

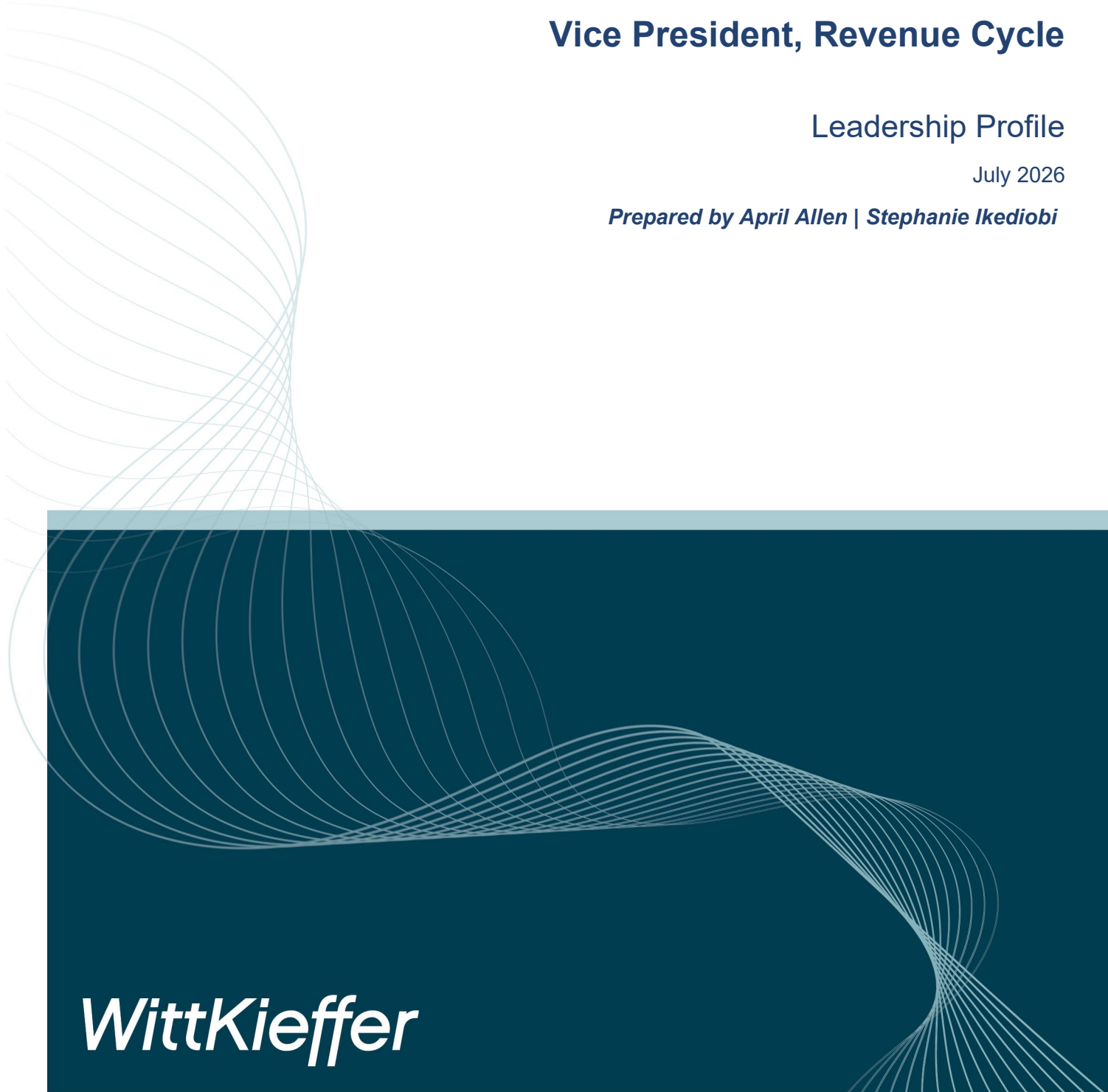


Vice President, Revenue Cycle

Leadership Profile

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The Opportunity

Archbold Medical Center offers an exceptional opportunity for an accomplished and forward-thinking revenue cycle leader to join a stable, highly respected community health system that is actively investing in the future of its financial operations. Under the leadership of a supportive and collaborative executive team, Archbold has made significant strides in transforming and modernizing its revenue cycle infrastructure. Over the past two years, the organization has undertaken a comprehensive consolidation of previously siloed revenue cycle functions across its hospitals, physician practices, and long-term care operations, creating a more integrated and accountable operational model. With a detailed transformation roadmap in place and a dashboard-driven performance management approach already in place, the incoming Vice President will inherit a strong foundation and clear strategic direction while having the opportunity to shape the next phase of the organization's evolution.

