



**NATHAN
LITTAUER**

Hospital & Nursing Home

Chief Financial Officer & Vice President of Finance

Leadership Profile

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Prepared by April Allen | Bree Liddell

WittKieffer

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The Opportunity

Nathan Littauer Hospital & Nursing Home seeks an accomplished and visionary financial executive to serve as its next Chief Financial Officer and Vice President of Finance. This is an exceptional opportunity to join a respected, independent healthcare organization that has been serving the residents of Fulton County and surrounding communities for more than a century. Headquartered in Gloversville, New York, Nathan Littauer provides a comprehensive continuum of care through its acute care hospital, nursing home, and network of primary and specialty care practices. The organization is known for its commitment to delivering high-quality, patient-centered care while maintaining a strong focus on community health and wellness.

Reporting directly to the President & CEO and serving as a key member of the Executive Leadership Team, the CFO will provide strategic and operational leadership across all financial functions of the health system. Nathan Littauer Hospital & Nursing Home is a unionized organization represented by 1199 and NYSNA. Historically, the CFO participated in union negotiations, but this is not required at this time. The CFO will play a critical role in advancing the organization's mission, supporting long-term sustainability, and ensuring the financial strength needed to meet the region's evolving healthcare needs.

The CFO will oversee all finance-related operations, including accounting, budgeting, treasury management, patient financial services, revenue cycle, financial planning and analysis, reimbursement, financial reporting, and strategic financial analytics. As a trusted advisor to the President & CEO, Board of Directors, Medical Staff Leadership, and Executive Team, the CFO will help drive data-informed decision-making, identify operational efficiencies, maximize reimbursement opportunities, and strengthen organizational performance.

This leader will provide strategic guidance on capital planning, financial forecasting, and growth initiatives, while ensuring sound fiscal stewardship in an increasingly complex, rapidly changing healthcare environment. The CFO will play a central role in evaluating new business opportunities, supporting payer and reimbursement strategies, assessing value-based care initiatives, and navigating regulatory requirements that impact the organization's financial performance.

As healthcare continues to evolve, Nathan Littauer seeks a forward-thinking executive who can lead financial transformation and continuous improvement efforts across the enterprise. The CFO will champion innovation, strengthen performance measurement and accountability, and work collaboratively with operational leaders to align resources with strategic priorities. The successful candidate will bring a balance of strategic vision and operational expertise, demonstrating the ability to preserve the organization's financial health while supporting growth, service excellence, and the delivery of exceptional care to the communities Nathan Littauer serves.

This role offers the opportunity to make a meaningful impact within a mission-driven organization that is deeply connected to its community and committed to maintaining access to high-quality healthcare throughout rural New York.

Organization Overview

Nathan Littauer Hospital & Nursing Home is an independent, community-based healthcare organization headquartered in Gloversville, New York. Founded in 1894, the organization has served Fulton County and the surrounding region for more than 130 years, evolving into a trusted provider of comprehensive healthcare services across rural Upstate New York. Nathan Littauer includes a 74-bed acute care hospital, an 84-bed skilled nursing facility, and an extensive network of primary and specialty care practices strategically located throughout the region with a medical staff of approximately 231 providers. A local Board of Directors governs the organization and remains deeply committed to meeting the healthcare needs of the communities it serves.

Nathan Littauer's mission is *"to serve our community, patients, and residents with compassionate, equitable, and high-quality care."* The organization strives to be the region's healthcare provider of choice and is guided by values that emphasize quality, safety, compassion, integrity, accountability, service, teamwork, and stewardship.

The health system offers a broad continuum of services, including emergency medicine, inpatient and outpatient care, surgical services, cardiology, diagnostic imaging, women's health, obstetrics, rehabilitation, dialysis, gastroenterology, neurology, orthopedics, primary care, long-term care, and numerous specialty services. Through its network of health centers across Fulton and Montgomery counties, Nathan Littauer provides accessible, community-based care, enabling patients to receive high-quality services close to home.



Nathan Littauer has established a reputation for clinical quality, compassionate care, and community engagement. The organization is recognized as a DAISY Hospital, reflecting its commitment to recognizing nursing excellence and fostering an exceptional patient experience. In 2026, Nathan Littauer was selected as one of only eight hospitals nationwide to participate in the federally funded Rural Hospital Stabilization Program (RHSP). This highly competitive program supports rural hospitals through strategic, operational, and financial improvement initiatives designed to enhance long-term sustainability and strengthen access to care.

