



President, Swedish Hospital

Leadership Profile

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The WittKieffer logo, consisting of the name 'WittKieffer' in a white, italicized, serif font, set against a dark teal background. The logo is positioned in the bottom left corner of a large dark teal rectangular area that occupies the lower half of the page. This area is decorated with a complex, light-colored line art pattern of overlapping, curved lines that create a sense of motion and depth, extending from the left edge and curving towards the right.

WittKieffer

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The Opportunity

Swedish Hospital, an award-winning, non-profit teaching hospital located in Chicago, offers a distinctive leadership opportunity for an experienced healthcare executive who is energized by both enterprise-scale complexity and hands-on hospital leadership. As part of Endeavor Health—Illinois' third-largest health system and a \$6.5B organization—Swedish combines the agility and identity of a community-connected hospital with the resources, infrastructure, and clinical breadth of a highly successful integrated system.

The President will assume overall accountability for Swedish Hospital while also serving in a system-level dyad leadership role for Radiology, partnering closely with physician and nursing leadership to advance performance, quality, access, and consistency across Endeavor Health. This dual scope creates a rare opportunity to influence both hospital-level outcomes and enterprise-wide service line strategy within a mature, integrated delivery system.

This role is well-suited for an operational leader who values clarity of accountability, board-level engagement, and visible leadership presence. The President will work closely with Endeavor Health executive leadership, Swedish's Board of Directors, physicians, and community stakeholders, balancing local stewardship with system alignment. Key priorities include strengthening operating performance; advancing quality, safety, and patient experience performance; developing and mentoring a high-performing leadership team; and supporting system radiology initiatives that leverage Endeavor Health's scale and advanced capabilities.

Endeavor Health's approach intentionally preserves the culture, mission, and community identity of Swedish Hospital while providing leaders with access to shared services, clinical institutes, capital investment, and enterprise expertise. For a results-oriented executive leader, this is an opportunity to lead with autonomy, make visible impact, and contribute to a high-performing health system that is unified in purpose but disciplined about local accountability.

Organization Overview

Swedish Hospital

Swedish Hospital has served the diverse communities of Chicago’s North Side for more than 130 years and is an award-winning, full-service 287-bed hospital that serves the community as one of 32 designated safety net hospitals in the state of Illinois, collaborating with multiple Federally Qualified Health Centers to improve access



and care to the underserved in Chicago. With a robust outpatient footprint, Swedish also serves the broader demographic on the north side of Chicago, one of the most favorable demographics in the state, bringing world class care to the community and an entry point to the broader expertise that exists across Endeavor Health.

Swedish Hospital:

- Provides the full continuum of medical, critical care, acute rehab, women's and behavioral health services.
- Serves as a Graduate Medical Education sponsor with residents and fellows across multiple specialties.
- Home to the Galter Life Center, Chicago's only certified medical fitness center.
- One of only 54 hospitals recognized among Most Socially Responsible Hospitals, receiving an A from the Lown Institute.
- Women's Health Center offers OB/GYN and urogynecology services with advanced diagnostic equipment and thoughtful amenities to enhance privacy, complemented by comprehensive breast health services, including 3-D mammography.
- 24/7 behavioral health and substance use crisis services in the Emergency Department.
- Emergency Department approved for Pediatrics.
- Anchor for the Swedish Cancer Center which is distributed across Endeavor Health: Interdisciplinary oncology team- including medical oncologists, radiologists, radiation oncologists, pathologists, surgeons,

psychologists, pharmacists, social workers, chaplains, acupuncturists, massage therapists and personal trainers to deliver patient-centered oncology care.

- Advanced, comprehensive heart care, including leading-edge minimally invasive and AFib treatments.
- 150+ wellness programs annually, including support groups, prenatal classes, health lectures and cancer screenings.
- 2,350+ team members
- 134,900 patients served annually
- Joint Commission-certified Comprehensive Stroke Center

1886
year
founded




2,350+
team
members



287
licensed
beds



134,900+
patients
served
annually



**Joint Commission-Certified
Comprehensive Stroke Center**

Safety Net Hospital

**Emergency Department
Approved for Pediatrics**

For more information, visit: <https://www.endeavorhealth.org/locations/swedish-hospital>

