Lexington Health

Vice President, Chief Information Officer

Leadership Profile

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WittKieffer

Contents

The Opportunity

Lexington Health seeks a collaborative, strategic executive to serve as its next Vice President, Chief Information Officer (CIO). This is a unique opportunity to influence technology at a rapidly growing regional healthcare system.

Lexington Health (Lexington) is home to a 607-bed hospital and network of care offering award-winning care to the South Carolina Midlands. This $1.6B system has served the area for more than 50 years, growing and expanding their network to meet the needs of its community.

The CIO will report to the Chief Operating Officer, Network of Care, and oversee all aspects of Lexington Health's information technology strategy and operations. Key priorities for this role include developing and clearly communicating an IT roadmap that aligns with Lexington Health's business and operational objectives, while fostering a high-performing and collaborative IT team.

The ideal candidate will be a seasoned and visible healthcare IT leader with a proven ability to build strong teams and drive consensus across a complex health system. This individual must demonstrate a successful track record of advancing technology within large, multifaceted organizations. The CIO will be an engaging, relationship-driven leader who excels at collaboration and can articulate a compelling vision for technology. They will secure stakeholder buy-in, partner with senior leadership to identify and prioritize technology investments, and ensure alignment with organizational goals.

Organization Overview

Lexington Health

Lexington Health is a leading network of care and teaching hospitals that has delivered exceptional healthcare to the South Carolina Midlands for more than 50 years. Anchored by its flagship facility, Lexington Medical Center, the system includes over 80 physician practices, six accredited urgent care centers, and specialized facilities such as the Carolinas' largest extended care center and Carroll Campbell Place, dedicated to Alzheimer's care.

With annual revenue of approximately $1.8 billion, Lexington Health is powered by more than 9,000 healthcare professionals and is recognized for its commitment to community care and nursing excellence, holding prestigious Magnet® status. The organization also prioritizes medical education, offering fully accredited residency programs and operating its own nursing school to train the next generation of healthcare providers.

Lexington Medical Center

Lexington Medical Center—is a 607-bed teaching hospital located in West Columbia, South Carolina which provides acute and specialized care.

Services

Lexington Health offers an array of services. Awarded specialty care services include:

Cancer Center—Lexington Medical Center is one of four hospitals in South Carolina to be Quality Oncology Practice Initiative (QOPI®) certified.

Heart and Vascular Center—Lexington Health's Heart and Vascular Center is South Carolina's first HeartCare Center™ recognized by the American College of Cardiology.

Orthopaedics and Sports Medicine—is backed by the only DNV Total Hip and Knee Accredited hospital in the Midlands.

Women's Health—nationally recognized women's primary care in South Carolina.

Maternity—Lexington Medical Center is a designated birthing-friendly hospital, recognized for its commitment to improving maternal outcomes.

Awards

Lexington Health is committed to providing their patients with the highest quality of care, and their top national rankings and an ever-growing list of honors certainly reaffirms that commitment. Besides several "Best Hospital" awards, other select accolades include:

- National Research Corporation Consumer Choice Award

- Press Ganey Summit Award for Outstanding Patient Satisfaction

- HealthGrades Outstanding Patient Experience Award

- American Nurses Credentialing Center Magnet with Distinction

Lexington Health has also been honored with several workplace awards, including:

- The Green Bill of Health Earth Day Award

- Best Company for Working Moms, by March of Dimes

- One of the "Best Places to Work" in South Carolina, by SC Chamber of Commerce

- 2025 Best Places to Work, by Modern Healthcare

- 2025 Most Family-Friendly – Modern Healthcare

- 2025 Community Award (3rd place) – Modern Healthcare

Vision and Mission Statement

Vision

To be a coordinated healthcare delivery system that is accessible, affordable, and continually improves the health status of their community.

Mission Statement

To serve the needs of the Midlands community by providing quality health services, incorporating advanced technology, leading-edge techniques, and a strong commitment to community health.

