MaineHealth

Chief Medical Information Officer

Leadership Profile

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Contents

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The Opportunity

MaineHealth is seeking an experienced, strategic, and relationship-driven Chief Medical Information Officer (CMIO) to join a deeply physician-led health system where clinical voices shape strategy, innovation, and care delivery. This role offers a unique opportunity for a physician leader to influence how technology meaningfully supports clinicians, patients, research, and education across the enterprise.

MaineHealth is a not-for-profit, integrated health system whose vision is, "Working together so our communities are the healthiest in America," and is committed to a mission of providing high-quality affordable care, educating tomorrow's caregivers and researching better ways to provide care. MaineHealth includes a Level 1 trauma medical center, eight additional licensed hospitals, comprehensive pediatric care services, an extensive behavioral health care network, diagnostic services, as well as home health, hospice and senior care services. With more than 2,000 employed providers and approximately 24,000 care team members, MaineHealth provides preventive care, diagnosis and treatment to 1.1 million residents in Maine and New Hampshire.

Reporting directly to the Chief Medical and Transformation Officer and maintaining a dotted-line relationship with the Chief Information and Digital Officer (CIDO), the CMIO operates at the intersection of healthcare delivery, clinical operations, and digital innovation. As part of a physician-led leadership culture, the CMIO will help ensure health IT strategy is clinically grounded, operationally practical, and aligned with MaineHealth's mission to deliver world-class, patient-centered care.

The CMIO will collaborate closely with physicians, clinical leaders, researchers, IT teams, and administrative partners across MaineHealth's diverse ecosystem — spanning rural community hospitals through a full academic medical center. Working alongside an Associate CMIO, physician builders, and medical informaticists, the CMIO will help shape and execute a unified clinical informatics strategy while honoring the needs of local care environments.

A core focus of the role will be continued optimization of Epic and related clinical tools, partnering with clinical leaders to develop and implement consistent, evidence-based care pathways that improve quality, efficiency, and safety across the system. The CMIO will serve as a trusted translator between clinicians and technologists, distilling complex technical concepts into clear, actionable insights that build confidence and adoption among frontline providers.

The ideal candidate is a forward-looking, pragmatic physician leader who leads with integrity, values feedback, and is comfortable operating in a complex, multi-hospital environment. Success in this role requires exceptional communication skills, the ability to gain trust across diverse clinical settings, and a deep appreciation for physician leadership as a cornerstone of organizational excellence. MaineHealth offers a rare opportunity to lead informatics in a system where physicians are empowered, collaboration is expected, and technology is leveraged to support — not complicate — the delivery of exceptional care.

Organization Overview

MaineHealth is a not-for-profit, integrated health system whose vision is, *working together so our communities are the healthiest in America,* and is committed to a mission of providing high-quality affordable care, educating tomorrow's caregivers and researching better ways to provide care. Our health system provides preventive care, diagnosis and treatment to 1.1 million residents in Maine and New Hampshire.

The MaineHealth family of care includes:

- 24,000+ care team members

- A Level 1 trauma medical center and eight community hospitals

- More than 2,500 employed providers serving our communities in multiple practices through the MaineHealth Medical Group

- Over 1,400 physicians working together through the MaineHealth Accountable Care Organization

- Comprehensive long-term care and senior care services

- Complete behavioral and mental health care network, including southern Maine's only private, nonprofit psychiatric hospital as well as community-based services at dozens of locations

- Not-for-profit home health care agency serving southern and mid-coast Maine

- Health/wellness programs and agencies

- Laboratory that serves patients, physicians, hospitals and long-term care providers in New England

The Leapfrog Group has recognized several of MaineHealth's community hospitals as Top Rural Hospitals and consistently awarded strong Hospital Safety Grades to its larger hospitals, contributing to Leapfrog's naming Maine as the *Leapfrog Top State of the Decade for Patient Safety.* The Maine hospitals are all Breathe Easy Gold Star Standard of Excellence recipients at the Platinum level. The quality of MaineHealth's care is also reflected in accreditations from the Joint Commission and recognitions in Becker's Healthcare.

