



JOHNS HOPKINS
M E D I C I N E

Vice President, Entity IT Services

Leadership Profile

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The Opportunity

Johns Hopkins Health System (JHHS) seeks a progressive executive to serve as its Vice President, Entity IT Services (VP). This represents offers a unique opportunity to partner with business, clinical, and academic leaders across the organization to develop and implement strategic plans that align with the overarching goals of JHHS. The position offers a platform to shape the future of information technology at a world-class academic medical center that has been synonymous with innovation, research excellence, and ground-breaking patient care for over a century.

Reporting to the Chief Information Officer of JHHS, the VP is responsible for overseeing the overall IT operational delivery and effectiveness across JHHS entities. The VP leads the Executive IT Directors and their onsite teams, who support the daily operations of Johns Hopkins entities. The role ensures the consistent delivery of high-quality, reliable IT services across the organization through close collaboration with senior IT leaders and direct oversight of service level agreements. Responsibilities include sharing best practices, evaluating and adopting new technologies, leading enterprise projects requiring coordinated entity implementation, and helping shape the strategy for enterprise systems. A strong emphasis is placed on fostering a culture of exceptional customer service, continuous improvement, and responsiveness to stakeholder needs.

Additionally, the VP works closely with with operational and clinical partners to design and implement technology solutions that are forward-looking, cost-effective, reliable, and compatible with both current and emerging platforms. Acting as a strategic partner to internal constituents, the individual helps translate business needs into actionable technology recommendations, including investments in systems, applications, processes, and staffing. The VP also provides leadership in the development of technology-related policies and procedures, represents IT on business-driven policy committees, and ensures compliance with applicable JHHS policies, practices, and regulatory requirements within their area of responsibility.

The ideal candidate for the VP position will be a driven leader with a proven track record of success in IT service delivery in healthcare. The VP will be an engaged, transparent, collaborative, team-oriented professional who can communicate effectively and build relationships with leadership, staff and physicians. Maintaining and leading a highly service oriented culture in IT is essential.

Organization Overview

Johns Hopkins Medicine

Johns Hopkins Medicine (JHM) is a globally recognized academic medical system headquartered in Baltimore, Maryland. It represents a strategic collaboration between the Johns Hopkins Health System (JHHS) and the Johns Hopkins University School of Medicine (JHUSOM). This integrated structure serves as both a platform for internal coordination and a unified voice for external initiatives.

By combining the strengths of a world-renowned medical school with a comprehensive health system, JHM delivers seamless excellence across clinical care, research, and education. Its organizational design enables a cohesive response to emerging opportunities and challenges in the healthcare landscape, ensuring that innovation and patient-centered care remain at the forefront of its mission.

Mission and Values

Founded on the legacy of Johns Hopkins himself, JHM is driven by a mission to improve the health of the community and the world by setting the standard of excellence in medical education, research, and clinical care. Its core values include:

- Excellence and Discovery
- Leadership and Integrity
- Diversity and Inclusion
- Respect and Collegiality

These values guide the organization's commitment to innovation, compassion, and collaboration across all JHM operates [six academic and community hospitals](#), four suburban health care and surgery centers, and 39 primary and specialty care outpatient sites.

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

Johns Hopkins Health System

The Johns Hopkins Health System Corporation (JHHS) is a not-for-profit, academically based health system headquartered in Baltimore, Maryland, and serves as a cornerstone of Johns Hopkins Medicine. It was established to manage and coordinate the growing network of hospitals and health care services that evolved from the original Johns Hopkins Hospital, which opened in 1889. The hospital was founded through the vision and philanthropy of Johns Hopkins, a Baltimore businessman who left a historic \$7 million bequest to create a hospital and university that would serve all people, regardless of race, gender, or economic status.

As the health care enterprise expanded, the formation of JHHS provided a formal structure to support its increasingly complex operations. This allowed for more efficient governance, resource sharing, and strategic alignment across its hospitals and affiliated services. In partnership with the Johns Hopkins University School of Medicine (JHUSOM), JHHS plays a vital role in



delivering world-class patient care, advancing medical research, and training future health professionals. This collaboration is the foundation of Johns Hopkins Medicine, which unites the clinical and academic missions under a shared vision.