Key Operating Statistics

Swedish Hospital

Financial Data	Prior Fiscal Year (2024-2025)
Gross Revenue	\$3.6B
Net Patient Revenues	\$866M
Other Revenues	\$10M
Operating Indicators	
All Beds (acute licensed beds)	289
Operating Beds	241
Acute Care Discharges	8,127
Acute Care Average Length of Stay	4.7
Acute Care Average Daily Census	116
Inpatient Surgeries	1,245
Outpatient Surgeries	7,086
Births	2,058
Case Mix Index	1.5642
Average Daily Census	167
Admissions	11,741
Emergency Room Visits	50,334
Total FTEs (includes contract labor)	2,350
Case Mix Index, Adult	1.5331
Other Data: Payer Mix	
Medicare Traditional & Managed	42.87%
Medicaid Traditional & Managed	37.75%
Commercial/Managed Care	15.29%
Self-Pay	4.08%
# of Physicians on Medical Staff	1010
# of APP's	324

Endeavor Health Radiology Service line generates \$850 million in net revenue annually and is one of Endeavor's most profitable clinical service lines. With almost 2 million outpatient radiology procedures performed annually, the depth and breadth of the radiology service line touches all parts of Endeavor Health.

Endeavor Health

Endeavor Health is a non-profit, Chicagoland-based integrated health system driven by a mission to help everyone in the community be their best. Established through a major health system merger in January 2022 and officially branded as Endeavor Health in December 2023, it is Illinois' third-largest health system and third-largest medical group.



Endeavor Health proudly serves a population of more than 4.2 million residents across seven northeastern Illinois counties, and provides care to more than 1.3 million patients annually. The system's workforce includes more than 27,000 team members, supported by over 7,100 physicians and advanced practice providers, delivering seamless access to personalized, innovative, world-class care. Care is provided across more than 300 ambulatory and outpatient locations and nine hospitals throughout the region.

Endeavor Health was formed when NorthShore University HealthSystem (including Swedish Hospital and Northwest Community Healthcare) and Edward-Elmhurst Health united to create a single, integrated system with a shared commitment to redefining community-connected healthcare. While operating under one system brand, all hospitals continue to maintain their established names and local identities.

Endeavor Health includes nine hospitals:

- Evanston Hospital
- Glenbrook Hospital
- Highland Park Hospital
- Skokie Hospital
- Northwest Community Hospital
- Edward Hospital
- Elmhurst Hospital
- Linden Oaks Behavioral Health Hospital
- Swedish Hospital

Mission

Help everyone in our communities be their best.

Vision

Safe, seamless, and personal. Every person, every time.

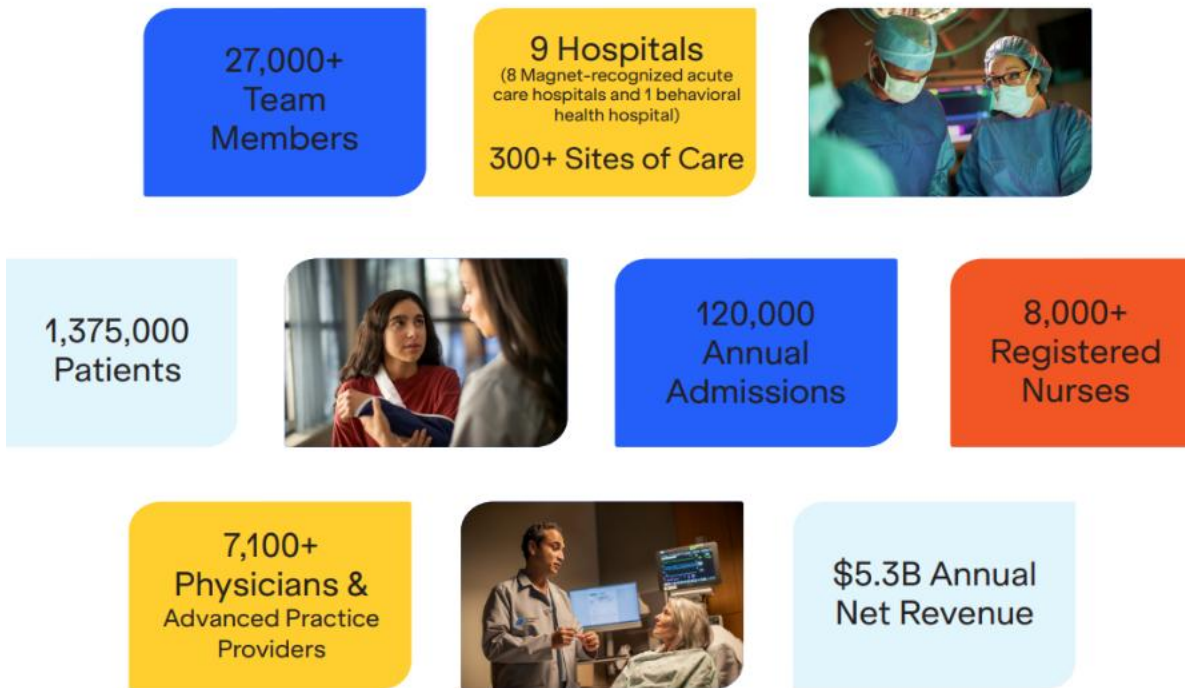
Values

Beliefs and behaviors that guide us:

