Board of Directors, the Foundation Board of Directors and clinical and operational leaders to support sustainable growth, operational excellence, and high-quality patient care. In this role, the CFO also provides executive leadership for major enterprise initiatives, including oversight of the Craig Hospital campus expansion project. This responsibility includes financial stewardship, operational coordination, and executive accountability for planning, design, construction, and transition to operations. The CFO ensures that campus expansion efforts are aligned with the organization's long-term strategic, clinical, operational, and financial priorities.

Reporting Relationships

The CFO reports directly to the CEO and serves as a collaborative partner with all members of the executive leadership team.

In addition to Finance, this role provides executive oversight for the following functions:

- Food & Nutrition Services
- Facilities, Engineering, and Environmental Services
- Health Information Management (HIM)
- Admissions
- Provider Relations
- Materials Management
- Information Technology (IT)
- Business Office & Revenue Cycle functions

Responsibilities

The successful Chief Financial Officer candidate will:

Strategic & Executive Leadership

- Serve as a senior executive leader and active participant in organizational strategy, long-term planning, and performance management.
- Partner with the CEO to drive enterprise-wide operational effectiveness, integration, and execution of strategic initiatives.
- Provide executive leadership that aligns financial, operational, and capital priorities with the organization's mission and strategic plan.
- Foster strong relationships with the Board of Directors, Finance Committee, medical staff, and external stakeholders.

Financial Stewardship & Strategy

- Provide leadership and oversight for all financial operations, including accounting, budgeting, forecasting, reporting, billing, and audits.
- Develop and manage the annual operating and capital budgets in partnership with senior and operational leaders.
- Ensure the integrity of financial reporting, compliance with GAAP, and successful completion of internal and external audits.
- Develop and maintain long-range financial models to support strategic decision-making, capital planning, and workforce planning.
- Oversee capital allocation, financing strategies, debt management, and investment opportunities.
- Provide timely, accurate, and actionable financial analyses to executive leadership and the Board.

Operational Oversight & Performance

- Provide executive oversight of assigned operational and support functions, ensuring integration, efficiency, and accountability.
- Identify opportunities for operational improvement, cost containment, and system optimization across assigned departments.
- Partner with operational leaders to establish performance metrics, productivity standards, and service-level expectations.
- Ensure systems, infrastructure, and support services effectively enable high-quality patient care and organizational performance.
- Drive operational discipline and reinforce a culture of accountability and continuous improvement.

Campus Expansion & Capital Project Leadership

- Serve as the executive sponsor and accountable leader for the Craig campus expansion and other significant capital projects.
- Provide strategic and financial oversight for all phases of capital projects, including planning, design, construction, financing, and transition to operations.
- Partner with internal leaders, architects, engineers, construction managers, and external consultants to ensure projects are delivered on time, within budget, and in alignment with organizational standards.
- Ensure capital investment decisions support long-term strategic goals, clinical program needs, operational workflows, and future growth.
- Oversee capital project budgets, cash flow, financial risk management, and reporting to the CEO and Board of Directors.
- Identify, assess, and mitigate financial, operational, and regulatory risks associated with major construction and renovation initiatives.
- Coordinate closely with Facilities, IT, clinical, and operational leaders to ensure operational readiness and continuity of services during expansion activities.

Pricing, Revenue, and Contract Management

- Lead development of strategic pricing models that balance market dynamics, cost structure, value creation, and margin targets.
- Oversee commercial, work comp, and payer contracting strategies in partnership with appropriate leaders.
- Provide financial guidance for bids, proposals, and contract negotiations.

Risk Management, Compliance & Governance

- Ensure compliance with applicable federal, state, and regulatory requirements.
- Participate in hospital accreditation, licensing, and regulatory readiness activities.
- Maintain appropriate insurance coverage and oversee enterprise risk management efforts.
- Serve as executive sponsor for financial internal controls and compliance initiatives.
- Act as staff lead for the Board Finance Committee, including agenda planning, reporting, and follow-through.

People Leadership & Culture

- Provide leadership, direction, and support to department leaders and teams within assigned areas.
- Foster a culture of collaboration, accountability, and continuous development.
- Support workforce planning, compensation strategy, and benefit program financial modeling.
- Model organizational values and serve as a change leader during periods of growth or transformation.