JHHS is committed to providing the highest quality health care in the treatment and prevention of human illness. It supports a wide range of services, from primary care to highly specialized tertiary and quaternary care, across a diverse network of hospitals and outpatient facilities. At the heart of the system is [The Johns Hopkins Hospital](#), a globally renowned academic medical center consistently ranked among the top hospitals in the United States. Johns Hopkins Hospital features over 1,100 licensed acute care beds and handles more than 40,000 inpatient admissions and 500,000 outpatient visits annually. It is also a designated Level I trauma center and a Comprehensive Cancer Center.

In addition to The Johns Hopkins Hospital, the system includes several other major hospitals, each with its own unique strengths and community focus. These include [Johns Hopkins Bayview Medical Center](#), a community-based teaching hospital; [Howard County General Hospital](#), a full-service community hospital; [Suburban Hospital](#), a regional trauma center in Bethesda; [Sibley Memorial Hospital](#) in Washington, D.C.; and [Johns Hopkins All Children's Hospital](#), a pediatric teaching hospital in St. Petersburg, Florida.

Beyond hospital care, JHHS extends its services through [Johns Hopkins Community Physicians](#), the largest primary care group in Maryland, and through specialized entities such as the Johns Hopkins Medical Services Corporation and Johns Hopkins Medical Management Corporation, which coordinate care delivery and physician services. The [Johns Hopkins Home Care Group](#) provides in-home medical services, while [Johns Hopkins HealthCare LLC](#) manages relationships with insurers and employers, including oversight of [Priority Partners](#), a Medicaid managed care organization.

Together, these institutions form a comprehensive, integrated health system that continues to fulfill the vision of its founder by delivering compassionate, innovative, and inclusive health care to communities locally and around the world.

Johns Hopkins University School of Medicine

The Johns Hopkins University School of Medicine (JHUSOM), founded in 1893, is a prestigious private medical school located in Baltimore, Maryland. It is a core component of Johns Hopkins University and plays a central role in the broader Johns Hopkins Medicine enterprise. The school was established with a revolutionary vision for its time, including the admission of both men and women and a strong emphasis on scientific research and clinical training. Its founding faculty—William Osler, William Halsted, Howard Kelly, and William Welch—set enduring standards for medical education and practice.

JHUSOM is consistently ranked among the top medical schools in the United States, recognized for its excellence in research, education, and clinical care. It offers a range of degree programs including M.D., M.D.-Ph.D., and other advanced graduate degrees. The school is home to over 2,980 full-time and 1,270 part-time faculty members, and educates more than 1,400 students annually. It shares its East Baltimore campus with the



Johns Hopkins Hospital, the Bloomberg School of Public Health, the School of Nursing, and the Johns Hopkins Children's Center, creating a dynamic and collaborative environment for learning and innovation.

The school is a powerhouse of biomedical research, hosting more than 830 research labs and 120 core facilities. Faculty and alumni have contributed to over 2,268 active patents and launched nearly 100 startups. In 2022, JHUSOM received over \$566.9 million in NIH funding, ranking fifth nationally. Its commitment to discovery and innovation is reflected in its long history of medical breakthroughs and its affiliation with 15 Nobel laureates.

JHUSOM maintains strong affiliations with several regional hospitals, including Johns Hopkins Bayview Medical Center, Howard County General Hospital, Suburban Hospital, Sibley Memorial Hospital, and Johns Hopkins All Children's Hospital. These partnerships extend its reach and enhance its ability to deliver high-quality, patient-centered care across diverse communities.

Overall, the Johns Hopkins University School of Medicine stands as a global leader in medical education, research, and clinical excellence. Its mission is to train future leaders in medicine, advance the understanding and treatment of disease, and improve health outcomes both locally and globally.