- Kindness—treat everyone with compassion and respect
- Ownership—take personal responsibility for outcomes
- Teamwork—work together to get things done
- Excellence—bring your best every day in pursuit of world-class results

North Star – Building World Class Care in the Communities we Call Home

Endeavor Health at a glance



For more information, visit www.endeavorhealth.org

Position Summary

The President of the Swedish Hospital will be responsible for the overall operation of the hospital, with accountability for quality, safety, and patient experience, growth and operating margin, and team member engagement performance. This role includes responsibility for the radiology service line across Endeavor Health, in dyad partnership with the Physician Executive, Radiology.

In fulfilling these responsibilities, the President will establish short and long-term goals, objectives, plans, and policies for the organization. The President will also represent the hospital to professional organizations, governmental agencies, other healthcare institutions, the financial community, and other external stakeholders. Additionally, the President will have significant board exposure, interfacing with the Board of Directors for Swedish Hospital and the Swedish Hospital Foundation Board.

Reporting Relationships

The President will report to Gabrielle Cummings Johnson, MHA, President, Evanston Hospital & NorthShore Hospitals.

Direct reports include:

- VP Hospital Operations, Swedish Hospital
- AVP's Radiology Service Line (2)
- Executive Assistant

Matrix reports include:

- Chief Nursing Officer, Swedish Hospital (direct report to System Chief Nurse Executive)
- Chief Medical Officer, Swedish Hospital (direct report to System Chief Clinical Officer)

Responsibilities

The successful President candidate will:

- Plan, direct, coordinate, and evaluate all hospital activities in order to ensure objectives in areas of health care, medical education, and participation in community health programs are effectively met.
- Maintain external relations intended to establish and enhance attitudes of confidence, respect, and support for the hospital among various publics with which the hospital serves and/or depends on for support.
- Be responsible for overall financial performance and use of hospital physical facilities.
- Be responsible for the planning, development, and use of hospital physical facilities.
- Ensure hospital services are adjusted as necessary to respond to community health care needs.
- Ensure hospital programs, services, and organizational climate are conducive to attracting, retaining and securing personnel necessary to accomplish the mission.
- Ensure service lines, quality, safety, and patient experience are consistent across the hospital and service line.
- Pursue a continuous self-development program by maintaining knowledge of current health-related legislation, developments in managerial theory and practices, improvements in healthcare delivery systems, and so forth.

- Interview, hire, orient, train, evaluate the performances of, and—when necessary—discipline and/or discharge personnel. Provide direction, as necessary, to staff regarding sensitive and/or complex work, related problems, resolve complaints, and respond to inquiries regarding operations.

In discharging these responsibilities, the President will:

- Act as north city market leader in preparation of plans for future hospital development and growth in response to developing community health care needs; periodically present such plans for general review and approval by System President, Operations/President of Evanston Hospital and NorthShore Hospitals, and the Board of Directors.
- Ensure system policies are uniformly understood and properly interpreted and administered by subordinates; reviews and approves various local operational protocols in support of system policies.
- Ensure attainment of objectives through the effective administration of its operation, prescribe specific limitations of authority of subordinates regarding policies, contractual commitments, expenditures, and personnel actions; review and approve appointments, employment, transfers, or termination of key executives; delegate short-term operational matters to subordinates.
- Respond to community needs for quality health-care services by monitoring adequacy of medical activities and closely coordinating effort with the System President, Operations/President of Evanston Hospital and NorthShore Hospitals, the Board and Medical staff in order to achieve and maintain required standards of medical performance.
- At specific intervals, present proposed operating and capital expenditure budgets for review and approval by System President, Operations/President of Evanston Hospital and NorthShore Hospitals in order to ensure provision of necessary health-care services at reasonable rates.
- Ensure adequacy and soundness of Swedish Hospital financial structure, review projections of the organization's working capital requirement.
- Work collaboratively with Physician Executive, Radiology for Endeavor Health to establish clear direction and supervision of the radiology service lines. Advance strategic growth initiatives for the service line.
- Analyze operating results and their principal components relative to established objectives, and ensure that appropriate steps are taken to correct unsatisfactory conditions.
- Ensure compliance with all regulations governing health-care delivery and rules of accrediting bodies by continually monitoring overall operation of programs, and initiating changes of a broad scope where required.
- Ensure adequacy and proper utilization of services provided by units and resolve any conflicts arising between operating groups, staff, and other elements. Work effectively with service line leaders across Endeavor to ensure local needs are met while respecting consistency across Endeavor.
- Encourage integration of the hospital and the community, as well as favorable attitudes among its various publics, by establishing and maintaining effective communications and public relations programs; represent the hospital as appropriate in its relationships with the medical community, financial community, suppliers, other healthcare organizations, governmental agencies, professional organizations, etc.
- Drive employee engagement through visibility, accessibility and a commitment to positive team member relations.
- Locally execute system structure and practices for quality, safety, and patient experience ensuring local accountability and actions are appropriate to attain outcomes.