The Vice President of Revenue Cycle will serve as a key strategic partner to the Chief Financial Officer and play a highly visible role in advancing Archbold's financial performance and operational effectiveness. The organization has established realistic yet ambitious goals to improve core performance metrics, strengthen collections and denial management processes, enhance revenue integrity, and further optimize patient access and billing operations. While meaningful progress has been achieved, leadership recognizes there remains substantial opportunity to improve collection performance, reduce accounts receivable days, strengthen accountability, and hardwire best practices across the enterprise. The successful candidate will have the opportunity to identify operational challenges, proactively develop solutions, and drive measurable results that directly impact the health system's financial sustainability.

This role is particularly well-suited for a hands-on leader who enjoys building teams, coaching emerging talent, and fostering a culture of continuous improvement. The Vice President will lead an organization of approximately 327 FTEs and will work closely with leaders across patient financial services, health information management, managed care, and revenue integrity. Archbold seeks a leader who can effectively mentor and develop staff, elevate performance expectations, navigate workforce challenges, and build long-term organizational capability.

Beyond the professional opportunity, Archbold offers an outstanding quality of life in Thomasville, Georgia—a charming and welcoming community known for its Southern hospitality, historic character, excellent schools, and family-friendly environment. Located just outside Tallahassee, Florida, Thomasville offers the amenities of a vibrant small town while providing access to larger metropolitan resources. The organization is seeking a leader who values long-term relationships, community engagement, and the opportunity to make a lasting impact within a mission-driven health system committed to serving the healthcare needs of Southwest Georgia for generations to come.

Organization Overview

Archbold Medical Center: A Pillar of Healthcare in Southwest Georgia

Archbold, located in Thomasville, Georgia, is a leading healthcare provider serving Southwest Georgia and the surrounding region. It is a non-profit, community-owned system committed to providing high-quality, compassionate care.

Archbold's roots trace back to 1925 with the establishment of the John D. Archbold Memorial Hospital, named after the philanthropist whose generosity made the facility possible. Over the decades, Archbold has grown and evolved, expanding its services and facilities to meet the region's changing healthcare needs. In 2025, Archbold celebrates its Centennial.

Archbold includes 669 patient beds, 3,000 staff members, and 200 qualified specialists. The system boasts multiple ambulatory centers, and hospital locations include:

- [Archbold Brooks](#)—a 25-bed acute-care hospital, located in Quitman, GA
- [Archbold Grady](#)—a 60-bed acute-care hospital, located in Cairo, GA
- [Archbold Memorial](#)—the system's flagship hospital, located in Thomasville, GA
- [Archbold Mitchell](#)—a 25-bed, acute-care hospital, located in Camilla, GA



Services Offered

Archbold offers a comprehensive range of medical services, including:

- **Emergency Care:** A 24/7 emergency department equipped to handle a wide range of medical emergencies.
- **Cardiology:** Advanced cardiac care, including diagnostic testing, interventional procedures, and cardiac rehabilitation.
- **Oncology:** Comprehensive cancer care, including chemotherapy, radiation therapy, and surgical oncology.
- **Surgery:** A full range of surgical services, including minimally invasive procedures.
- **Orthopedics:** Treatment for bone and joint conditions, including joint replacement surgery.
- **Women's Health:** Comprehensive women's health services, including obstetrics, gynecology, and mammography.
- **Pediatrics:** Care for children of all ages, including well-child visits and treatment for common childhood illnesses.
- **Rehabilitation:** Physical, occupational, and speech therapy services.
- **Imaging:** Advanced imaging services, including MRI, CT scan, and X-ray.
- **Laboratory Services:** On-site laboratory services for quick and accurate diagnoses.
- **Home Health and Hospice:** Extending care beyond the hospital setting.

Beyond these core services, Archbold also focuses on community health initiatives, wellness programs, and health education to promote overall well-being.

Medical Staff

Archbold boasts a diverse and skilled medical staff, including physicians, nurses, and other healthcare professionals. The physicians represent a wide range of specialties, ensuring patients have access to expert care for their specific needs. Many physicians are board-certified, demonstrating their expertise in their respective fields. The nursing staff plays a crucial role in patient care, providing compassionate and skilled nursing services.