For more information about Lexington Health, visit: www.lexhealth.com

Position Summary

The Vice President, Chief Information Officer (CIO) for Lexington Health is responsible for developing, leading, administering and coordinating all phases of the Information Technology function, including systems design, programming, installation and operation. The VP/CIO will lead the health care network in planning and implementing enterprise information systems to support clinical and business operations and achieve effective and cost beneficial enterprise-wide IT operations. This individual will keep current on developments in information systems technology, will plan for future upgrades and keep abreast of governmental regulations applicable to systems operations and ensures corporate compliance.

Reporting Relationships

The CIO will report to the Chief Operation Officer, Network of Care. The IT organization is made up of about 170 FTEs.

Responsibilities

The successful Chief Information Officer will:

Strategy and Planning
- Participate in strategic and operational planning as a member of the senior management team.
- Assess the "as is" state of software applications, IT infrastructure, and data analytics and informatics capabilities with an eye towards maximizing the ROI for the enterprise.
- Lead IT strategic and operational planning to achieve business goals by fostering innovation, prioritizing IT initiatives, and coordinating the evaluation, deployment, and management of current and future IT systems.
- Develop and maintain an appropriate IT organizational structure that supports the needs of the business.
- Establish IT department goals, objectives, and operating procedures.
- Identify opportunities for the appropriate and cost-effective investment of financial resources in IT systems and ancillary resources, including staffing, sourcing, purchasing, and in-house development.
- Assess and communicate risks associated with IT investments.
- Develop, track, and control IT annual operating and capital budgets.
- Develop business case justifications and cost/benefit analysis for IT spending and initiatives. Effectively communicate to varying levels of leadership and management.
- Work closely with the CMIO to build a quality clinical IT strategy, including a strong clinical support model.

Acquisition and Development
- Coordinate and facilitate consultation with stakeholders to define business and system requirements for new technology implementations.
- Approve, prioritize, and control projects as they relate to the selection, acquisition, development, and installation of major information systems.
- Review hardware and software acquisitions and maintenance contracts and pursue master agreements to capitalize on economies of scale.
- Manages relationships with vendors for sales, service and support of all information systems and technology.
- Design, plan, and execute the appropriate change management processes.

Operational Management
- Ensure continuous delivery of IT services through oversight of service level agreements with end users and monitoring of IT systems performance.
- Ensure IT system operation adheres to applicable laws and regulations.

- Keep current with trends and issues in the IT industry, including current technologies and pricing. Advise, counsel and educate executive and management on their competitive and financial impact.
- Ensure IT and data strategy is executed in alignment in order to meet the timetable of business requirements.
- Promote and oversee strategic relationships between internal IT resources and external entities, including vendors and partner organizations.
- Oversee the recruitment, development and retention of IT staff in accordance with company budgetary objectives and policies.
- Ensure the protection of IT assets and the integrity, security and privacy of information.
- Develop and maintain a business recovery plan to ensure timely and effective restoration of data and IT services in the event of a disaster.
- Oversee the negotiation of all IT contracts.
- Establish and maintain a service oriented, customer focused IT function that supports ongoing operations that drive efficiency, quality, customer service and growth.
- Oversee the IT governance structure to include IT Steering Committee.

Goals and Objectives

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

- Build strong partnerships with Lexington Health leaders and fully integrate into the organization. Become established as a trusted thought leader in information technology and identify opportunities for strategic, enterprise-wide collaboration.

- Conduct a comprehensive assessment of the Information Technology department—including resources, projects, organizational structure, and staffing—to pinpoint gaps and implement improvements that enhance operational excellence and align with Lexington Health's strategic objectives. Provide visionary leadership to cultivate and sustain a high-performing, service-driven, and collaborative team. Promote a positive, energizing culture that values recognition, supports career development, and strengthens recruitment and retention efforts.

- Define, communicate, and gain consensus on a forward-thinking IT vision and strategy that aligns with Lexington Health's strategic and operational priorities.

- Partner closely with system leaders to continually refine and improve the governance structure that reviews, prioritizes, and aligns technology investments and projects with organizational goals.