Goals and Objectives

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

- Establish strong personal and professional credibility across Craig by investing time to deeply understand the organization's culture, operations, and financial model, and by serving as a visible, highly engaged, and trusted member of the senior leadership team.
- Provide executive leadership and disciplined financial stewardship for major capital initiatives, including the hospital tower expansion, successfully guiding a ~\$250M, multi-source capital program (operations, philanthropy, and public debt) to completion while ensuring transparent reporting, alignment with Board expectations, and the realization of long-term revenue growth.
- Advance Craig's managed care strategy by completing and progressing key payer negotiations to optimize reimbursement, strengthen payer mix, and position the organization for expanded capacity, new service lines, and future growth.
- Strengthen enterprise financial performance by identifying and executing opportunities to internalize select outsourced services (e.g., imaging, laboratory), improving access, reducing dependency, and generating sustainable cost and margin benefits.
- Enhance enterprise financial planning, budgeting, forecasting, and analytics capabilities—preserving Craig's trust-based culture while translating financial and operational data into actionable insights that support strategic decision-making, risk mitigation, and disciplined growth.
- Align financial strategy with workforce planning and operational execution to support Craig's transition to increased capacity and programmatic expansion, ensuring staffing sustainability, long-term profitability, and mission fulfillment.
- Maintain Craig's financial independence as a standalone, mission-driven organization while strengthening its competitive position and national reputation through balanced investments in people, technology, infrastructure, and patient care.
- Serve as a credible, outward-facing financial ambassador to payers, partners, donors, and the broader healthcare community, reinforcing confidence in Craig's financial leadership and supporting growth of its referral and partnership ecosystem.
- Build upon an already high-performing finance and operational leadership team by promoting continuity, developing bench strength, and ensuring succession readiness and organizational resilience.
- Strengthen financial rigor and governance for large-scale system investments—such as IT infrastructure, Epic hosting decisions, and data governance—through clear business cases, cost transparency, and robust return-on-investment analysis.
- Partner closely with clinical, operational, and administrative leaders to anticipate and address financial risks and opportunities associated with growth, staffing, and programmatic change, reinforcing collaboration and shared accountability.
- Maintain clear, accessible, and consistent communication of the CFO function across the organization, reinforcing trust, clarity, and confidence in financial leadership.

- Demonstrate strong personal integrity and a servant-leader mindset, characterized by collaboration, transparency, open communication, and the ability to actively listen, engage others, and leverage the collective strengths of the organization.
- Partner effectively with the Board and the Finance Committee to ensure they are equipped with clear, timely, and actionable information, and to establish reporting, engagement, and decision-making practices that support strong governance.

Candidate Qualifications

Education/Certification

- Bachelor's degree in Finance, Accounting, or a related field is required.
- Master's degree in Business Administration, Health Administration, Certified Public Accountant or related field is strongly preferred.

Work Experience

- Seven to ten years of progressive financial leadership experience in a healthcare environment.
- Prior experience as a CFO or senior financial executive in a hospital or complex healthcare organization is strongly preferred.
- Demonstrated experience overseeing multi-department operations beyond finance.

Knowledge, Skills, and Abilities

- Demonstrated depth of expertise in healthcare finance, including reimbursement methodologies, Medicare and Medicaid programs, managed care contracting, and compliance with federal and state regulatory requirements.
- Comprehensive understanding of hospital operations and non-clinical support services, with the ability to align financial strategy to operational performance, efficiency, and patient care delivery.
- Proven ability to lead and influence complex, cross-functional teams, fostering collaboration across finance, operations, and administrative functions to drive organizational outcomes.
- Highly developed strategic, analytical, and problem-solving capabilities, with the capacity to evaluate complex data, anticipate risk, and translate insights into actionable business decisions.
- Recognized as a proactive and trusted advisor to the CEO and senior leaders, offering strategic counsel and operational partnership.
- Exceptional communication skills and executive presence, enabling effective engagement with the executive leadership team, board members, physicians, and external stakeholders.
- Demonstrated ability to manage competing priorities and lead effectively through change, including navigating transformation, ambiguity, and evolving regulatory or financial environments.
- Working knowledge of compensation, benefits strategy, retirement plans (e.g., 403(b)), and labor cost management within mission-driven organizations.
- Ability to balance margin and mission—making disciplined financial decisions while keeping patients, families, and employees at the center.
- Track record of leading effectively through complexity and competing demands during periods of expansion and organizational transformation.
- Strategic, enterprise-level perspective paired with the skill to communicate financial performance and insights clearly to boards, leadership, and staff.
- Familiarity with health information systems, data governance, analytics frameworks, and emerging technologies (including AI) as strategic enablers.
- Demonstrated willingness to roll up sleeves when needed, operating comfortably in both strategic and hands-on leadership modes.