As one of the largest employers in Fulton County, Nathan Littauer serves as both a healthcare leader and economic engine for the region. According to its most recent publicly available financial filings, the organization reported approximately \$122.5 million in annual revenue, \$104.5 million in total assets, and \$64.1 million in net assets. These resources support continued investment in physician recruitment, workforce development, technology, facilities, service line expansion, and strategic initiatives that improve health outcomes throughout the communities served by the organization.

Under the leadership of President and CEO Sean Fadale, FACHE, Nathan Littauer continues to advance a vision for sustainable rural healthcare delivery through innovation, operational excellence, and strategic growth. The organization is focused on expanding access to care, strengthening community partnerships, enhancing patient experience, and ensuring long-term financial viability while remaining true to its mission of serving as a trusted healthcare resource for generations to come.

Nathan Littauer Hospital Nursing Home

Nathan Littauer Hospital Nursing Home is an 84-bed skilled nursing and residential health care facility located on the Nathan Littauer Hospital campus in Gloversville, New York. As part of a longstanding nonprofit healthcare organization serving Fulton County, the nursing home provides both short-term rehabilitation and long-term care

in an environment focused on dignity, compassion, and individualized attention. Residents benefit from comprehensive nursing services, rehabilitation therapies, and personalized care plans designed to support their medical, physical, and emotional well-being. The dedicated clinical team is committed to creating a safe, supportive setting where residents can achieve the highest possible quality of life.

A distinct advantage of Nathan Littauer Hospital Nursing Home is its direct connection to the broader Nathan Littauer healthcare system. Located adjacent to the hospital, the facility offers seamless coordination of care, access to physician services, and smooth transitions between acute and post-acute settings when additional medical treatment is needed. Families value the continuity and convenience of this integrated model, as well as the organization's deep community roots. Situated in the heart of Gloversville, the nursing home is close to local amenities, cultural attractions, and the scenic beauty of the southern Adirondack region, offering residents and visitors a welcoming, connected environment.

Nathan Littauer Hospital Primary/Specialty Care Center



The Nathan Littauer Primary/Specialty Care Centers provide care for the whole family. With 11 conveniently located centers, they offer a range of services and specialties, with direct access to specialists and state-of-the-art technology at Nathan Littauer Hospital. Any care you receive between the two will be seamlessly connected, ensuring you and your family's needs are met.

When a patient visits one of Nathan Littauer's Primary/Specialty Care Centers, they can choose a doctor who will coordinate their treatment for as long as they continue to receive their health care there. This doctor can also serve as a liaison to a medical specialist at the Hospital, if needed.

The Primary/Specialty Care Centers provide the following services and specialties:

- Internal Medicine
- Family Practice
- Pediatrics
- Women's Health (obstetrics/gynecology)
- Gastroenterology
- Neurology
- General Surgery
- Urology
- Occupational Medicine
- Well-child care
- Immunizations
- Laboratory services (blood drawing)
- Retail pharmacy (prescription services)

Position Summary

Reporting Relationships

Reporting to the President & CEO, direct reports include:

- Director of Finance (Accounting, Patient Financial Services, Registration, and Patient Access)

Responsibilities

The successful Chief Financial Officer and Vice President of Finance candidate will:

Executive Leadership & Strategic Planning

- Serve as a strategic advisor to the President & CEO, Executive Leadership Team, Finance Committee, and Board of Directors on all financial and business matters.
- Partner with leadership, when appropriate, to support union negotiations with 1199 and NYSNA.
- Provide strategic oversight for the organization's self-insurance programs, including financial performance, risk management, long-term sustainability, and opportunities for growth and optimization.
- Demonstrate transparency, integrity, and courageous candor, providing clear and honest guidance to the CEO, Board, and leadership team, particularly during periods of financial uncertainty or organizational challenge.
- Provide both strategic and operational leadership, aligning annual budgets with multi-year financial and organizational goals while driving accountability for OPEX and CAPEX performance throughout the fiscal year.
- Lead the development and execution of short and long-range financial strategies that support the hospital's strategic plan and organizational priorities.
- Partner with operational leaders to evaluate opportunities for growth, service expansion, physician enterprise development, and community partnerships.
- Provide financial leadership related to value-based care initiatives, population health strategies, and evolving reimbursement models.
- Support organizational transformation efforts focused on sustainability, efficiency, and patient-centered care delivery.
- Promote a culture of accountability, transparency, innovation, and continuous improvement.