- Ensure the successful implementation of the Oracle ERP systems which are currently underway to improve efficiency across business units.

Candidate Qualifications

Education/Certification

▪ Bachelor's degree in Information Systems, Industrial Engineering, or Business Administration from an accredited institution, required. Master's degree, preferred.

Knowledge and Work Experience

▪ Five years' demonstrated experience with IT systems and IT management as a senior level executive with a sequence of increasing responsibility in large, complex business setting. Healthcare or healthcare-related experience required.

▪ Proven ability to identify, champion, and implement technological innovations that drive organizational transformation.

▪ Skilled in leveraging advanced technologies and tools to support data analytics, telemedicine, and virtual care initiatives.

▪ Familiarity and hands-on experience with Epic electronic health record systems strongly preferred.

▪ Deep understanding of cybersecurity principles and experience developing robust business continuity strategies.

▪ Experience managing organizational change.

Leadership Skills and Competencies

▪ Strategic Vision—A forward-thinking leader with deep experience in developing and executing IT strategic plans. Creative and influential, highly visible across the organization, and able to articulate the broader impact of technology on system-wide performance.

▪ Communication Excellence—Communicates effectively across all levels of the organization, including physicians, Board members, leadership, staff, and vendors. A strong listener who translates complex IT concepts into clear, actionable language for business and clinical audiences. Personable, approachable, and adept at executive-level presentations.

▪ Problem Solving and Decision Making—Demonstrates the ability to prioritize organizational needs and allocate IT resources effectively. Decisive, agile, and capable of making sound decisions in a dynamic environment.

▪ Interpersonal Leadership—A collaborative, consensus-driven leader who influences through relationships. Skilled at engaging the right stakeholders to drive change, politically astute, and successful in fostering clinical adoption. Humble, mission-focused, and committed to organizational values.

▪ Team Building—Builds and sustains a proactive, customer-focused IT team that partners effectively with stakeholders. Skilled in attracting, developing, and retaining top technology talent.

▪ Mission-Driven—Maintains the highest standards of personal integrity and ethical conduct, consistently aligning decisions and actions with the organization's mission and values.

The Community

Columbia, South Carolina

Columbia is the capital city of South Carolina and has a population of approximately 146,000. It is home to the South Carolina State House, a Greek Revival building set in gardens dotted with monuments. Riverbanks Zoo & Garden is a huge park with animal enclosures and botanical gardens. A diverse collection spanning centuries is on display at the Columbia Museum of Art. Dating to 1823, the Robert Mills House is a mansion and museum surrounded by ornate gardens. You may hear the Columbia area referred to as "The Midlands."

Greater Columbia offers a wide array of entertainment choices throughout the year, as home to the Columbia Museum of Art, South Carolina Philharmonic Orchestra, Columbia City Ballet and a myriad of performing art groups. Meanwhile, for families looking for a public school district or a private school, Greater Columbia is home to some of the South's best academic options.

Sporting News recognized Columbia as one of the "Best Sports Cities." The University of South Carolina is located in Columbia with its beloved Gamecocks-every home football game is sold out in almost 80,000-seat Williams Brice stadium. The Gamecocks' archrivals are the Clemson Tigers, from Clemson University in Clemson, South Carolina, and each year the annual face-off sparks huge rallies and fanfare. The Benedict College Tigers have a devoted fan base as well and are members of the Southern Intercollegiate Athletic Conference.

Lake Murray, a 50,000-acre reservoir, is in Columbia's backyard, while three beautiful rivers run through its communities. By car, the ocean and mountains are both just a few hours away.

For more information on Columbia and surrounding areas, see:

www.columbiasc.net

www.experiencecolumbiasc.com

Procedure for Candidacy

Please direct all nominations and resumes to Zachary Durst and Katie Mazzuckelli via the WittKieffer Candidate Portal. Inquiries may also be directed to the consultants through the portal or kmazzuckelli@wittkieffer.com.

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