MainHealth Organization & Affiliates

The MaineHealth system includes MaineHealth Behavioral Health at Spring Harbor, MaineHealth Franklin Hospital, MaineHealth Lincoln Hospital, MaineHealth Maine Medical Center, MaineHealth Memorial Hospital, MaineHealth Mid Coast Hospital, MaineHealth Pen Bay Hospital, MaineHealth Stephens Hospital, MaineHealth Waldo Hospital, MaineHealth Barbara Bush Children's Hospital, MaineHealth Care at Home, the MaineHealth Institute for Research, the MaineHealth Medical Group and MaineHealth NorDx.

MaineHealth affiliates include Maine General Health. Joint venture partners include New England Rehabilitation Hospital of Portland. MaineHealth is also a significant stakeholder in the MaineHealth Accountable Care Organization.

MaineHealth Medical Group

MaineHealth Medical Group (MHMG) is the largest medical group in Northern New England. It unifies close to 2500 MaineHealth employed providers and more than 200 specialty and primary care practices in Maine and New Hampshire. Its goal is to deliver on the MaineHealth vision of working together so our communities are the

healthiest in America. Governance is provided by a 20-member board of directors—all participating physicians. Learn more.

MaineHealth Values in Action

Patient Centered

- Act with compassion and kindness.
- Listen actively and validate concerns; focus on the individual's needs.
- Communicate effectively with patients and families.
- Treat everyone with respect and courtesy; acknowledge cultural differences.
- Be empowered to advocate and speak up for patient and client safety.
- Partner with patients, families and care teams to develop a shared plan.

Respect

- Recognize all patients, visitors and co-workers as valued members of the healthcare team.
- Listen actively and respond thoughtfully.
- Treat others as you would want to be treated.
- Embrace diversity, acknowledging each person's uniqueness.
- Be empathetic, compassionate and kind.
- Foster a professional and healing atmosphere.

Integrity

- Demonstrate professionalism at all times, regardless of the behavior of others.
- Maintain confidentiality and respect the privacy of all.
- Develop and maintain a culture of trust and accountability.
- Act with honesty and transparency at all levels of the organization.
- Model behavior that is consistently honest and ethical.
- Acknowledge mistakes as opportunities to learn and grow.

Excellence

- Consistently seek improvements in processes and performance.
- Set high standards.
- Strive to exceed expectations with every interaction.
- Lead by example.
- Work collaboratively as a team.
- Pursue opportunities to learn and grow personally and professionally.

Ownership

- Follow up and follow through.
- Look beyond our individual roles to do what is necessary to get the job done successfully.
- Take responsibility for our actions and our collective outcomes.
- Approach challenges with optimism.
- Represent our organization in a positive light.
- Promote an accountable, fair and supportive environment.

Innovation

- Welcome change with a positive attitude.
- Inspire others and foster creativity.
- Be courageous.
- Encourage diverse perspectives.
- Invest in people, technology and research.
- Commit to lifelong learning and educating.

For more information, please visit: www.mainehealth.org

Position Summary

Reporting Relationships

Reporting to the Chief Medical and Transformation Officer with a dotted line report to the Chief Information and Digital Officer. The CMIO will help to lead 16 informaticists across the organization, eight of which are board certified in informatics.

Responsibilities

Clinical Informatics Strategy & Leadership

- Lead the ongoing development and execution of MaineHealth's strategic vision for medical informatics, aligned to enterprise clinical, research, education, and organizational goals.
- Champion health IT solutions that support clinical and academic workflows, improve patient care, and enhance operational efficiency.
- Guide digital transformation of clinical and academic environments, leveraging emerging technologies and best practices.

Clinical Practice

- Active Clinical Engagement- Maintain ongoing clinical practice within licensed specialty.

Enterprise Collaboration

- Partner closely with clinical leaders, medical staff, and academic teams to ensure informatics initiatives reflect provider and researcher needs.
- Serve as a liaison between IT and clinical departments—translating clinical requirements into technology solutions and articulating operational realities to IT.
- Build strong relationships with stakeholders across the system to drive adoption of digital tools and systems.
- Act as the physician partner to the CIDO in all MaineHealth Information Technology matters.

