

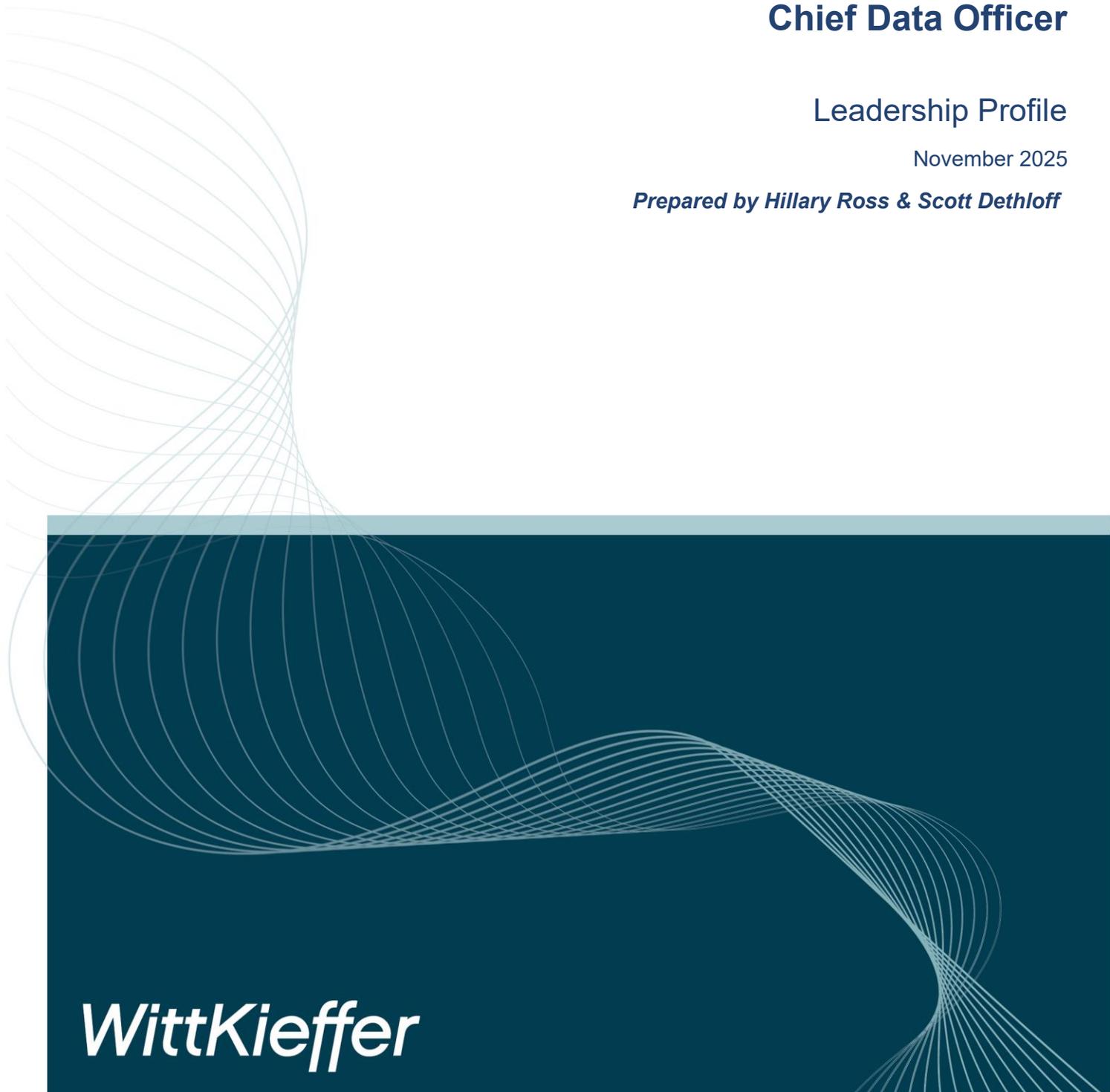


## **Chief Data Officer**

### Leadership Profile

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**WittKieffer**

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## The Opportunity

Children's Wisconsin (Children's) is seeking a collaborative and forward-thinking technology leader to serve as its Chief Data Officer (CDO). This is an exciting opportunity to join a high-quality, financially stable system with an outstanding culture and extraordinary mission.