Ratings and Accolades

Archbold has consistently received recognition for its quality of care and patient safety. While specific ratings and accolades can change over time, it is common for Archbold to receive recognition, including the following examples:

- **The Joint Commission:** Often accredited by this organization, which signifies meeting rigorous quality and safety standards.
- **Hospital Compare:** Data from this platform allows consumers to compare hospitals based on various performance measures. Archbold generally performs well in these comparisons.
- **Various Health Rankings Organizations:** Archbold often receives positive ratings from organizations that assess hospital quality and patient outcomes.

Workforce Statistics

Archbold is a significant employer in the region, with a large workforce comprising physicians, nurses, support staff, and administrative personnel. In addition to its scale and economic impact, Archbold is proud to be a Great Place To Work Certified organization, reflecting a workplace culture grounded in trust, engagement, and employee experience. This recognition strengthens Archbold's ability to attract, retain, and develop talented team members while reinforcing its commitment to creating a supportive and mission-driven environment for those who serve the communities of Southwest Georgia.

Commitment to the Community

As a non-profit, community-owned hospital, Archbold is deeply invested in the health and well-being of the communities it serves. This commitment is demonstrated through various initiatives, including:

- Community health programs: Addressing specific health needs within the community.
- Health education and outreach: Providing valuable health information to the public.
- Support for local organizations: Partnering with community organizations to improve the quality of life.

For Executives Considering Relocation

Archbold's presence in Thomasville is a significant asset for executives considering relocating to the area. The availability of high-quality healthcare is a crucial factor for families, and Archbold's reputation and comprehensive services provide peace of mind. The center's commitment to the community also contributes to the region's overall quality of life.

Mission

To provide safe, innovative, and compassionate care for our communities.

Values

- **Quality** - We are committed to providing safe, patient-centered, and equitable care to ensure the best possible outcomes for our patients and their caregivers.
- **Innovation** - We seek new solutions, invest in new technologies, and embrace a culture of adaptation and improvement in everything we do.
- **Impact** - We seek to make a difference in everything we do as we pursue our vision—a healthier region, stronger communities, meaningful work, and trusted care.
- **Leadership** - We take responsibility for things we can influence, set a good example, demonstrate financial stewardship, and guide others toward shared goals.
- **Community** - We are inspired by caring for our community. We care deeply about the work we do, our colleagues, and our patients.

Financial Data	FYE 2025	May 2026 YTD
Revenue		
Net Patient Revenue	552,937,223	400,791,534
Other Revenue	10,157,630	4,340,364
Total Revenue	563,094,854	405,131,898
Expenses		
Salary and Benefits	246,414,754	178,519,936
Supplies, Pro Fees & Other	283,985,214	201,617,284
Depreciation & Amortization	30,033,014	21,800,422
Total Operating Expenses	560,432,982	401,937,642
Net Income on Operations	2,661,872	3,194,256
Operating Data		
Patient Beds (Licensed/Operating)	374 hospitals 295 Nursing homes 669 Total licensed	374 hospitals 295 Nursing homes 669 Total licensed
Average Daily Census	169	173
Patient Days	61,692	42,130
ALOS (Medicare/Hospital Wide)	5.33 Medicare 5.98 hospital-wide	4.83 Medicare 5.21 hospital-wide
Births	746	470
Total Surgeries	6,746	4,541
Outpatient Visits (non-ER)	303,334	
ER Visits	68,253	46,031
Total FTEs	2,402	2,363
Case Mix Index (all patients)	1.62	1.57
FTEs/AOB	4.83	4.25
Other Data		
Payer Mix		
Medicare Traditional & Managed	56.70%	55.20%
Medicaid Traditional & Managed	8.40%	8.90%
Commercial/Other Managed Care	27.30%	26.90%
Self-Pay	7.60%	9.00%
Percentage IP Business (gross rev)	31.59%	33.85%
Percentage OP Business (gross rev)	68.41%	66.15%
Balance Sheet		
Long-Term Debt	104,136,844	100,403,250
Days Cash on Hand	527	451
Net Days in AR	61	56
Bond Rating	N/A	N/A

Position Summary

Reporting Relationships

Reporting to the Chief Financial Officer, direct reports include:

- Director, Patient Access
- Director, Medical Records
- Director, Revenue Integrity
- Director, Patient Financial
- Director, Managed Care

Responsibilities

The successful Vice President, Revenue Cycle candidate will:

- Provide strategic direction and design systems to ensure compliant and efficient functioning of the revenue cycle; i.e., registration, eligibility, coding, billing, reimbursement, collections, and contract management.
- Develop and implement a comprehensive revenue cycle strategy aligned with organizational goals and objectives.
- Oversee all revenue cycle processes and ensure adherence to industry regulations and best practices.
- Lead a team of experienced revenue cycle professionals, fostering a culture of excellence, compliance, continuous improvement, and high performance.
- Analyze revenue cycle data to identify areas for improvement and implement process optimization initiatives.
- Manage and optimize revenue cycle technology systems.
- Collaborate with key stakeholders across the organization, including finance, operations, and clinical departments, to ensure seamless patient access, accurate coding, and timely claims submission.
- Develop and maintain excellent payer relationships to ensure resolution of issues resulting in timely and accurate reimbursement.
- Responsible for the successful negotiation and implementation of the terms of managed care contracts.
- Ensure compliance with all applicable healthcare coding, billing, and reimbursement regulations.
- Achieves annual and periodic budgetary goals and key performance indicators of Revenue Cycle performance and the organization's overall financial performance.

Oversight of Key Revenue Cycle Functions

- Patient Access Services
- Health Information Management
- Patient Financial Services
- Revenue Integrity
- Clinical Documentation Improvement
- Managed Care
- Population Health/Accountable Care Organization participation

Goals and Objectives

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

- **Strengthen Financial Performance:** Optimize net revenue and cash flow by improving front-end accuracy, reducing denials, and accelerating accounts receivable performance.
- **Enhance Revenue Cycle Integration:** Align patient access, HIM/coding, billing, and revenue integrity functions to ensure a seamless, end-to-end revenue cycle operation.
- **Advance Denials Prevention & Resolution:** Implement proactive strategies to reduce denial rates, streamline appeals processes, and improve payer relationships.
- **Drive Operational Excellence:** Standardize workflows, leverage best practices, and improve productivity across all revenue cycle functions.
- **Leverage Data & Analytics:** Utilize reporting and dashboards to monitor key performance indicators, identify trends, and drive continuous improvement initiatives.
- **Support Regulatory Compliance & Accuracy:** Ensure adherence to federal, state, and payer requirements, while maintaining high standards for coding accuracy and documentation integrity.
- **Enhance Patient Financial Experience:** Improve price transparency, financial counseling, and patient communication to create a more supportive and efficient patient journey.
- **Build & Develop High-Performing Teams:** Foster a culture of accountability, engagement, and professional development across revenue cycle staff.
- **Partner with Clinical & Operational Leaders:** Collaborate with hospital and physician leadership to align financial goals with clinical priorities and organizational strategy.
- **Advance Workforce Engagement & Development:** Strengthen team member engagement, retention, and professional growth by building leadership capability, supporting succession planning, and sustaining a culture consistent with Archbold's Great Place To Work certification.

Candidate Qualifications

Education/Certification

- Bachelor's degree in Healthcare Administration, Business Administration, or a related field (MBA preferred).

Professional Experience and Competencies

- Minimum 10 years of experience in revenue cycle management within a healthcare setting.
- Proven track record of successfully leading and managing a high-performing revenue cycle team.
- Strong understanding of healthcare revenue cycle processes, regulations, and best practices.
- Excellent analytical and problem-solving skills.
- Experience with revenue cycle technology systems.
- Experience and knowledge of managed care contracting and reimbursement methodologies.
- Strong communication, interpersonal, and leadership skills.
- Ability to work effectively in a fast-paced, results-oriented environment.

The Community

Thomasville, Georgia



Thomasville, Georgia, and its surrounding communities offer a distinctive blend of Southern charm, economic vitality, and an exceptional quality of life, making the region an attractive destination for executives and their families. Located in the heart of Southwest Georgia, Thomasville is known for its rich history, vibrant downtown, welcoming atmosphere, and strong sense of community.

The region enjoys a diverse and stable economy anchored by healthcare, manufacturing, agriculture, and tourism. Major employers include Archbold, one of the area's leading healthcare systems, and Flowers Foods, a Fortune 500 company headquartered in Thomasville.

Agriculture continues to play a significant role in the local economy, while the area's growing tourism sector draws visitors year-round to its historic sites, cultural attractions, and natural beauty. Business leaders benefit from a supportive economic environment, access to a skilled workforce, affordable real estate, and convenient connectivity to major transportation corridors throughout the Southeast.

