



Assistant Vice President, CARTI Surgery Center

Leadership Profile

September 2025

Prepared by Diane Smith, RN, BSN, Jess Cummings



WittKieffer

Contents

The Opportunity	01
Organization Overview	02
Position Summary	04
Goals and Objectives	05
Candidate Qualifications	06
The Community	07
Timeline	08
Procedure for Candidacy	09

The Opportunity

CARTI seeks a dynamic, distinguished executive to serve as its next Assistant Vice President (AVP), Surgery Center. This is an exciting opportunity to serve as the key nursing leader for a leading-edge surgery center committed to excellence while providing innovative, high-quality care to its region.

Headquartered in Little Rock, CARTI offers leading-edge, advanced cancer care in Arkansas. What began as a pioneering radiation therapy institute is now a fully integrated network of cancer centers designed around the patient. CARTI remains committed to its core mission of making trusted cancer care accessible for every patient through compassion, innovation and purpose. As the largest independent, not-for-profit cancer care network in Arkansas, CARTI cares for over 60,000 patients annually. CARTI currently employs 56 physicians across the state. This includes eighteen medical oncologists, eleven radiation oncologists, six surgical oncologists, four diagnostic radiologists, four breast imaging specialists, three interventional radiologists, four urologists, four anesthesiologists, two dentists, one palliative care specialist, and one audiologist. CARTI also employs 31 mid-level providers.

Opened in 2023 as Arkansas' first cancer-focused ambulatory surgery center, CARTI Surgery Center is a 57,000-square-foot facility specifically designed to meet the unique needs of oncology patients. The center houses six operating rooms, two procedure rooms, and eight extended-stay recovery suites, enabling both outpatient and extended-stay care. Equipped with advanced minimally invasive surgical technology, including two da Vinci robotic surgical systems, the center supports a full range of complex oncologic procedures while minimizing patient recovery times. In addition, the integration of surgical oncology, anesthesiology, and perioperative nursing services within one site allows for streamlined coordination of care, optimized outcomes, and a superior patient and family experience. This facility reinforces CARTI's position as a leader in providing trusted, comprehensive cancer care throughout Arkansas.

Reporting to the Executive Vice President, Chief Clinical Officer, the AVP will lead the day-to-day operations of a leading-edge, surgical facility with extended stay capabilities. Partnering with the Medical Director of Surgical Oncology, the AVP will drive clinical excellence, operational efficiency, and sustainable growth while ensuring exceptional patient and family experience. This role requires a visionary leader who thrives in a complex, high-volume healthcare environment, demonstrates impeccable judgment, and inspires teams to deliver world-class care. The AVP will be accountable for financial performance, regulatory compliance, and fostering a collaborative, patient-first culture.

The ideal candidate will be a solid, dedicated nursing leader with experience in developing and executing surgical strategies and operations. The next AVP must excel in both direct leadership and leadership by influencing and holding themselves and others accountable. They must have exceptional critical thinking skills and be a leader who will advocate for staff but can also think broadly and collaborate with others across the organization. They will be outcome-oriented, dedicated to serving patients, and possess strong communication skills, empathy, decisiveness, and the ability to inspire and motivate others.

Organization Overview

CARTI first opened in 1976, as the Central Arkansas Radiation Therapy Institute on the campus of St. Vincent Infirmary Medical Center in Little Rock. Since then, CARTI has been at the forefront of cancer care, offering comprehensive services for adult cancer, blood disorders and related issues. A multidisciplinary cancer care provider, CARTI offers leading-edge medical, radiation and surgical oncology; interventional radiology and clinical trials; and an array of specialty services, including audiology, breast care, cancer genetics and risk management, dental care, imaging, urology and more, at 18 locations across the state and Arkansas' first cancer-focused surgery center.

At CARTI, the mission is clear: to make trusted cancer care accessible to every patient served through compassion, innovation and purpose. CARTI is an independent, not-for-profit provider, treating over 60,000 patients annually from every county in Arkansas and beyond.

CARTI's commitment extends across multiple locations, ensuring that advanced treatment is available close to home in Clarksville, Clinton, Conway, Crossett, El Dorado, Fordyce, Heber Springs, Little Rock, Magnolia, North Little Rock, Pine Bluff, Russellville, Saline County, Searcy, Stuttgart and the CARTI Surgery Center located in Little Rock. CARTI believes in making treatment as convenient as possible without compromising on quality.

Beyond medical excellence, CARTI is dedicated to easing the journey for patients and families facing cancer. The patient assistance program at The Bridge offers comprehensive support services, addressing diverse needs throughout treatment and beyond.

