



AVP, Perioperative Services

Leadership Profile

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Contents

The Opportunity	01
Organization Overview	04
Position Summary	08
Goals and Objectives	09
Candidate Qualifications	10
The Community	11
Procedure for Candidacy	12

The Opportunity

Capital Health is seeking an innovative, highly collaborative, data-driven executive to serve as its inaugural Associate Vice President, Perioperative Services (AVP). This newly created role offers a rare opportunity to help shape and lead a rapidly growing perioperative enterprise within a dynamic, expanding health system. With revenues of more than \$1.3 billion, Capital Health is the region's leader in providing progressive, quality care. The health system is comprised of two hospitals, an outpatient facility, a satellite emergency department, and numerous primary and specialty care practices. Over the past decade, Capital Health has successfully driven significant growth, expanded key service lines, and built a robust medical group of more than 600 providers to meet the needs of patients across Central New Jersey and Lower Bucks County.

Reporting directly to the Chief Nursing Officer, the AVP will provide systemwide leadership for a large, complex perioperative platform spanning multiple campuses and service lines, including high-volume operating rooms, procedural areas, and expanding surgical programs. This leader will partner closely with nursing, operations, and physician leadership to shape the future state of perioperative services while maximizing existing capacity, advancing efficiency, and supporting continued growth across Capital Health's new and emerging sites. The AVP will be accountable for driving operational excellence across perioperative services, with a strong emphasis on improving OR efficiency, throughput, and block utilization through disciplined execution, rigor, and data-informed decision-making. A key priority for this role will be to build strong partnerships with anesthesia and surgical providers to further drive performance. The AVP will also be charged with elevating performance outcomes across perioperative services by further advancing a strong culture of quality and safety across sites.

The AVP will be inheriting a tenured, experienced perioperative services team. This leader must build upon the team's institutional knowledge and experience by stabilizing leadership and implementing best practices. The AVP will mentor and develop both longtime leaders and emerging talent, helping the organization evolve its practices, adapt to change, and scale effectively in a dynamic growth environment. With planned growth across perioperative services, the AVP will provide strategic leadership to ensure new and growing sites are positioned to deliver a safe, high-quality experience for patients, physicians, and staff.

The ideal candidate will be an operations astute nursing leader with a proven record of success leading perioperative and surgical services across multiple sites. This executive will be recognized as a strong relationship builder who leads through collaboration and a team-based approach. The successful candidate will bring solid business and financial acumen, leveraging data and analytics to drive performance and informed decision-making. The AVP will be growth-oriented with demonstrated experience leading change, engaging teams, and bringing stakeholders along. This leader will possess strong communication skills and be able to build credibility quickly with diverse stakeholder groups systemwide.

Organization Overview



Capital Health is the region's leader in providing progressive, quality patient care with significant investments in the health system's exceptional physicians, nurses, and staff, as well as advanced technology. Comprised of two hospitals (Capital Health Regional Medical Center in Trenton and Capital Health Medical Center – Hopewell), the Hamilton outpatient facility, a satellite emergency department (Capital Health at Deborah – Emergency Services), and various primary and specialty care practices across the region, Capital Health is a dynamic health care resource accredited by the DNV.

Capital Health serves as a Level II regional trauma center, comprehensive stroke center, regional perinatal center (including a Level III NICU), and emergency mental health screening center. The health system also offers the region's first and most experienced Pediatric Emergency Department and, most recently, New Jersey's first Autism-Friendly Pediatric Emergency Department. Capital Health takes great pride in its innovative programs, such as the Capital Institute for Neurosciences; nationally accredited Center for Comprehensive Breast Care; Center for Digestive Health; Marjorie G. Ernest Joint Replacement Center of Excellence; award-winning Cancer Center; and the Heart and Vascular Institute, which includes the region's first accredited Chest Pain Center.

Mission

"To improve the health and well-being of the populations we serve in urban and suburban communities."

Values

Integrity: Adheres to an appropriate and effective set of core beliefs including honesty and serving the greater good. Does not blame others for his/her own mistakes or misrepresent him/herself for personal gain or protection. Perceived by others as a direct, truthful individual and is widely trusted, with the ability to present the truth in an appropriate and helpful manner.

Excellence: Provides the most efficient and effective work processes to meet the needs of patients and other customers, which leads to the highest quality services. Makes sound decisions based upon knowledge, judgement and experience. Is sought out by others for advice and solutions to issues and problems.