Johns Hopkins University

Johns Hopkins University (JHU), founded in 1876, is recognized as America's first research university. Its inaugural president, Daniel Coit Gilman, believed that the integration of teaching and research was essential to advancing both individual scholarship and societal progress. He described the university's mission as "to make scholars, strong, bright, useful, and true," a sentiment that continues to reflect the institution's commitment to excellence and public service. This philosophy remains central to JHU's identity, shaping its approach to education, discovery, and impact around the world.

Over nearly 150 years, JHU has become a global leader in research and innovation. Its faculty, clinicians, and students have been responsible for groundbreaking discoveries, including the development of CPR, water purification techniques, and corrective surgery for infant heart defects. The university has also played a pivotal role in public health, championing interventions such as vitamin A supplementation and seat belt usage and has contributed to major scientific milestones like authenticating the Dead Sea Scrolls and exploring the outer reaches of the solar system.

Johns Hopkins is consistently the top recipient of federal research funding, a testament to its leadership in scientific inquiry and innovation. These investments have enabled significant progress in understanding and treating complex health challenges such as cancer, Alzheimer's disease, and opioid addiction. The university's research efforts not only drive medical and technological advancements but also generate substantial economic impact, estimated at \$7.3 billion in Baltimore and \$15 billion across Maryland.

Today, Johns Hopkins comprises nine academic divisions that collaborate across disciplines to uphold its mission of discovery, education, and service. As the largest private employer in Maryland, the university maintains deep economic, social, and cultural ties to its community, while continuing to shape the future of science, medicine, and higher education on a global scale.

Position Summary

The Vice President – Entity IT Services (VP) is responsible for overseeing the overall IT operational delivery and effectiveness across Johns Hopkins Health System (JHHS) entities. Reporting directly to the CIO of JHHS, the VP leads the Executive IT Directors and their onsite teams, who support the daily operations of Johns Hopkins entities.

The VP is tasked with optimizing technology usage and deployment through standardized processes, effective resource management, and strategic alignment to deliver value in support of the JHHS mission. This position requires collaboration with business, clinical, and academic leaders across the organization to develop and implement strategic plans that align with the overarching goals of JHHS.

Reporting Relationships

- Reporting to the Chief Information Officer, Johns Hopkins Health System.

Responsibilities

- Provides leadership, guidance, and support to five (5) Executive Directors of IT and two (2) additional Executive Directors through indirect reporting relationships.
- Leads the entity support IT leadership team, playing a key role in enterprise IT efforts by sharing best practices, evaluating new technologies, leading enterprise-wide projects that require implementation per entity, and shaping strategy of enterprise-wide systems.
- Ensures the delivery of high-quality, reliable IT services across the organization in coordination with other senior IT leaders. Ensures continuous delivery of information technology support and services through direct management of service level agreements.
- Fosters a culture of exceptional customer service by promoting continuous improvement and responsiveness to stakeholder needs.
- Manages IT resiliency and downtime plans, coordinating with Emergency Management, including drills and corrective actions.
- Collaborates with Facilities, Clinical Engineering, Supply Chain, and the Vice President of Clinical Applications to develop technology solutions that anticipate organizational needs, are cost-effective, reliable, and compatible with both existing and emerging technologies.
- Works with constituents in conjunction with other IT leaders to interpret customer business needs and makes recommendations for strategic investments in technology, applications, business processes, personnel, etc. that meets the agreed upon goals of the organization.
- Provides guidance for the development of technology related policies and procedures and represents IT on business-driven policy committees within and outside of Hopkins. Ensures that applicable Hopkins policies, practices, regulatory requirements are addressed and followed within his/her area of responsibility.
- Balances personnel and funding to meet operational and strategic goals. Identifies critical issues and collaborates with leadership to address them.

- Develops business plans and ROI assessments; completes contract reviews.
- Represents the interest of the organization at industry, state, and federal meetings to ensure that the best interests of the organization are considered.
- Has direct responsibility for the design, development, and application of technical solutions that satisfy customer needs and are essential to the ongoing operations of the organization.