From CARTI Cancer Center in Little Rock to convenient locations across the state, the medical, surgical and radiation oncologists, diagnostic radiologists and additional medical providers deliver leading-edge cancer care using the most advanced technologies. CARTI patients receive a full range of treatment options in a compassionate, patient-centered environment.

The CARTI Difference

- CARTI treats more than 60,000 patients each year.
- CARTI's statewide network of locations ensure all Arkansans have access to advanced cancer treatment in or close to the communities where they live.
- CARTI recognizes that cancer is a family disease, which is why patients and their caregivers are actively involved in each care plan.
- CARTI treats all known forms of adult cancer and blood disorders through chemotherapy, surgical oncology, radiation oncology and interventional radiology.
- All CARTI physicians are board-certified, including the American Board of Radiology, the American Board of Internal Medicine, the American Board of Medical Oncology and the American Board of Diagnostic Radiology.
- CARTI's hematology/oncology division is accredited by the Intersocietal Accreditation Commission (IAC) for nuclear medicine in Oncologic and Neurologic PET Imaging and in Skeletal, Gastrointestinal and Equilibrium Radionuclide Angiography. CARTI Surgery Center is accredited by the Accreditation Commission for Health Care (ACHC), each of CARTI's imaging centers statewide are accredited by the American College of Radiology (ACR), and CARTI recently received Quality Oncology Practice Initiative (QOPI) Certification from the American Society of Clinical Oncology (ASCO).
- The CARTI Foundation's Patient Assistance Program offers lodging, transportation, financial assistance, emotional and nutritional counseling, patient mentorship programs and more through The Bridge.
- As an independent, not-for-profit, CARTI is governed by a community board of directors, and profits generated are put back into the operation, allowing them to reinvest in growing the organization.

MISSION

CARTI's mission is making trusted cancer care accessible for every patient we serve through compassion, innovation and purpose.

VISION

CARTI's vision is to be THE cancer treatment destination.

VALUES

- C – Compassionate Care
- A – Absolute Ownership
- R – Resolute Teamwork
- T – Transcendent Purpose
- I – Innovative Approach

CARTI began in 1976 with a mission not dissimilar to the core values they still hold dear today. Originally an acronym for Central Arkansas Radiation Therapy Institute, the name now represents the core values of the organization (above). CARTI strives to bring patient-focused, innovative care to all by combining compassion with research and technology.

CARTI's goal is for no one to go without access to treatment, which is why they actively look for ways to meet the patients where they are — from [the metro campus](#) in the capital city and the comprehensive cancer centers in [North Little Rock](#), [Conway](#), [Russellville](#), [Pine Bluff](#) and [El Dorado](#) to [the clinics](#) in more than a dozen cities around the state. Wherever you live, CARTI is ready to walk with you through your cancer journey.



Position Summary

Reporting Relationships

Reporting to the Executive Vice President and Chief Clinical Officer, the AVP oversees ten direct reports and 51 FTEs. Direct reports include:

- CARTI Surgery Center Perioperative Services Director
- CARTI Surgery Center Perioperative Supervisor
- CARTI Surgery Center and CARTI Cancer Center Interventional Radiology Nurse Leads

Responsibilities

The successful Assistant Vice President, Surgery Center candidate will:

- Oversee daily operations to ensure compliance with Medicare, state, and federal ASC regulations.
- The AVP will set and execute strategic and operational goals in alignment with CARTI's mission and growth objectives.
- Recruit, mentor, and retain high-performing clinical and administrative teams. Promote a culture of accountability, service excellence, and continuous improvement.
- Develop and maintain policies, procedures, and quality standards to ensure operational excellence. Ensure all licensing, accreditation, and compliance requirements are consistently met.
- Manage annual operating and capital budgets, ensuring fiscal responsibility and financial targets are met. Monitor key performance indicators, including patient satisfaction, quality metrics, and efficiency benchmarks.
- Build and maintain strong relationships with physicians, team members, and community partners.
- Implement cost-control measures while maintaining the highest quality of care. The AVP will drive initiatives that enhance patient safety, quality outcomes, and overall experience.
- Lead change management efforts to adapt to evolving healthcare trends and organizational needs. Represents the Surgery Center as a visible and engaged leader, modeling CARTI's values, and champions innovation in surgical services, leveraging new technologies and best practices.

Goals and Objectives

The following represent key opportunities and expectations for the Assistant Vice President, Surgery Center to address within the first 18-24 months of their tenure. They are not listed in order of significance.