Goals and Objectives

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

- Establish strong personal and professional credibility with the Board, physicians, executive leadership, employees, community stakeholders, and across the Endeavor Health system through trust, collaboration, and mutual accountability. Be recognized as a highly engaged, visible, and effective leader.
- Provide clear leadership to attract, mentor, and develop a high-performing leadership team, while fostering the recruitment, engagement, and retention of a loyal, talented workforce across all levels of the organization.
- Lead Swedish's preparation for and response to findings from its first Joint Commission survey, scheduled for fall 2026, ensuring timely action plans and sustainable improvements.
- Champion initiatives to advance Swedish's quality, safety, and performance metrics, reinforcing the organization's commitment to excellence and continuous improvement. Execute plan to achieve 4 Star CMS and Leapfrog A levels of performance.
- Identify opportunities for market share growth, ensuring a balanced approach to maintaining outstanding quality care while embracing a growth-mindset as the North Chicago market evolves.
- Support system-wide radiology initiatives, including the One PACS project and the standardization of processes for adopting and integrating AI tools across the Endeavor Health radiology portfolio. Oversee completion of the current three-year capital plan to inventory radiology equipment and proactively plan for future replacements.
- Build strong relationships with the Foundation and donor community by clearly communicating Swedish's mission, strategic priorities, and impact. Advance external fundraising efforts and engage community members, providers, and staff to further strengthen a culture of philanthropy.
- Continue momentum towards system integration initiatives building upon the groundwork set by previous administration.
- Preserve the safety net status of the organization, ensuring a continued commitment to the underserved.

Candidate Qualifications

Education/Certification

- Bachelor's degree, required. Master's degree in business or hospital administration, preferred.

Knowledge and Work Experience

- 10- to 15-years of progressively more responsible managerial experience, including at least five years of high-level administration in a healthcare organization, in order to gain an in-depth understanding of the administrative aspects of the healthcare field and to be able to effectively direct system operations.
- Experience working within a complex, multi-hospital health system, a plus.
- Service line leadership and hospital operations experience, highly preferred.

Leadership Skills and Competencies

- **Leadership Ability**—Exhibits high emotional intelligence with the capacity to lead with empathy, self-awareness, and resilience. Effectively motivates and inspires individuals and teams, fosters trust and collaboration, and builds alignment among diverse stakeholders. Demonstrates the ability to drive consensus through clear communication, active listening, and influence, while navigating differing perspectives to achieve shared goals and organizational success.
- **Communication Skills**—An exceptional level of communication skills is required in order to prepare and present persuasive presentations in high-stakes and high-stress situations, lead and inspire others, and represent the organization at the highest levels. Can deal in ambiguity; knows when to listen and when to take action.
- **Analytical Ability**—Financially savvy; able to understand and move quality metrics; able to design and conduct complex research projects and develop complex financial and operating plans.
- **Change Agent**—Action oriented; a self-starter. Able to navigate and drive change in a consensus-driven way.
- **Planning and Organizing Skills**—Demonstrates strong organizational ability and effectively manages multiple priorities simultaneously. Plans and structures work, establishes priorities, identifies resource needs, and sequences activities to ensure timely and successful achievement of goals.
- **Growth Mindset** – actively identifies and executes on growth opportunities in the North City market and across the radiology service line.

The Community

The City of Chicago

Located on the shores of Lake Michigan in the heart of the Midwest, Chicago is home to world-class medical facilities and institutions of higher education, world-championship sports teams, an internationally acclaimed symphony orchestra, renowned architecture, award-winning theater, distinctive cuisine, and much more.