Financial Stewardship

- Direct all financial operations, including general accounting, financial reporting, treasury management, budgeting, forecasting, and financial analysis.
- Communicate complex financial information in a straightforward, accessible manner while fostering a humble, collaborative leadership approach grounded in continuous learning, self-awareness, and professional growth.
- Ensure timely and accurate preparation of monthly, quarterly, and annual financial statements.

- Proven track record of improving financial performance through disciplined fiscal management, cash flow optimization, expense control, and execution of sustainable turnaround strategies.
- Lead financial negotiations and contract strategy with commercial and governmental payers, ensuring favorable reimbursement structures and alignment with the hospital's financial objectives.
- Strong financial acumen and understanding of 340B and how to maximize revenue with new pharmaceutical contracts and regulations.
- Monitor organizational financial performance and identify opportunities to improve operating margins and cash flow.
- Serve as a strong financial steward who balances accountability with innovation, ensuring timely vendor relations, transparent accounts payable communication, and operational practices that support long-term organizational stability.
- Oversee the development, implementation, and monitoring of the annual operating and capital budgets.
- Lead multi-year financial forecasting and scenario planning activities.
- Manage organizational investments, debt obligations, and banking relationships.
- Ensure appropriate internal controls and safeguard organizational assets.
- Maintain signing authority and approve expenditures in accordance with established policies.
- Monitor key financial indicators and proactively communicate risks and opportunities to leadership.

Revenue Cycle & Reimbursement Optimization

- Provide executive oversight of revenue cycle operations, including patient access, registration, billing, collections, denials management, and financial counseling.
- Monitor reimbursement trends and optimize revenue capture opportunities.
- Understand the complexities of rural healthcare, evolving payment models, and cost accounting principles, leveraging financial data to support strategic decision-making and organizational performance.
- Partner with clinical and operational leaders to improve documentation, coding, and charge capture processes.
- Lead strategies to reduce denials and improve accounts receivable performance.
- Ensure organizational readiness for changes in federal, state, and commercial payer reimbursement models.

Operational Leadership

Provide executive oversight of assigned departments, which may include:

- Finance and Accounting
- Patient Financial Services
- Patient Access and Registration
- Revenue Cycle
- Supply Chain

Responsibilities include:

- Establish departmental goals, performance standards, and key performance indicators (KPIs).
- Develop policies, procedures, and systems that improve efficiency and accountability.
- Monitor departmental budgets and resource utilization.
- Identify opportunities for process improvement and operational excellence.
- Foster collaboration among departments to improve organizational outcomes.

Data Analytics & Decision Support

- Champion technology-enabled innovation, identifying opportunities to streamline processes, enhance financial insights, and improve organizational efficiency through thoughtful adoption of new tools and capabilities.
- Technically savvy with current technology trends and how AI can be used to help support revenue cycle and finance.
- Bring deep expertise in healthcare finance, including revenue cycle operations, reimbursement methodologies, 340B program management, and financial oversight across diverse healthcare organizations.
- Develop executive dashboards and performance reporting mechanisms.
- Monitor organizational benchmarks and key performance indicators.
- Utilize predictive analytics to identify emerging financial trends and risks.
- Support leaders in translating data into actionable improvement strategies.

Regulatory Compliance & Risk Management

- Ensure compliance with all applicable federal, state, and local regulations.
- Oversee financial audits and coordinate responses to external agencies and regulatory bodies.
- Maintain knowledge of healthcare reimbursement, accounting standards, and regulatory requirements.
- Ensure compliance with Generally Accepted Accounting Principles (GAAP) and healthcare financial reporting standards.
- Partner with Compliance, Legal, and Operational leaders to mitigate organizational risk.

Capital Planning & Organizational Investments

- Lead organizational capital planning initiatives.
- Evaluate and prioritize capital investment requests.
- Develop business cases and return-on-investment analyses.
- Align capital expenditures with strategic organizational priorities.

Leadership & Talent Development

- Build and develop high-performing teams through succession planning, mentorship, and empowerment, ensuring operational continuity and leadership capacity across the finance function.

- Recruit, mentor, and retain finance and operational leaders.
- Lead change with confidence and adaptability, fostering a culture of continuous improvement, innovation, and an abundance mindset while embracing emerging technologies, including AI, to advance organizational goals.
- Establish performance expectations and provide regular coaching and feedback.
- Foster employee engagement and professional development.
- Promote a culture of accountability and leadership succession planning.