- Establish oneself as a visible, proactive leader who will actively partner with others to support the overall success of the organization. Establish an open, approachable presence and clear lines of communication throughout the organization, which will result in building trust and confidence at all levels.
- Create a strong sense of pride and a culture of accountability among team members. Work to drive quality, safety, patient satisfaction, team member engagement, and other key performance indicators.
- Gain a solid understanding of the culture and operational strategies of CARTI. Become familiar with the communities served and the key needs of the community.
- Review and assess policies, procedures, and strategies to ensure the highest level of care is provided. Ensure that nursing initiatives are structured in a manner that is scalable for future growth.
- Develop, implement and oversee surgical service delivery to continually improve patient care, processes and services.
- Mentor, counsel, and develop team members to ensure quality of work and adherence to policies and procedures while engaging in and advocating for succession planning for nurse leaders.



Candidate Qualifications

Education/Certification

- A Master of Science in Nursing degree or Health Care Administration is required.
- Active RN license in the State of Arkansas (or Compact State) or active RN license in the state of practice or supervision with ability to obtain licensure upon hire and maintain licensure.
- Advanced Cardiovascular Life Support (ACLS) certification required.
- Certified Perioperative Nurse (CNOR) certification is preferred.

Knowledge and Work Experience

- Eight years of related clinical experience with progressively responsible related work experience that would demonstrate attainment of the requisite job knowledge/abilities, including at least five years in a leadership/management capacity in a surgery setting is required.
- Experience in obtaining and maintaining Medicare certification through AAAHC or JCAHO with the ability to maintain quality control standards.
- Managed or implemented electronic health records in an ambulatory surgery center setting.
- Strong leadership, intuition, and strong decision-making skills with a demonstrated ability to perform well under pressure.
- Knowledge of medical equipment and instruments to administer patient care.
- Skill in applying and modifying the principles, methods, and techniques of professional nursing to provide ongoing patient care.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.

Leadership Skills and Competencies

- **Establishing Relationships:** Builds effective networks, working relationships, and alliances with a broad range of stakeholders (both internal and external) to collaborate effectively within divisions and across boundaries. Can relate to all kinds of people regardless of background; finds topics and common interests that can be used to build rapport with others.
- **Developing Talent:** Provides guidance and feedback to help others strengthen the knowledge/skills needed to accomplish tasks, solve problems, and perform effectively.
- **Inspiring and Motivating Others:** Fosters commitment and cohesiveness by motivating, guiding, and facilitating cooperation within the department toward goal accomplishments. Can persuade others, build consensus, and ensure cooperation from others to gain genuine acceptance to accomplish “win-win” solutions.
- **Demonstrating Emotional Intelligence:** Must interact and exchange information regarding patients with physicians and other departmental personnel, and outside agencies on a frequent basis while respecting the confidentiality of patient information. Exercises self-leadership, self-awareness, and self-regulation; manages emotions so that they are expressed appropriately; leads others by showcasing adaptability, empathy, and social skills.

- **Acting with Integrity:** Interacts with others in a way that is seen as direct and truthful; ensures confidence in individual and organizational motives and representations. Acts in a way that is consistent with personal and organizational values by keeping confidence, promises, and commitments. Clearly states goals and beliefs; informs people of their true intentions, does what they say they will do; follows through on commitments.
- **Acting Strategically:** Makes long-range plans by formulating business objectives and setting priorities that support organizational change considering internal and external trends. Aligns day-to-day activities around broader organizational goals and objectives; prioritizes resources based on the strategic objectives of the organization; recognizes and rewards staff based on how their actions support the broader needs of the organization.
- **Problem Solving:** Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- **Communicating Effectively:** Ability to interpret a variety of instructions furnished in written, oral, or schedule form. Speaks and writes clearly, conveys information in a concise, organized, and logical manner. Listens attentively and exercises tact, discretion, and diplomacy when interacting with their team and others throughout the organization.
- **Holding Self and Others Accountable:** Sets clear performance expectations and objectives for self and others; evaluates work performance and provides feedback when needed. Accepts responsibility and accountability.

The Community

Little Rock, Arkansas

Little Rock, the capital and largest city of Arkansas, offers a harmonious blend of natural beauty, cultural richness, and modern amenities. Situated along the Arkansas River and surrounded by scenic parks and trails, the city provides residents with ample opportunities for outdoor recreation, including hiking, biking, and boating.

With a metropolitan population of approximately 900,000, Little Rock fosters an eclectic and welcoming community. The city boasts a vibrant cultural scene with numerous museums, performing arts venues, and a culinary landscape that spans from Southern comfort food to international cuisine. Notably, U.S. News & World Report has recognized Arkansas as the most affordable state in the nation, ranking first in cost of living and second in housing affordability.