Compassion: Demonstrates caring and concern for the welfare of others, assisting wherever necessary. Uses understanding and insight when dealing with patients or other customers in all aspects of care or service delivery.

Teamwork: Displays a professional and collaborative spirit in fulfilling responsibilities and assisting others. Helps to create and maintain positive morale with his/her team, sharing in success, working through problems. Fosters open dialogue and works toward creating an atmosphere where outcomes and successes are beneficial to the team and/or the organization at large.

Vision

Capital Health will provide safe, equitable and high-quality health care as the region's provider of choice. Through collaboration and community building, we will promote the broader well-being of our neighbors by emphasizing education, innovation and accessibility.



Capital Health Regional Medical Center is a medical center with a long history of serving the region. The hospital includes Capital Health's state designated comprehensive stroke center (part of the Capital Institute for Neurosciences), the Level II Bristol-Myers Squibb Trauma Center, and Mercer County's designated Emergency Mental Health Services Center. Capital Health Regional Medical Center also provides inpatient and outpatient radiology services, dialysis, and numerous other medical services.

The Capital Institute for Neurosciences accepts emergency transfers at Capital Health Regional Medical Center for complex emergency cases that require specialized neurologic and neurosurgical care unavailable at other area

hospitals. As a state-designated comprehensive stroke center, they offer 24/7 advanced care for patients with strokes and other cerebrovascular emergencies. The Regional Medical Center offers inpatient neurosciences units for both intensive and intermediate care, advanced diagnostics, the latest in neurosurgical techniques, and access to research in the area of neurovascular care.

The Bristol-Myers Squibb Trauma Center at Capital Health Regional Medical Center is a state-designated level II trauma center and one of only 10 designated trauma centers in New Jersey. It is the regional referral center for severely injured patients in Mercer County and adjacent parts of Somerset, Hunterdon, Burlington, and Middlesex counties, as well as nearby areas of Pennsylvania.

Capital Health Medical Center – Hopewell opened in 2011, is located on a 165-acre parcel of property situated on the east side of Scotch Road in Hopewell Township. Designed to optimize patient care, the hospital features all private rooms for greater comfort and improved care. The hospital is linked by an atrium to a building that houses physician offices, allowing patients easy access between physician offices and the hospital. Some of the specialized medical services offered at the hospital include:

- [Cancer Center](#)
- [Capital Institute for Neurosciences](#)
- [Center for Digestive Health](#)
- [Orthopaedic Surgery](#)
- [daVinci® Robotic Surgery](#)
- [Heart & Vascular Institute](#)
- [Metabolic & Weight Loss Center](#)
- Plastic & Reconstructive Surgery
- [Specialized Emergency Pediatric Care](#)
- [Interventional Radiology & Radiology](#)
- Adult Emergency Services
- [Josephine Plumeri Birthing Center](#) (including maternal fetal medicine, level III neonatal intensive care, labor and delivery, postpartum, and other maternity services)



The hospital and attached medical office building have an environmentally friendly design based on the U.S. Green Building Council's Leadership in Energy and Environmental Design Green Building Rating System™ (LEED). In 2012, Capital Health Medical Center – Hopewell was awarded LEED Gold certification by the U.S. Green Building Council and verified by the Green Building Certification Institute. This design includes roof gardens that recycle rainwater, technologies that reduce heating and cooling requirements, and patient rooms with ample sunlight and beautiful views.

Every part of Capital Health Medical Center – Hopewell was built with the patient experience in mind.



Capital Health’s outpatient facility in Hamilton Township reduces the need for multiple trips and appointments. At this one location, patients can see primary care physicians by appointment, make an appointment at the sleep center, visit a range of specialists, experience a host of outpatient testing services, and undergo same-day surgery.