Chicago offers residents and visitors:

- The Art Institute of Chicago, Shedd Aquarium, Field Museum, Griffin Museum of Science & Industry, and many other outstanding museums
- More than 200 theaters
- Nearly 200 art galleries
- More than 7,300 restaurants
- 77 community areas containing more than 100 neighborhoods
- 26 miles of lakefront and approximately 29 public beaches
- 36 annual parades
- 19 miles of lakefront bicycle paths
- Approximately 600 parks

By any measure, Chicago and its environs—known as “Chicagoland”—comprise one of the world’s great metropolitan regions. The city is internationally recognized for its architectural innovation and lakefront setting, generating strong civic pride.

Chicago has a long-established and evolving tradition as a center for business and industry, ranging from advanced manufacturing and logistics to fast-growing sectors such as biotechnology and life sciences. Its central location, extensive transportation infrastructure, deep labor pool, and concentration of corporate headquarters continue to make Chicago a premier business destination.

Chicago remains a global financial center, anchored today by CME Group, which operates four major exchanges: the Chicago Mercantile Exchange (CME), Chicago Board of Trade (CBOT), NYMEX, and COMEX. While older claims that “80 percent of the world’s commodities” trade through Chicago are no longer accurate, CME Group is widely recognized as the world’s largest derivatives marketplace, handling billions of contracts annually across agriculture, energy, metals, equities, and interest rates. The Chicago Board of Trade, founded in 1848, is one of the world’s oldest futures exchanges, and the Chicago Board Options Exchange pioneered listed stock options trading.

Chicago offers something for everyone on a truly world-class level: art, architecture, theatre, music, dance, sports, politics, museums, dining, shopping, recreation, and more.

For additional information on Chicago, please visit <https://www.choosechicago.com>.

Procedure for Candidacy

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting Swedish Hospital with this recruitment, preferably via e-mail, to kmazzuckelli@wittkieffer.com.

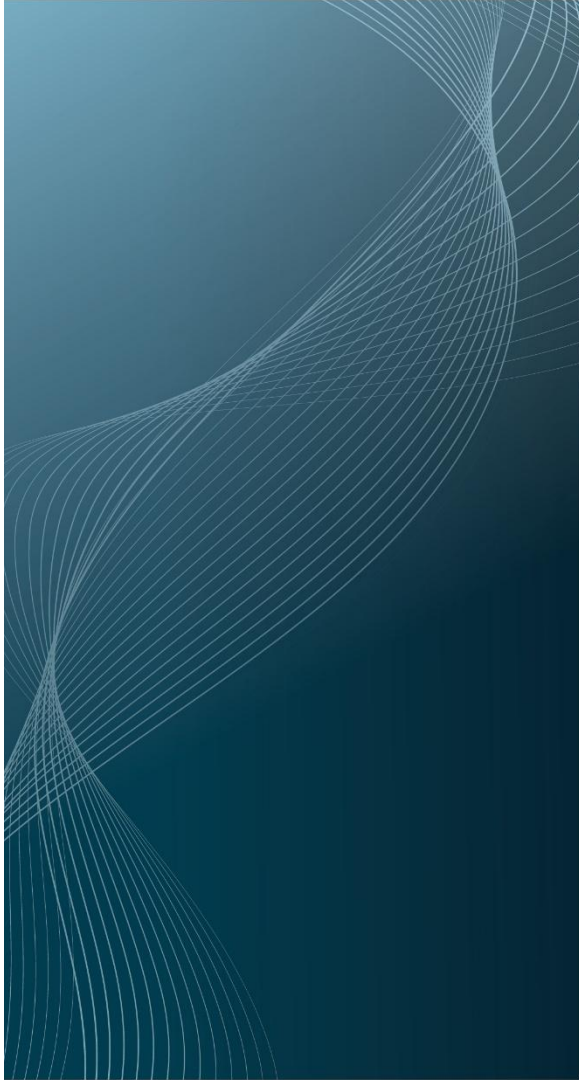
<p>Jason Petros Executive Partner & Solution Leader, Global Search 630-575-6156</p>	<p>Holly Nandan Consultant 312-927-6575</p>	<p>Katie Mazzuckelli Senior Associate 678-302-1560</p>
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Endeavor Health values diversity and is committed to equal opportunity 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 anticipated base salary range for this position is \$375,000–\$400,000 per year, based on the selected candidate’s qualifications and experience. This role is also eligible for an annual bonus. Final compensation will be determined by multiple factors, including but not limited to education, industry background, and relevant skill set. Endeavor Health provides a competitive total rewards package that aligns with each individual’s experience and expertise, along with a comprehensive benefits program.

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

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