Children's is a premier, independent, and fully integrated health system dedicated exclusively to the health and well-being of children. The mission is underpinned by a culture of collaboration, dedication, and excellence, ensuring an unparalleled and engaging environment for patients/clients, families and team members. The system includes a 304-bed hospital in the Milwaukee region, a 42-bed hospital in Neenah, Wis., and a robust primary care network. Comprehensive specialty care is provided in more than 70 disciplines through Children's Specialty Group, a provider group practice partnership with the Medical College of Wisconsin. Additional services include urgent care centers, foster and adoption services, child advocacy initiatives, and insurance coverage for over 150,000 members through Chorus Community Health Plans. Children's remains steadfast in its commitment to delivering exceptional care and advancing the health of every child served.

Reporting to the Chief Information and Digital Officer, the CDO will partner closely with other senior leaders across the organization. The CDO will be responsible for developing and implementing a unified data ecosystem, ensuring data management, promoting data access and data-driven decision-making. The CDO will guide the implementation of a center of excellence for advanced data, analytics and AI. The CDO will also work with leaders and staff to manage organizational data priorities and coordinate data assets to address the needs of Children's.

The CDO will be responsible for developing and stewarding data strategy, in addition to implementing cloud-based data warehousing. The CDO will build robust data management and data governance functions and will be responsible for ensuring continual data access and self-service utilization at all levels of the organization, in addition to leading a highly qualified team of data professionals. The CDO will focus on innovation and research excellence supporting the advancement of infrastructure for research and a data lake environment.

The ideal candidate will be a values-driven leader with a proven track-record leading enterprise data in a large, complex organization, preferably in healthcare. The CDO will bring strong strategic and operational management, and must be able to educate and evangelize stakeholders in the effective use of data to drive informed decision making in support of an agile, fact-based organization focused on strategic growth, operational excellence and performance improvement. The CDO will possess exceptional relationship and team building skills, as well as the ability to lead change effectively and bring a systems approach to problem-solving, consensus-building and process improvement.

## Organization Overview

### Children's Wisconsin

Children's Wisconsin (Children's) is the region's only independent healthcare system dedicated solely to the health and well-being of children. In Milwaukee and throughout the state, Children's provides kids and their families a wide range of care and support – from routine care for earaches or sore throats to life-saving advances and treatment options. Children's academic partner, the [Medical College of Wisconsin](#), brings many of the nation's most well-respected doctors to the team. Every day, the team at Children's is working to advance the organization's vision – that the kids of Wisconsin will be the healthiest in the nation. Kids need healthy families and strong communities to live well. Because of this, partnerships and support for the community are emphasized. Millions of dollars are [invested](#) every year to keep Wisconsin's kids healthy, happy, and safe.

### Pediatric hospitals

Children's is one of the nation's top pediatric health systems. Hospitals located in Milwaukee and Neenah, Wis., provide inpatient care, including transport of critically ill or injured children and intensive care services. Children's recently completed a four-year project to upgrade and replace facilities on the Milwaukee campus. This project was designed to enhance clinical collaboration and efficiencies, improve the child and family experience, and support the use of new technologies.

### Specialty care and clinical collaboration

Children's offers outpatient specialty care in more than 70 medical specialties. This specialty care is available at hospitals, a pediatric outpatient surgery center and at clinics throughout Wisconsin to provide care closer to home. Care also is provided at other hospitals and clinics throughout Wisconsin. These collaborations with other health care organizations allow Children's to extend its expertise to more patients closer to where they live.

### Urgent care

Children's [urgent care sites](#) are Milwaukee area's only walk-in clinics just for kids.

### Primary care

Children's has more than 20 primary care locations and 100 [primary care pediatricians](#) serving children in southeastern Wisconsin.

### Child advocacy and statewide services

Children's has a long history of advocating for children. Team members at centers throughout the state work together to provide child welfare and prevention services. This includes health education on topics critical to children and their families.

Registered nurses provide care for kids at schools throughout Milwaukee including health screenings, care coordination, health literacy and chronic disease management. Children's also provides School-based mental health where our child and family therapists work with kids in their school environment to provide individual counseling and group therapy, consult with parents and teachers to support a child's success and work with school staff to foster a healthy environment for students.

Through pediatric [research](#), Children's advances state-of-the-art pediatric health care by searching for life-saving cures for the diseases that affect children.