Featured services:

- Outpatient Testing
- Surgery Center at Hamilton
- Center for Sleep Medicine
- Cardiology Specialists - Hamilton

Capital Health Medical Group

Capital Health’s Primary Care Network physicians are part of Capital Health Medical Group (CHMG), a network of more than 600 health care practitioners that includes primary care physicians, specialists, surgeons, and other providers dedicated to delivering high-quality, carefully coordinated care. In addition to an extensive network of primary care physicians, CHMG includes specialists and surgeons with advanced training in their areas of expertise, many of whom have joined the group from academic institutions and chosen to bring their university experience to a more convenient community setting. When a primary care doctor determines that more specialized evaluation, medical treatment, or surgical care is needed, patients can be confident they will receive state-of-the-art care and best practices from CHMG specialists. These board-certified and fellowship-trained physicians work closely with primary care providers both within Capital Health Medical Group and throughout the regional community, supporting well-coordinated care and attracting patients from outside the immediate area who seek their expertise. To further support convenient access to comprehensive, high-quality care, Capital Health Virtual Care serves as a resource for individuals ages 16 and older who wish to manage health issues from home or while on the go. Capital Health Virtual Care offers video visits with select, qualified, and experienced providers from Capital Health Medical Group that patients typically see at Capital Health’s Primary Care Network locations across the greater Mercer, Bucks, and Burlington County region. These secure video visits allow patients to connect with a primary care provider on a mobile device, saving a trip to the office while maintaining continuity of care.

Capital Health Post-Acute Care Program

Capital Health’s Post-Acute Care Program is part of Capital Health Medical Group. The Post-Acute Care Program helps bridge the gap from acute care in the hospital to the varied levels of care after discharge that include short-term facilities, long-term care, or home. The program focuses on recuperation, rehabilitation, and symptom management and improving communication and coordination of care so patients can achieve the best possible outcomes as they transition from the hospital to their next level of care. Through partnerships with short- and long-term care facilities in the region, patients receive the best possible services available as they take the next steps of their health care journey outside of Capital Health hospitals.

Capital Health Awards and Recognition



Position Summary

The AVP will provide leadership and strategic vision for perioperative services across the health system and will be responsible for achieving operational excellence, ensuring financial stewardship, maintaining regulatory compliance, and driving high-quality outcomes and an exceptional patient experience.

The AVP will establish standards of care that support a collaborative, multidisciplinary approach to patient management while improving efficiency and key performance metrics. Partnering closely with medical staff and interdisciplinary teams to deliver safe, efficient, and evidence-based surgical and procedural care will be vital while ensuring alignment with Capital Health's mission and strategic priorities.

The AVP, Perioperative Service will report to the Chief Nursing Officer and lead a team of more than 250 employees across Capital Health's multiple sites.

Responsibilities

The successful AVP, Perioperative Service candidate will:

- Direct day-to-day operations across multiple sites of care, including resource allocation, workflow optimization, and performance metrics. Ensure seamless coordination of services to minimize wait times and maximize throughput.
- Manage annual operating and capital budgets, ensuring fiscal responsibility and financial targets are met.
- Implement performance improvement initiatives such as block management, scheduling optimization, turnover reduction and real time flow efficiency to enhance throughput, efficiency and quality/safe patient outcomes.
- Build and maintain strong relationships with physicians, team members and community partners. Facilitate a team approach to the delivery of care that creates an environment in which collaboration is valued and excellence is promoted.
- Lead strategic planning, growth, and performance optimization initiatives for perioperative services.
- Ensure that quality standards, patient safety protocols, regulatory requirements, and accreditation criteria are consistently upheld across all departments and facilities to maintain the highest level of performance and readiness.
- Interprets, communicates, and assures the implementation of the organization's mission, vision and values, and strategic objectives.
- Maintains up-to-date knowledge of the perioperative business landscape, emerging healthcare trends, and current standards of care.

Goals and Objectives

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

- Establish personal and professional credibility, gain respect, and build trust with Capital Health's senior leadership team, physician leadership, peers, and the perioperative services team.
- Become a respected and integral part of the nursing leadership team; develop a sense of personal ownership for the current and future success of perioperative services across the health system.
- Establish strong, collaborative relationships with physician leadership and medical staff, both employed and private. The AVP will serve as a credible operational partner to surgery and anesthesiology physician leadership aligning clinical priorities, quality, efficiency, and patient experience.
- Lead improvement in OR efficiency, block utilization, staffing models, and surgical flow to maximize capacity, reduce variability, and support sustained growth.
- Advance a culture of safety, high reliability, and continuous improvement, driving measurable gains in areas such as Leapfrog scores, surgical site infections, patient safety outcomes, and patient satisfaction across sites.
- Leverage dashboards and performance analytics to inform decision making, increase transparency, and implement operational and clinical improvements. The AVP will leverage a data driven approach to drive performance and accountability across perioperative services.
- Provide enterprise leadership for the planning, launch, and scaling of perioperative services across new and expanding campuses, ensuring standardized practices.
- Stabilize and develop a strong, engaged perioperative services team by fostering a supportive culture that values trust, collaboration, and professional growth.