Known as "The Natural State," Arkansas offers an abundance of state and national parks within easy driving distance of Little Rock. Residents can explore waterfalls, mountain trails, crystal-clear lakes, and scenic byways, providing year-round opportunities for adventure and relaxation.

The city's name originates from "La Petite Roche," a small rock formation along the Arkansas River named by French explorer Benard de LaHarpe in 1722. This historic landmark is located at the north end of Rock Street in the River Market District and is part of the 16-acre Breckling Riverfront Park.

Little Rock is well-connected through various transportation options. The Bill and Hillary Clinton National Airport offers nonstop flights to 16 destinations, including major hubs like New York, Los Angeles, and Washington, D.C. Additionally, Interstates 30 and 40 provide direct access to regional cities such as Memphis, Oklahoma City, and Dallas, while Amtrak's Texas Eagle route connects passengers to destinations including Chicago and San Antonio.

Procedure for Candidacy

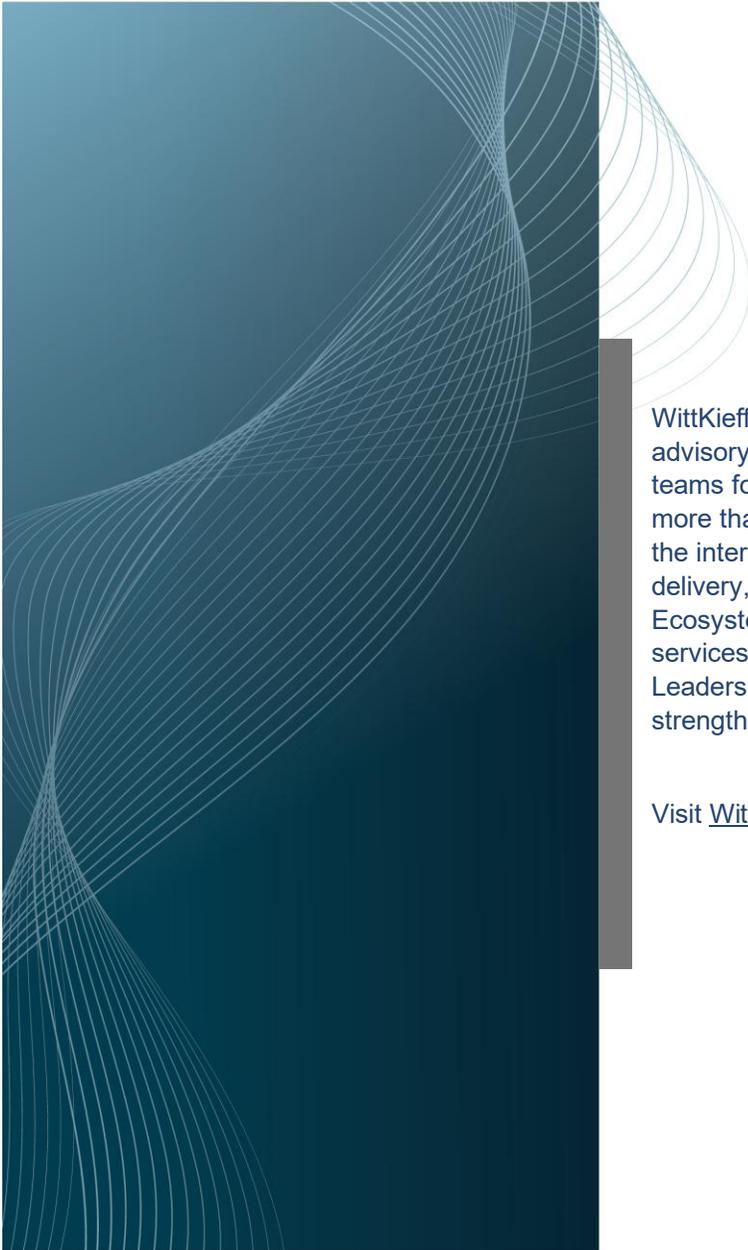
Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting CARTI with this recruitment, preferably via e-mail, to jcummings@wittkieffer.com.

<p>Diane Smith, RN, BSN Principal 267.766.0410</p>	<p>Jess Cummings Associate 630.575.6776</p>
---	--

CARTI 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 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 CARTI 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.

All images and logos used in this leadership profile were attained from CARTI and/or are owned by Witt/Kieffer Inc. via Getty Images.



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.

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

WittKieffer