## Chorus Community Health Plans (CCHP)

CCHP is dedicated to providing access to the highest quality health care and services to its members. Two products are currently offered to Wisconsin members: BadgerCare Plus and Together with CCHP.

### Our vision

The children of Wisconsin will be the healthiest in the nation.

### Our mission

CARE: Care, Advocacy, Research, Education

### Our values and guiding behaviors

Our five values guide and inspire us. The guiding behaviors describe how we pursue our mission and vision. These actions demonstrate our passion, and show how much we care for and about children and families and each other.



#### Purpose

We act in service of children and families.

- I focus on what matters most to children and families.
- I am passionate about providing the safest, highest quality and most equitable care and services.
- I hold myself and my colleagues accountable for high performance and resource stewardship.



#### Collaboration

We work together to care for and about children, families and each other.

- I respect and value diverse backgrounds, styles and perspectives.
- I invite and recognize the strengths and contributions of others.
- I include people in decisions that impact them.



#### Integrity

We build confidence and trust in all interactions.

- I assume positive intent and treat others with respect, equity and compassion.
- I listen for understanding and communicate openly and honestly.
- I follow through on commitments and decisions.



#### Health

We are at our best.

- I make choices to achieve balance and well-being at work and at home.
- I cultivate a sense of belonging through connection, appreciation, respect and care.
- I am aware of my own moods and cast a positive shadow.



#### Innovation

We commit to improvement with breakthrough ideas and solutions.

- I learn from children, families, colleagues and the community.
- I embrace curiosity and change through the open exchange of feedback and diverse perspectives.
- I create an environment where it is safe to learn from experiences and try new things.



## Awards and Recognition

Children's Wisconsin has been recognized for its excellence as a patient care provider, employer and community partner. A few of honors include:

- Level I Children's Surgery Center
- Ranked among the nation's best by U.S. News & World Report
- [Top Workplace for 15 years in a row by the \*Milwaukee Journal Sentinel\*](#)
- Gallup Exceptional Workplace recognition two years in a row
- [Designated a Magnet hospital by the American Nurses Credentialing Center](#)
- [Well Workplace Gold Status from Wellness Council of America](#)
- Gold designation of American Heart Association Workplace Health Achievement Index
- [The third pediatric hospital in the country designated a "Diagnostic Imaging Center of Excellence"](#)

## Position Summary

The Chief Data Officer (CDO) provides visionary leadership over enterprise-wide data strategy, analytics, infrastructure, and governance tailored to a healthcare provider setting. This role empowers data-driven decision-making, advances population health management, and enhances clinical and operational excellence. The CDO fosters a secure, interoperable data ecosystem—spanning EHRs, medical devices, research, and academic partnerships—to elevate patient outcomes, support academic medicine, and improve the health and well-being of children and families. The CDO continuously monitors industry advances in AI, ML, and cloud-native data platforms to ensure that the analytics platform remains modern, performant, and aligned with healthcare-focused best practices.

## Reporting Relationships

Reporting to the Chief Information and Digital Officer

## Responsibilities

The successful Chief Data Officer candidate will:

- Provide strategic and clinical data leadership. Develop and steward a healthcare-aligned data center of excellence to foster governance, compliance, data quality (especially patient and clinical data), and scalable infrastructure
- Engage in governance, compliance & data stewardship. Implement enterprise-grade EHR data management that aligns with HIPAA, meaningful use, and regulatory standards. Establish cross-departmental processes for secure, compliant data sharing and population health analytics
- Focus on interoperability and data integration. Orchestrate seamless integration across systems—from EHRs to registries and clinical devices—supporting clinical research, care coordination, and statewide health data initiatives
- Advance innovation with AI, ML, and cloud analytics. Scout and adopt advanced analytics strategies (including AI/ML pipelines and cloud-native platforms) to drive predictive modeling, early risk detection, and value-based care initiatives. Oversee MLOps and AIOps for model lifecycle governance and IT operations automation
- Transform enterprise reporting and advanced analytics. Centralize BI capabilities and standardize reporting tools to deliver real-time clinical dashboards, operational metrics, and financial reporting. Support clinicians and leaders with self-service analytics
- Collaborate with academic medicine and partner with academic institutions and research teams to build shared, secure data platforms that support clinical trials, translational research, and outcomes improvement
- Guide technology and vendor strategy. Evaluate, implement, and manage vendor partnerships for healthcare-specific analytics tools, ensuring alignment with clinical workflows, IT standards, and budget efficiency
- Engage in change management and culture building. Promote data literacy across the health system through training, governance committees, and executive alignment—bridging clinicians, researchers, and operational leaders