Budget Responsibility

- Oversees the development and monitoring of entity IT budgets across JHHS. Manages current and projected capital and operating budgets and initiates corrective action(s) when substandard financial performance occurs.
- Influence and own ongoing operations, budgets, and a multi-year budget forecast and both strategic and operational planning.
- Encourage maximum cost control through continuous evaluation of entity resource allocations.

Authority/Decision Making

- Represents senior organizational leadership, often with delegated authority, in internal and external meetings.
- Proactively anticipate issues to address potential concerns effectively.

Supervisory Responsibility

- Lead workforce development plans, including employee recruitment/retention, and cultivating an excellent work environment with positive organizational climate/culture scores.
- Responsible for building highly successful teams by providing supervision and support of the engagement and professional development staff.
- Provides clear set of expectations to direct reports, based on annual entity department goals.

Goals and Objectives

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

- Collaborate with senior IT leadership to ensure alignment and integration into the executive team. Build relationships and gain a comprehensive understanding of the history, culture, and contexts with JHHS, School of Medicine, and the university at large.
- Build strong relationships with external entities as well as hospital COOs and presidents to ensure alignment and collaboration at the executive level.
- Develop an entity IT structure, strategy and roadmap for the health system in collaboration with other leaders. Define how the Entity IT services team operates by establishing clear structures, roles, and process.
- Identify opportunities to enable effective IT operations and a high-performing, service-oriented function.
- Oversee the continuous provision of technology support by directly managing service level agreements and maintaining accountability for performance.
- Cultivate a supportive and energizing culture that recognizes staff and promotes career growth and development, aiding in recruitment and retention. Champion a culture of exceptional customer service, emphasizing continuous improvement and a proactive, responsive approach to meeting stakeholder needs.

Candidate Qualifications

Education/Certification

- Bachelor's degree in information technology, business, or related field **required**. Advanced degree preferred.

Knowledge and Work Experience

- 10+ years of progressive experience in information technology, healthcare, Finance, operations, or related field.
- Systems implementation experience in a large health system/ Provider care delivery.

Leadership Skills and Competencies

- Ability to establish strategic direction and commit to long-range goals and short-term initiatives.
- Advanced leadership, negotiation and conflict resolution skills needed to manage and motivate staff and resources consistent with organizational goals, and group processes.
- Demonstrated exemplary customer service skills and ability to think strategically.
- Excellent interpersonal and communication skills necessary for interfacing with various levels of management, including senior leadership and high-level external contacts
- Ability to work at a fast pace, prioritize multiple activities and respond in a timely manner to numerous requests in a complex, highly collaborative environment.
- Ability to manage sensitive and confidential information.
- Conduct oneself in a professional manner in formal and extemporaneous situations with the ability to represent Hopkins on State, Federal and industry panels.
- Knowledge of information systems that support operational and analytics activities.

The Community

Baltimore, Maryland

Baltimore, Maryland, affectionately known as “Charm City,” is a vibrant, historic, and culturally rich city that offers an exceptional quality of life for professionals and families alike. As the largest city in Maryland and the heart of a metropolitan area of nearly 3 million people, Baltimore is a dynamic blend of old-world charm and modern innovation. Its location on the Chesapeake Bay provides scenic waterfront views, fresh seafood, and easy access to outdoor recreation, while its proximity to Washington, D.C., Philadelphia, and New York City makes it a strategic hub for travel.

One of Baltimore’s most appealing features is its diverse and character-filled neighborhoods. With over 225 distinct communities, you’ll find everything from the artistic flair of Hampden, the historic cobblestone streets of Fells Point, and the waterfront elegance of Canton, to the quiet, tree-lined avenues of Roland Park and the suburban feel of Towson. Whether you’re looking for a lively urban lifestyle or a peaceful retreat, Baltimore offers housing options to suit every preference.