- Leads with humility, humor, and integrity to build trust, psychological safety, and strong cohesion across the executive team.
- Leadership marked by composure and balanced judgment in complex, high-stakes negotiations and decisions.

The Community



Denver, Colorado

The city of Denver and the state of Colorado are attractive destinations for business and industry. Denver holds a top five position as one of the best places for business and careers (*Forbes*). *Business Insider* ranked Denver second in its “50 Best Places to Live in America Right Now,” and *U.S. News and World Report* rated Colorado as the nation’s top economy. In 2022, Denver was cited as the sixth-fastest-growing city in the U.S. (Kenan Institute of Private Enterprise), and it is a magnet for young professionals, with a median population age of 34 years (U.S. Census Bureau). Colorado ranks as the third-most educated state in America (WalletHub) and is the second-best state for job opportunities (*U.S. News & World Report*). *U.S. News and World Report’s* 2020 Best Places to Live study ranked the city of Denver in the second spot, citing the city’s proximity to outdoor recreation, a progressive mindset, and its walkability.

With 300 days of sunshine a year, there are plenty of reasons to get outside. Not only is Colorado the country’s most popular ski and snowboarding destination, but it is also home to four national parks, 42 state parks, and numerous outdoor recreation areas for activities such as boating, hiking, camping, swimming, snowmobiling, bird watching, picnicking, world-class fishing, hunting, and biking. Residents enjoy numerous adventures in the vast, great outdoors of the Rocky Mountains. They can explore the diverse cultural attractions, art galleries, concerts, sporting events, and the vibrant city scene of Colorado’s Mile High City.

To learn more, visit: <https://www.denver.org/> or <https://www.metrodenver.org/>

Procedure for Candidacy

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting Craig Hospital with this recruitment, preferably via email to Angela Raphael at araphael@wittkieffer.com.

Jason Petros

**Executive Partner &
Solution Leader**

630-575-6156

Angela Raphael

Senior Associate

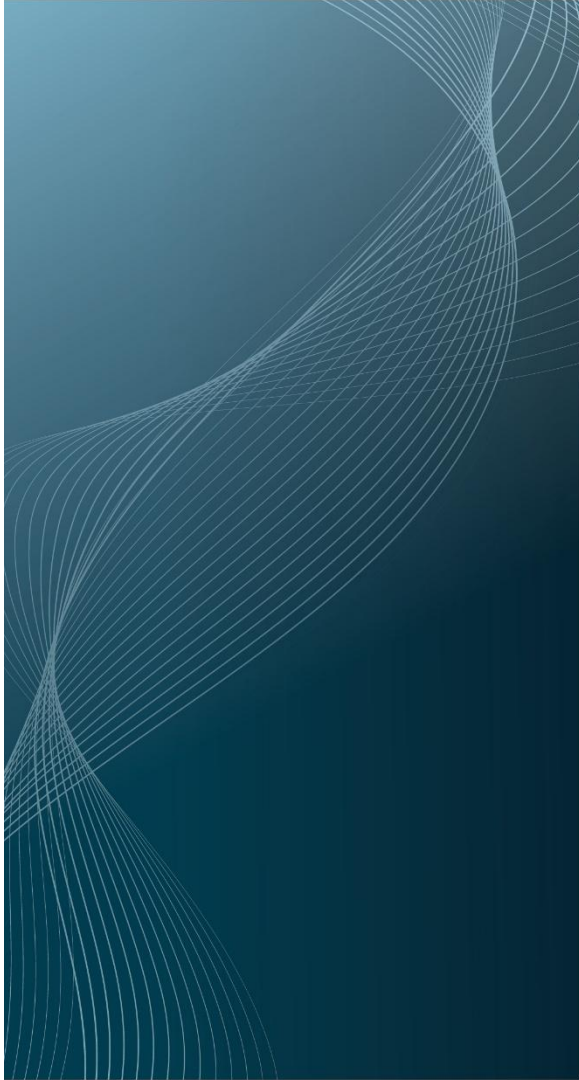
301-578-2047

Craig Hospital 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.

Commitment to Job Application Fairness: Applicants are not required to provide age or age-related information and may redact information related to age, date of birth, or dates of attendance at or graduation from an educational institution from any submissions during the initial application process.

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 Craig Hospital 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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Visit [WittKieffer.com](https://www.WittKieffer.com) to learn more.

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