



## Vice President, Finance

### Leadership Profile

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## The Opportunity

Capital Health seeks a dynamic, collaborative, and experienced finance executive to serve as the health system's next Vice President, Finance. This is an exciting opportunity to serve in a highly visible finance leadership role in a mission-driven, community-focused health system experiencing significant growth. 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 750 physicians and 1,200 providers to meet the needs of patients across Central New Jersey and Lower Bucks County.

The VP, Finance will have broad oversight of Capital Health's financial operations, including financial reporting, managing finance teams (accounting, payroll and accounts payable), budgeting and long-range financial planning, monthly variance reporting, cost control and profitability, oversight of cost reports and related state reporting, and supply chain. Reporting directly to the CFO, Shane Fleming, this leader will assume ownership of day-to-day finance execution while partnering closely with the CFO and other leaders on strategy, capital planning, and enterprise initiatives. This role will be charged with strengthening financial rigor across the health system; modernizing systems and analytics to provide transparent, actionable insights to assist in decision making; and ensuring the finance function is scaled, data-driven, and positioned to support both current operations and future growth and expansion. The VP, Finance will play a critical role in further advancing the finance function by identifying and driving opportunities for greater efficiency and effectiveness. This executive will also collaborate directly with IT and other departments in the implementation and optimization of new platforms to better leverage data to improve decision-making and drive performance. As a key member of the finance leadership team, the VP, Finance will partner with leaders systemwide to align financial strategy with clinical and operational priorities, enabling stronger collaboration and more effective execution across Capital Health.

The ideal candidate will be an accomplished finance executive with a demonstrated track record of success serving in a leadership role in a hospital or health system. This individual will possess exceptional relationship and team-building skills and bring a systems approach to problem-solving, consensus-building, and process improvement. This leader will have experience building strong, trusting relationships and communicating effectively across an enterprise. The VP, Finance must possess strong written and verbal communication skills. Candidates should be viewed as a collaborative leader who can engage others and deliver results. It is expected that this individual will be visible, approachable, widely viewed as a problem solver, and valued resource.

## 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, judgment, 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 Awards and Recognition



## Position Summary

The Vice President, Finance provides executive leadership and strategic oversight for Capital Health's core financial operations, including financial reporting, managing finance teams (accounting, payroll and accounts payable), budgeting and long-range financial planning, monthly variance reporting, cost control and profitability, oversight of cost reports and related state reporting, and supply chain. Reporting directly to the CFO, this role is a key strategic partner to the executive leadership team, leveraging financial data and insights to inform major business decisions and contribute to the development of the organization's strategic goals and objectives. The role is also responsible for driving operational efficiency, ensuring financial integrity and regulatory compliance, and aligning fiscal strategy with the organization's long-term mission.

## Reporting Relationships

The Vice President, Finance reports directly to the Chief Financial Officer.

Reporting to the Vice President, Finance:

- AVP, Financial Planning & Analysis
- AVP, Finance – Controller
- AVP, Supply Chain

## Key Responsibilities

The successful Vice President, Finance candidate will:

- Serves as a principal advisor to the CFO and Executive Leadership Team, translating high-level organizational strategy into actionable financial plans, forecasts, and operational excellence.
- Delivers nuanced, data-driven intelligence to guide critical enterprise decisions regarding service line expansion, capital investment, and strategic cost containment.
- Provides executive oversight of general accounting, monthly financial close and external reporting, ensuring consistent adherence to GAAP, healthcare-specific accounting standards, and internal controls.
- Implements and maintains a robust governance framework while leading annual audits, regulatory financial reporting and tax filings (when applicable).
- Directs annual budgeting and dynamic forecasting cycles, partnering with operational leaders to build realistic and sustainable financial models that align with clinical and business objectives.
- Drives financial accountability by identifying enterprise risks and opportunities through rigorous variance analysis and performance monitoring.
- Provides executive leadership of the payroll function, ensuring accurate application of complex healthcare pay practices and alignment with federal / state / local wage and hour laws.
- Acts as executive sponsor for financial systems, championing automation, process standardization and modernization of the finance technology stack.
- Orchestrates the enterprise supply chain strategy, including procurement, inventory optimization, and vendor relationship management.

- Partners with clinical leadership to drive value-based purchasing and product standardization, balancing cost optimization with high-quality patient care.
- Mentors and develops high-performing finance leaders and teams, promoting a culture of ethical stewardship, accountability, and continuous professional growth.

## Goals and Objectives

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

- Be viewed as a highly credible and experienced leader within the finance team and among Capital Health's senior leadership team. This executive will be recognized as a collaborative and visible member of Capital Health's finance leadership team.
- Quickly become well-versed in the financial position of Capital Health.
- Act as a strategic partner to the CFO and leadership team by owning day-to-day enterprise-wide financial operations across accounting, financial planning & analysis, and supply chain, serving as the CFO's primary operational counterpart and ensuring strong execution, controls, and discipline.
- Partner with finance leadership to scale and strengthen the finance function, ensuring it is positioned to effectively support the health system's current operations and complexity, as well as Capital Health's future growth.
- Oversee and optimize supply chain performance, transitioning toward a more modern and efficient function while identifying opportunities to internalize capabilities.
- Identify and implement opportunities to enhance the performance of the finance function, driving improved efficiency, stronger financial outcomes, sustainable margins, and long-term growth.
- Drive modernization of finance and supply chain systems, partnering closely with IT to evaluate, select, and implement ERP, supply chain, and analytics solutions that improve automation, data quality, and operational insight.
- Further advance the use of data, analytics, and AI within the function to automate processes and deliver actionable insights that support enterprise-wide decision-making and performance.
- Lead the recruitment, development, and retention of finance leadership talent, building a strong internal talent pipeline and ensuring succession readiness across the function.

## Candidate Qualifications

### Education/Certifications

- Bachelor's degree in finance, accounting, business administration, or related field.
- Master's degree is strongly preferred.
- CPA or equivalent professional certification preferred.

### Knowledge and Work Experience

- Ten years of progressive finance leadership experience, preferably in a multi-site health system.
- Exceptional financial acumen with a deep understanding of finance, accounting, accounts payable, payroll, and corporate finance functions.
- Proven ability to lead and manage complex financial operations and drive process improvements.
- Experience partnering with executive leadership and governing bodies.
- Demonstrated experience in building effective teams, developing talent, and fostering a culture of excellence.
- Strong background in healthcare financial regulations, reimbursement models, and compliance.
- Strong strategic, analytical, and problem-solving skills.
- Proven ability to lead complex, cross-functional initiatives.
- Excellent executive-level communication and presentation skills.
- Proficiency in financial software and systems, with experience in deploying technology solutions for operational efficiency.
- Strong leadership skills with the ability to inspire and motivate a diverse team.
- Proven skill in building and maintaining strong relationships, with a focus on enhancing communication and collaboration with peers and executive management.
- High level of integrity and professionalism, with a commitment to upholding ethical standards and compliance.

## 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 Stephanie Odorisio Arriviello, assisting with this recruitment, preferably via e-mail, to [sodorisio@wittkieffer.com](mailto:sodorisio@wittkieffer.com) or through the WittKieffer Candidate Portal.

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<b>Keshia Harris</b>	Principal, Search	(678) 302-1555
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The base salary range for this position is \$280,000 to \$340,000. 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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