Candidate Qualifications

Education/Certification

- Minimum of a BSN with a master's degree, or a bachelor's degree with an MSN Degree. Doctoral degree in education, nursing, or a healthcare-related field preferred.
- PA and NJ nursing licenses are required.

Knowledge, Work Experience and Leadership Skills

- Seven or more years in progressive role nursing leadership over diverse clinical areas or related experience. Multi-site experience is strongly preferred.
- Strong understanding of perioperative nursing practice, including pre-op, intra-op, and post-op processes.
- Knowledge of surgical services workflow, sterile processing, anesthesia services, and procedural areas.
- Experience in managing and implementing programs and staff to enhance quality, patient throughput, and efficiency.
- Track record of success with developing physician relationships.
- Familiarity with AORN, ASPAN, AAMI, and ASA standards and current evidence-based practices.
- Deep knowledge of CMS, DNV, OSHA, and other regulatory bodies.
- Understanding of quality metrics such as SCIP, SSI prevention measures, and surgical outcomes reporting.
- Ability to lead survey readiness, audits, and accreditation preparation.
- Skill in budgeting, cost management, productivity metrics, and resource stewardship.
- Ability to analyze KPIs, case volumes, utilization, and efficiency data.
- Ability to lead and inspire multidisciplinary teams, including nurses, surgeons, anesthesia, and support staff.
- Excellent organizational, interpersonal, conflict resolution, and verbal and written communication skills.
- Ability to effectively manage multiple projects simultaneously and ability to respond quickly in a fast-paced environment.

The Community

Trenton, Mercer County, and Neighboring Bucks County, New Jersey

Located along the Delaware River, Trenton serves as New Jersey's capital and a historic connector between the New York and Philadelphia metropolitan regions. It anchors Mercer County, a diverse community of more than 392,000 residents as of 2024, known for its extensive parks, preserved open space, major employers, and higher-education institutions including Princeton University, The College of New Jersey, and Rider University. Across the river, Bucks County, Pennsylvania, one of the Commonwealth's oldest and most populous counties with over 650,000



residents, adds a complementary mix of preserved farmland, historic towns, suburban centers, and vibrant cultural destinations such as New Hope and Doylestown.

Trenton remains the civic and cultural heart of this cross-county region, home to major state institutions, historic landmarks, museums, theaters, and a growing network of nonprofits and small businesses. Its diverse neighborhoods, public art, and celebrated mural program contribute to a strong cultural identity that pairs naturally with Mercer County's broad recreational amenities and Bucks County's extensive park systems, heritage sites, and arts communities. Together, the three communities form a cohesive river-corridor region offering year-round outdoor recreation, rich history, and an increasingly interconnected cultural landscape.

Strategically positioned between major East Coast cities, the Trenton–Mercer–Bucks region benefits from robust transportation networks, including the Northeast Corridor rail line, I-95, and I-295, supporting mobility, business growth, and workforce connectivity. With strong schools, top-tier universities, and ongoing public-private investment in revitalization and economic development, the area continues to strengthen its identity as a dynamic, accessible, and culturally rich Mid-Atlantic hub.

For more information on Trenton please visit:

- **Trenton:**
[Trenton, NJ | Official Website](#)
[Trenton | VisitNJ.org](#)
- **Mercer County:** [\[mercercounty.org\]](#)
- **Bucks County:** [\[buckscountyida.com\]](#)

Procedure for Candidacy

Please direct all applications, nominations and inquiries to the WittKieffer consultants, Keshia Harris and Courtney MacKinnon, assisting with this recruitment, preferably via e-mail, to courtneym@wittkieffer.com or through the WittKieffer Candidate Portal.

	Title	Phone
Keshia Harris	Principal, Search	(678) 302-1555
Courtney MacKinnon	Senior Associate, Search	(502) 644-2566

The base salary range for this position is \$190,000-275,000. In addition, this executive will be eligible for an annual incentive bonus, retirement plan, and additional benefits. The salary of the finalist selected for this role will be determined based on various factors including but not limited to level of experience, education, accomplishments, internal equity and budget.

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