EHR & Health IT Solutions

- Oversee and champion implementation, optimization, and ongoing management of Electronic Health Records (EHR) and other critical clinical systems to meet the needs of providers, patients, and researchers.
- Ensure effective use of EHR and clinical systems for decision-making, streamlined workflows, and improved outcomes, with emphasis on interoperability.
- Lead efforts to improve usability and functionality so clinical IT enhances—rather than disrupts—operations.
- Represent the medical community in selection, rollout, and adoption of new applications.

Clinical Decision Support (CDS) & Data Analytics

- Lead development and optimization of CDS tools and data-driven applications to improve care, reduce errors, and enhance efficiency and effectiveness.
- Partner with analytics teams to leverage health data for clinical insights, predictive analytics, and evidence-based practice.
- Integrate data across clinical and research systems to improve outcomes, accelerate adoption of evidence-based care, and streamline workflows.

Privacy, Compliance & Security

- Advocate for protection of patient privacy and security of Personal Health Information (PHI).
- Support enterprise regulatory compliance activities, including HIPAA, Meaningful Use, HITECH and billing compliance.

- Collaborate with IT security to ensure privacy, data governance, and risk management across clinical systems; establish and enforce policies for ethical data use and regulatory adherence.

Change Management, Training & Adoption

- Lead change-management efforts to promote adoption of new technologies and informatics solutions system-wide, while minimizing workflow disruption.
- Develop and deliver education and training programs that build system-wide competency in the use of electronic tools for patient care, quality, resource management, and performance improvement.
- Proactively address resistance to change; equip clinicians and staff to use informatics solutions effectively.

Innovation & Technology Integration

- Evaluate and integrate emerging technologies—AI, telemedicine, and other innovations—to improve patient care, clinical workflows, and research.
- Partner with the research community to expand use of informatics in translational research and personalized medicine.

Leadership, Governance & Community

- Lead and develop a team of clinical informatics professionals (physicians, APPs, informaticists, analysts), fostering continuous learning and innovation.
- Oversee physician informaticists and chair the Medical Informatics Committee; serve on the MaineHealth CMO Council.
- Partner with clinical leaders to enable effective adoption of IT solutions in support of research and education.

Budget & Resource Management

- Develop and manage budgets for clinical informatics initiatives; ensure efficient resource allocation, staffing, and adherence to timelines, goals, and constraints.

Goals and Objectives

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

- Partner with senior management and become fully integrated into the clinical and IT leadership teams. Be a team player who has credibility, integrity and contributes broadly as a subject matter expert across MaineHealth care facilities and affiliated organizations

- Assess current governance framework to ensure it prioritizes clinical IT projects based on their alignment with organizational goals, impact on patient care, and value to clinicians- ensuring resources are effectively allocated to initiatives that drive meaningful improvements to healthcare delivery

- Evaluate current informatics programs and team structures to ensure skills and resources are deployed where they deliver the greatest organizational impact. Ensure improved alignment between central informatics, application support and other informatics groups to ensure a cohesive, systemwide strategy.

- Lead enterprise-wide standardization of clinical workflows and practices, ensuring that quality, safety, and physician wellbeing are consistently prioritized

- Assess and improve onboarding, communications, training, and ongoing informatics support for clinical staff, including non-employed physician groups, to drive adoption and satisfaction

- Identify opportunities to strengthen data and analytics capabilities so leaders and clinicians have timely access to the information they need for decision-making

Candidate Qualifications

Education/Certification

- MD or DO (required); additional master's degree or certification in Healthcare Administration, Medical Informatics, or Business Administration preferred.

- Board certification in Clinical Informatics is also strongly preferred.

Knowledge and Work Experience

- Minimum 10 years of hospital and/or outpatient-based clinical experience, including ≥3 years in a leadership/management role involving clinical information systems.

- Demonstrated experience with clinical IT implementations and support, incorporating physician/clinician workflow automation.

- Knowledge and experience in both acute and ambulatory settings.

- Current part-time clinical practice with active EHR use. Epic experience is preferred.

- Proven fiscal accountability with experience developing and monitoring budgets.

- Leadership and organizational abilities, strategic thinking, and strong communication and change management skills.

- Familiarity with informatics concepts (workflow, data use, interoperability, terminology, documentation, decision support, CPOE).