## Goals and Objectives

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

- Fully integrate into the Children's Wisconsin IT leadership team as a trusted partner and subject matter expert in data and analytics. Demonstrate credibility, integrity, and accountability while contributing broadly to strategic initiatives
- Build trust, credibility and strong relationships with business, research and clinical leaders across the health system to identify and address their data and reporting needs
- Perform an overall assessment of the current data enterprise including resources, technology, structure and staff. Identify and make any changes necessary to continue to develop a highly responsive, customer service-oriented organization
- Promote the adoption of a unified data platform and self-service capabilities. Implement tools and evangelize the capabilities and value that data and analytics can provide the organization
- Develop standards, principles and governance as it relates to data usage, access and intelligence and create the center of excellence in data which democratizes data thus enabling data access for end users and providing insight and actionable information leading to an agile, data-driven organization focused on operational excellence and performance improvements
- Enable a culture that energizes and is supportive of staff and offers career growth and development opportunities to aid in the recruitment, development and retention of highly skilled and diverse team members

## Candidate Qualifications

### Education/Certification

- Bachelor's Degree in Computer Science, Information Technology, Mathematics, or related discipline required
- Master's Degree in Computer Science, Information Technology, Mathematics, or related discipline preferred

### Knowledge and Work Experience

- 7-10 years of related experience required
- Experience in data analysis, statistical modeling and data mining required
- Experience with business intelligence tools and technologies required
- 3+ years' experience with developing and deploying ML and AI Operations and Infrastructure preferred
- 3+ years prior experience as a Chief Data Officer or Chief Analytics Officer or Chief ML/AI Officer or Chief Data Scientist or Chief Research Information Officer preferred
- Relocation to the Milwaukee metropolitan area is preferred

### Leadership Skills and Competencies

- Skills in developing strategic and tactical plans to meet business objectives in a large healthcare system
- Excellent project, technical and problem management skills
- Ability to communicate detailed technical information both orally and in writing
- Strong interpersonal, leadership, decision making and team building skills
- Skills in developing sound proposals and successfully implementing program/project plans
- An understanding of health care delivery systems and health care dynamics
- Demonstrates expert-level problem-solving, creativity, and strategy development in the face of new competitive challenges

## The Community

### Milwaukee, WI

Milwaukee is located 90 miles north of Chicago on Lake Michigan's western shore. It is an affordable place to work, live and play; big enough to be exciting and uncongested enough to get around easily. Milwaukee's many neighborhoods have much charm and accommodate a variety of lifestyles from high-rise apartments to small farms and its beautiful parks are world famous.

Nestled along Lake Michigan, the scenic downtown is home to a world-class symphony orchestra, museums, a ballet company, a theater district, the Milwaukee Bucks, the Milwaukee Brewers, and many fine restaurants. The lake and its harbors are skirted by scenic parklands and provide first-class opportunities for recreation. A recent study ranked Milwaukee as the 15th most walkable of the 50 largest US cities. Milwaukee County also is known for its "Grand Necklace of Parks" totaling more than 140, which offers picnic facilities, cross-country skiing, and ice skating. The Milwaukee Metro area is home to headquarters of seven Fortune 500 companies.

With a population of over 577,000, Milwaukee is the nation's 31st largest city. The seven counties making up the metro area for Milwaukee in southeastern Wisconsin are Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Waukesha, and Washington. The greater Milwaukee metro area has more than 1.5 million people, making it the nation's 39th largest metro area.

Learn more about what makes Milwaukee a great place to live: <http://www.mmac.org>



## Procedure for Candidacy

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

*Children's Wisconsin is an equal opportunity / affirmative action employer. We are committed to creating a diverse and inclusive environment for all employees. We treat everyone with dignity, respect, and fairness. We do not discriminate against any person on the basis of race, color, religion, sex, gender, gender identity and/or expression, sexual orientation, national origin, age, disability, veteran status, or any other status or condition protected by the law.*

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