Administrative Responsibilities

- Participate in the Administrator-On-Call rotation, Medical Staff Committee meetings, and Daily Administrative Rounding.
- Serve as acting President & CEO in the absence of the incumbent, as designated.
- Represent Nathan Littauer Hospital & Nursing Home in the community through active participation on local, regional, and industry boards, fostering strategic partnerships, strengthening community relationships, and advancing the organization's mission.
- Perform other duties as assigned.

Goals and Objectives

The next Chief Financial Officer and Vice President of Finance will have the opportunity to build upon Nathan Littauer Hospital & Nursing Home's strong foundation while helping position the organization for continued financial stability and strategic growth. Key priorities for the role include:

- Partner with the President & CEO, Board of Directors, and Executive Leadership Team to develop and execute a long-term financial strategy that supports the organization's mission, vision, and strategic objectives.
- Strengthen the organization's financial performance through disciplined fiscal management, proactive forecasting, and data-driven decision-making.
- Evaluate and optimize revenue cycle operations to maximize reimbursement, improve cash flow, reduce denials, and enhance overall financial performance.
- Advance financial planning and analytics capabilities by developing actionable dashboards, performance metrics, and reporting tools that support operational and strategic decisions.
- Lead the annual budgeting and capital planning processes, ensuring alignment between organizational priorities, resource allocation, and long-term sustainability.
- Identify and implement opportunities for operational efficiencies, cost containment, and process improvement while maintaining a focus on quality patient care and service excellence.
- Provide strategic leadership for payer contracting, reimbursement optimization, and value-based care initiatives to strengthen financial outcomes and organizational competitiveness.
- Support the continued growth and development of physician practices, outpatient services, and other strategic initiatives that enhance access to care throughout the region.
- Ensure compliance with all applicable financial, regulatory, reimbursement, and reporting requirements while maintaining strong internal controls and risk management practices.
- Partner with operational leaders to foster a culture of financial accountability, transparency, and collaboration across the organization.
- Leverage participation in the Rural Hospital Stabilization Program and other strategic opportunities to strengthen long-term financial viability and support service line growth.
- Recruit, develop, and retain a high-performing finance team while promoting leadership development, succession planning, and employee engagement.
- Serve as a trusted advisor to organizational leadership on matters related to financial strategy, capital investments, business development opportunities, and organizational growth.
- Champion innovation and continuous improvement initiatives that enhance operational effectiveness, patient access, and financial sustainability across the health system.

Candidate Qualifications

Education/Certification

- Bachelor's degree in Finance, Accounting, Business Administration, Healthcare Administration, or related field required.
- Master's degree in Business Administration (MBA), Healthcare Administration (MHA), Finance, or related field strongly preferred.

Experience

- Minimum of 10 years of progressive financial leadership experience required.
- Minimum of 5 years of senior leadership experience in a hospital or integrated healthcare delivery system required.
- Demonstrated experience in rural healthcare financial management strongly preferred.

Core Competencies

- Demonstrated strategic financial leadership in complex healthcare organizations.
- Deep expertise in healthcare reimbursement and payer-related financial strategies.
- Proven ability to optimize revenue cycle performance and maximize net revenue.
- Expertise in financial planning, forecasting, budgeting, and performance management.
- Leverages data analytics and decision support tools to drive informed business decisions.
- Leads capital planning initiatives that support organizational growth and sustainability.
- Effectively guides organizations through change and financial transformation.
- Drives operational excellence through process improvement and resource optimization.
- Communicates effectively with boards, executives, physicians, and key stakeholders.
- Builds collaborative relationships that foster trust, alignment, and organizational success.
- Develops, mentors, and retains high-performing finance teams.
- Ensures compliance with regulatory, financial, and reporting requirements.
- Applies strong critical thinking and problem-solving skills to complex organizational challenges.
- Champions a culture of continuous improvement, innovation, and accountability.

The Community

Gloversville, New York

Nestled in the foothills of New York's Adirondack Mountains, Gloversville offers a unique combination of small-town charm, natural beauty, and convenient access to larger metropolitan areas. Located in Fulton County, approximately one hour northwest of Albany and within easy reach of Saratoga Springs, the Capital Region, and the Adirondack Park, Gloversville provides residents with an exceptional quality of life, a strong sense of community, and abundant recreational opportunities.