The city is also a cultural powerhouse, home to world-class institutions like the Baltimore Museum of Art, The Walters Art Museum, and the American Visionary Art Museum. Annual events such as Artscape, Light City, and the Kinetic Sculpture Race showcase Baltimore’s creative spirit and community pride. Music lovers can enjoy performances at the Meyerhoff Symphony Hall, Lyric Opera House, and outdoor venues like Pier Six Pavilion, while theater enthusiasts will find a thriving scene at Center Stage, Everyman Theatre, and more.

For foodies, Baltimore is a dream destination. The city’s culinary scene ranges from iconic Maryland crab cakes and fresh oysters to innovative farm-to-table restaurants and bustling food markets. Neighborhoods like Little Italy, Mount Vernon, and Remington offer a mix of traditional and contemporary dining experiences. And for those who love the outdoors, Baltimore’s parks, trails, and waterfront promenades provide ample opportunities for biking, hiking, kayaking, and relaxing in green spaces like Druid Hill Park and Patterson Park.

Living in Baltimore means being part of a community that values history, diversity, and progress. Whether you're drawn to its distinctive neighborhoods, its thriving arts and culinary scene, or its strong sense of local pride, Baltimore offers a welcoming and enriching environment for professionals and families alike. From waterfront strolls in Fells Point to live performances at the Hippodrome Theatre, the city invites you to explore, connect, and grow. It’s a place where you can build a meaningful career while enjoying a lifestyle full of culture, creativity, and community spirit.

For more information please visit:

www.baltimore.org/

explore.baltimoreheritage.org/

Procedure for Candidacy

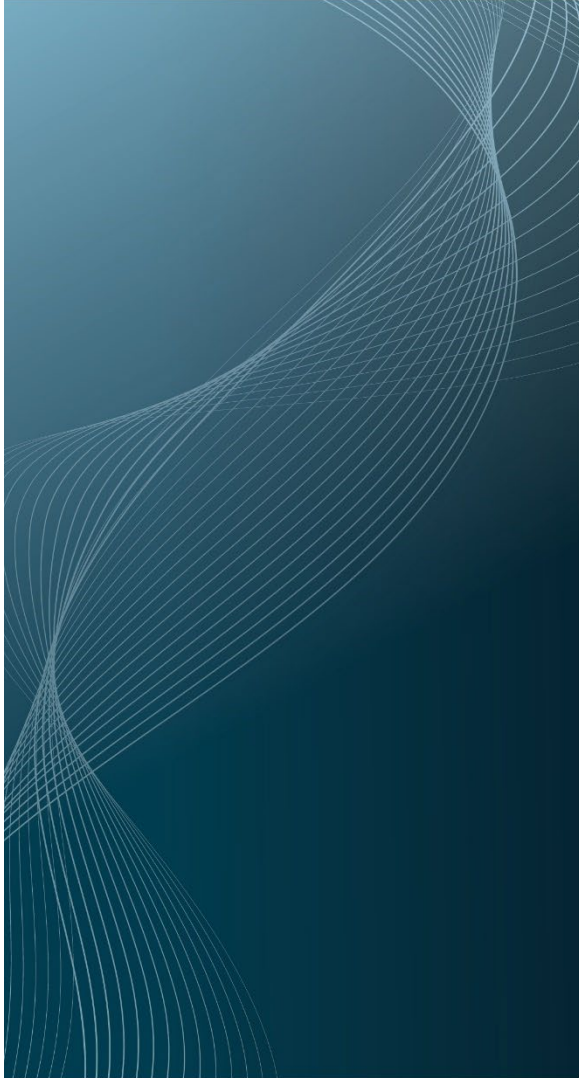
All applications, nominations, and inquiries are invited. Please direct all nominations and applications to Hillary Ross, Zachary Durst and Scott Dethloff through the WittKieffer Candidate Portal by clicking [here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "Become a Candidate" button.

The anticipated base compensation range for this position is \$300,000-\$325,000 annually and has a 20% incentive bonus, commensurate with the successful candidate's experience. Final determination of a successful candidate's starting pay will vary based on several factors, including, but not limited to education and experience within the industry.

Johns Hopkins Health System 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 Johns Hopkins Health System 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.

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