Families relocating to Thomasville will find a strong commitment to education. The Thomasville City and Thomas County school systems are recognized for academic excellence, dedicated educators, and a wide range of extracurricular opportunities. In addition to public education options, the community offers charter and private schools that provide families with meaningful educational choices in a nurturing environment.

Thomasville's historic downtown serves as the cultural heart of the community, featuring locally owned shops, restaurants, galleries, and entertainment venues. Residents enjoy attractions such as the renowned Thomasville Rose Garden, picturesque historic neighborhoods, and a year-round calendar of community events and festivals. Outdoor enthusiasts are drawn to the region's parks, lakes, forests, and recreational opportunities. At the same time, the nationally recognized Tall Timbers Research Station and Land Conservancy showcases the area's commitment to environmental stewardship and conservation.

The community offers an appealing balance between professional opportunity and personal well-being. Residents enjoy a relaxed pace of life, outstanding recreational amenities, golf courses, and easy access to outdoor pursuits. Housing options range from historic homes in established neighborhoods to new developments and expansive rural properties. Compared with larger metropolitan markets, Thomasville offers exceptional affordability and value, enabling residents to enjoy a high quality of life in a welcoming, family-friendly setting.

With its strong economy, excellent schools, rich cultural heritage, and exceptional livability, Thomasville provides an ideal environment for leaders seeking both professional fulfillment and a vibrant place to call home.

For more information on Thomasville, visit: <https://thomasvillega.com>.

Procedure for Candidacy

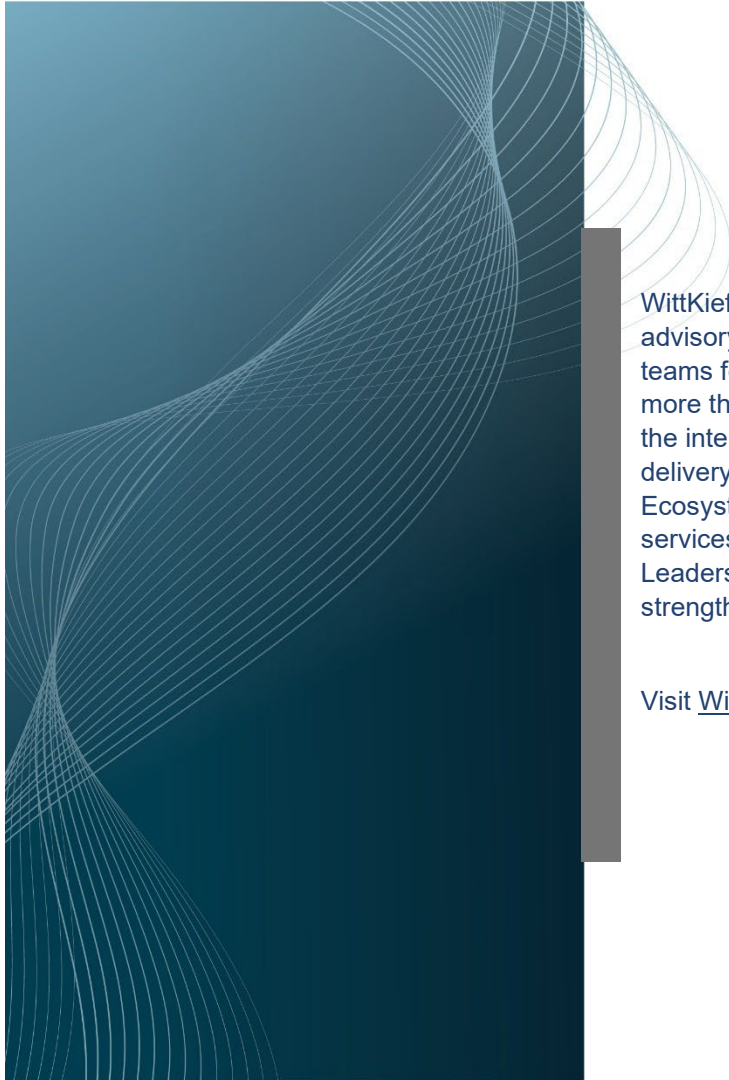
Please submit all applications, nominations, and inquiries to the search team via the WittKieffer Candidate Portal ([click here](#)) or by email to sikediodi@wittkieffer.com. New users should select "Register Here" to create an account before proceeding. After logging in, navigate to "Open Positions," then locate the role by entering the institution's name and clicking the search wheel.

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