Rich in history and tradition, Gloversville was once recognized as the center of the nation's glove-making industry and remains proud of its entrepreneurial heritage. Today, the community is experiencing continued revitalization, supported by investments in downtown development, housing, infrastructure, healthcare, and tourism. Residents enjoy a welcoming atmosphere and a cost of living significantly lower than many areas of New York State, making the region particularly attractive for professionals and families seeking affordability without sacrificing amenities.

The area offers a variety of educational opportunities through local public and private schools, as well as access to higher education institutions throughout the Capital Region. Nearby colleges and universities include Fulton-Montgomery Community College, Union College, Siena College, the University at Albany, and Rensselaer Polytechnic Institute, among others.

Outdoor recreation is a hallmark of life in Fulton County. Residents enjoy easy access to hiking, boating, fishing, skiing, snowmobiling, camping, and other year-round activities throughout the Adirondacks. The nearby Great Sacandaga Lake is a regional destination for water sports and outdoor recreation, while numerous parks, trails, and nature preserves offer opportunities for an active lifestyle.

The region also boasts a vibrant arts and cultural scene. Historic theaters, museums, community festivals, farmers' markets, and local performing arts organizations create a rich cultural environment. Saratoga Springs, renowned for its performing arts venues, horse racing, dining, and entertainment, is less than an hour away. At the same time, Albany offers access to professional sports, major cultural institutions, and a growing business community.

Housing options in Gloversville and the surrounding communities range from historic homes in established neighborhoods to newer suburban developments, lakefront properties, and rural acreage. The area's affordability allows residents to enjoy larger homes, shorter commutes, and a high quality of life compared to many larger metropolitan markets.

For executives and their families, Gloversville offers the opportunity to live and work in a close-knit community while maintaining convenient access to the educational, cultural, and economic resources of New York's Capital Region. With its blend of affordability, outdoor recreation, strong community values, and growing economic vitality, the region provides an exceptional environment in which to build both a career and a life.

Procedure for Candidacy

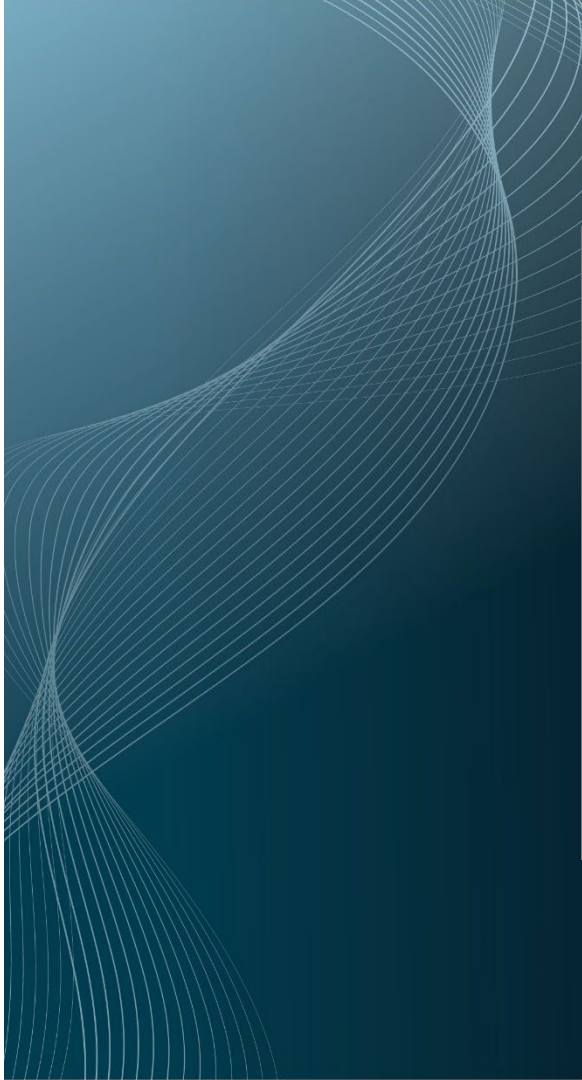
Please direct all applications, nominations, and inquiries to the search team via the WittKieffer Candidate Portal ([click here](#)) or by email to bliddell@wittkieffer.com. New users should select "Register Here" to create an account before proceeding. After logging in, navigate to "Open Positions," then locate the role by entering the institution's name and clicking the search wheel.

April Allen Principal 502-296-8066	Bree Liddell Senior Associate 314-754-6066
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Nathan Littauer Hospital & Nursing Home 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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