Leadership Skills and Competencies

- Develops People and Teams: Builds and retains effective and diverse high performing teams through inclusivity, coaching, collaboration and inspiring others. Uses emotional intelligence to build trust and create an environment of safety, engagement and belonging.

- Communicates Effectively: Clearly conveys goals and purpose while inviting a broad range of perspectives and contributions to deepen mutual understanding of objectives. Encourages open conversation by being transparent in both giving and receiving feedback.

- Thinks Strategically: Navigates complex and varied initiatives using a system mindset. Articulates and executes strategic vision and purpose to find solutions and accomplish goals leading to positive individual and team outcomes.

- Leads Change: Sets goals for purposeful change that align with a diverse set of stakeholders and stated objectives. Role models a continuous improvement mindset within teams.

- Creates Accountability: Achieves results by setting clear expectations, incorporating feedback, coaching and managing performance, ensuring equity, and recognizing success.

- Applies Industry Understanding: Applies understanding of healthcare industry dynamics to drive a systematic approach to decision making. Synthesizes relevant data and stakeholder perspectives to support long term organizational well-being, financial sustainability, high quality & safety, and excellence in patient experience.

The Community

Portland, Maine

Maine is recognized as one of the most beautiful and interesting states in the nation. Located in New England, it is known for its scenery. The state abounds in natural assets of lakes, mountains, and seacoast. Maine boasts 17 million acres of forestland, over 400,000 acres of state and national parks, and 3,500 miles of indescribably beautiful coastline. There are 16 counties in Maine and a population of over one million residents.

The Southern Maine Coast is home to most of the beautiful beaches in the state including in the towns of Kittery, York Harbor, York Beach, Ogunquit, Wells, Kennebunk, Kennebunkport, Biddeford, Saco, and Old Orchard Beach. The Mid-Coast region includes gorgeous rocky coastlines and historic seaside villages. Boothbay Harbor is known as the boating capital of New England, and Camden, Rockport, Rockland, and Castine are hidden gems of the Maine coast popular with yachting folks, artists, and lovers of artisanal beer.

Portland is the most populous city in the state, with a population of approximately 67,000. The Greater Portland metropolitan area is home to over half a million people, nearly half of Maine's total population. Portland's economy is heavily dependent on tourism and the Old Port district is a popular destination.

Portland has become Maine's economic capital because the city has Maine's largest port, largest population, and is close to Boston (105 miles to the south). Over the years, the local economy has shifted from fishing, manufacturing, and agriculture toward a more service-based economy. Most national financial services organizations such as Bank of America and Key Bank base their Maine operations in Portland.

With a lengthy list of awards and accolades, Portland is one of the safest, most attractive, and livable cities in New England. Portland boasts a strong economy, a multitude of museums, theaters, symphony, and other musical performances, cultural attractions, and nationally acclaimed restaurants. In recent years, Portland has become known as a "foodie" destination. Long known for serving the freshest of lobster and seafood, Portland has gained a national reputation for innovative restaurants, craft brews, and a growing number of award-winning chefs.

The region provides a wealth of outdoor recreation opportunities, all quite close to home and work. Some of New England's finest downhill skiing is in Maine and New Hampshire, plus hundreds of miles of trails are available for hiking, running, and cross-country skiing, and water sports abound. For those that prefer spectator sports, Portland is home to the Maine Mariners, a professional ECHL ice hockey team, the Maine Celtics, the minor league affiliate of the Boston Celtics, a professional USL Soccer Club, the Hearts of Pine, and the minor league AA Portland Sea Dogs, a farm team of the Boston Red Sox. For those seeking major league action and Fenway Park, Boston is less than a two-hour drive away.

The community is viewed by the staff and leaders in the region as an ideal location for families, with strong schools and a values-based population. The region provides a variety of living options from the more urban environment of Portland to island and rural settings throughout the area.

The region is home to several colleges and universities, including Roux Institute of Northeastern University, Maine College of Art, Bowdoin, Bates and Colby Colleges, the University of New England, and the University of Southern Maine. Portland has been selected by U.S. News and World Report as one of the best places in the U.S. to live a long and healthy life in retirement.

More information about Portland and the State of Maine can be found at:

▪   https://www.portlandregion.com/

▪   https://visitmaine.com/

Procedure for Candidacy

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

MaineHealth 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.

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