



Chief Financial Officer

Leadership Profile

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The Opportunity

Diversus Health, in partnership with WittKieffer, is initiating the search for a highly qualified Chief Financial Officer (CFO) to join our executive leadership team and support the organization's continued growth, financial sustainability, and mission impact. This is a pivotal leadership role that will ensure the long-term fiscal health of our operations and help guide strategic initiatives that align with our mission and values.

Located in Colorado Springs, Colorado, Diversus Health was established 150 years ago; originally named the Springs Relief Society. At the time, we were known for delivering coal, lumber, and clothing to our community's most vulnerable. Today, we are the largest behavioral health care provider in El Paso, Park, and Teller counties, in Colorado.

The Chief Financial Officer (CFO) is a visionary financial strategist and a key member of the executive leadership team at Diversus Health. The CFO will drive the organization's financial health, sustainability, and strategic growth in alignment with their mission to improve lives through exceptional behavioral health care.

This role oversees all financial operations—including planning, forecasting, budgeting, reporting, compliance, legal, investments, and property strategy—while leading innovation in financial systems and models. The CFO will champion innovation, analytics, and value-based care transformation while upholding and modeling our core values: **Teamwork, Solution-Minded, Impactful, and Integrity.**

The ideal candidate will be a forward-thinking finance executive with strong business acumen, a strategic approach to problem solving, and proven success in financial leadership roles within a healthcare organization, preferably with a background in behavioral health leadership. Understanding the culture, mission of the organization, and demonstrating an unwavering commitment to serve Diversus Health patients will be critical to this CFO's success.

This is an excellent opportunity for a healthcare finance executive to support a multi-site healthcare organization as it transitions into a new era. This position also offers the unique opportunity to align financial leadership with meaningful mission impact, improving the lives of those served.

We invite you to be part of our journey and to lead with heart, purpose, and vision.



Organization Overview

Since its founding in 1875, Diversus Health has served as a trusted and enduring provider of behavioral health services to individuals and families across El Paso, Park, and Teller counties in Colorado. With a legacy spanning nearly a century and a half, the organization has consistently evolved to meet the complex and growing needs of the communities it serves.

Diversus Health offers a comprehensive continuum of care, including addiction treatment, crisis intervention, outpatient counseling, and psychiatric services, delivering integrated, person-centered solutions designed to promote long-term wellness. Each year, the organization reaches thousands of Coloradans, delivering accessible, high-quality care that addresses the full spectrum of mental and behavioral health needs.

Recognized nationally for its clinical excellence and innovative approaches to service delivery, Diversus Health remains firmly committed to advancing mental health equity, improving patient outcomes, and fostering resilient, healthy communities. Its enduring presence and dedication to mission-driven care make Diversus Health a leader in Colorado's behavioral health landscape.

Why Choose Diversus Health?

- **Legacy of Service:** With nearly 150 years of impact, we are deeply embedded in the fabric of the communities we serve. Our legacy speaks to trust, resilience, and meaningful results.
- **Mission-Driven Culture:** Everything we do is centered around well-being, inclusion, and compassion for our clients, our communities, and our employees.
- **Inclusive, Supportive Team:** We value collaboration, transparency, and equity at every level of the organization.
- **Opportunity to Lead with Purpose:** As CFO, you will not only drive financial strategy, but you will also shape how we invest in the health and future of Colorado communities.

Mission

Provide exceptional behavioral health care to our community one person at a time.

Vision

We are trusted partners, improving the behavioral health of our community by eliminating barriers, providing quality care and restoring hope.

Core Values

Our core values are the guiding principles that shape our culture, decisions, and behavior. They reflect what Diversus Health stands for, influencing how employees interact, how business is conducted, and how success is defined.

Colorado Counseling & Mental Health Support Services

Diversus Health is dedicated to providing counseling, behavioral health, mental health, and crisis support services in Colorado. Communities served include: El Paso, Park, and Teller County, including Colorado Springs, Bailey, and Woodland Park.

Addiction Treatment Services

Diversus Health provides drug and alcohol therapy, substance use treatment, peer recovery support, group services for all ages, and counseling in Colorado Springs and the tri-county area.



Diversus Health is a non-judgmental, goals-based recovery services care provider. They advocate and practice shame-free treatment, regardless of your story and circumstances. Their goal is to meet you at your addiction recovery. Each of their clients start with an evaluation to determine the best stage of treatment in their recovery program suited for each individual on a case-by-case basis. Their addiction counselors are here for you. In addition to the substance use disorder (SUD) services, they provide DUI education and therapy for those who are mandated and within the criminal justice system. Diversus Health offers urinalyses, drug monitoring, and testing compliant services for chain of custody cases. All the SUD services offer case-based, specialized outpatient substance use treatment for adolescents and adults and are regulated by the Colorado Department of Human Services, Office of Behavioral Health (OBH). Addiction services are one of the premiere mental health services offered and the focus is on long-term recovery for our patients.

Counseling Services

Counseling providers work with all ages, from early childhood services to trauma therapy. Diversus Health offers both individual therapy and group therapy, including family counseling sessions. In addition to mental health counseling services, they offer many other support services, including substance abuse services, crisis intervention services, and psychiatric services. They also offer additional resources based on patients' individual needs.

At Diversus Health, they are dedicated to providing you and your loved ones with the care you need when you need it. It is understood these are trying times and they are here to help you navigate your journey to recovery by offering online counseling and telehealth services for our Colorado communities. You can connect with us from the comfort of your home, using a smartphone, tablet, or computer. Their professional providers work with you to overcome the challenges of social isolation, financial strain, emotional health, mental health issues, increased stress and anxiety, and more with medical services. Their mental health counselors provide counseling services for individuals and group modalities, as well as families and couples.

Crisis Services

Diversus Health is always here to help. Whatever you're going through, their crisis counselors and professionally trained peer specialists are here to help right when you need it with immediate support, whether you are experiencing mental health issues or an emotional crisis.

Many of the services at Diversus Health are crisis-based. They are available 24 hours a day, seven days a week, 365 days a year, proudly assisting military members, veterans, families and individuals, as well as the homeless community, the developmentally disabled, and all who seek help in crisis situations. The walk-in crisis services are here to support you virtually and in-person, no matter when you need them. Whether you reside in one of our urban or rural communities, they are here for you with mental and emotional crisis help.

Psychiatric Services

At Diversus Health, they offer comprehensive high quality mental health services for mild to severe psychiatric cases. The continuum of care starts with a psychiatric evaluation and psychiatric assessment, whether you seek inpatient services, crisis assistance, or outpatient care. They provide telehealth psychiatric care with a competitive edge with years of experience and standards of psychiatrists, physicians, psychologists, and therapists. Their physicians offer medication management and are able to prescribe medications for anxiety, depression, ADHD, stress, psychotic symptoms, and more. Whether you seek inpatient or outpatient care, as psychiatry providers, Diversus Health is here to help you get started on your journey to recovery no matter what mental health issues you may be experiencing. Feel confident knowing they will ensure you receive the best mental health care for you and your individual needs, including a comprehensive treatment plan that aligns with your personal goals.

Position Summary

Reporting Relationships

The CFO will report directly to the Chief Operating Officer. Direct reports include the Vice President of Accounting and Finance and a department of 20+ employees.

Responsibilities

The successful Chief Financial Officer candidate will:

Strategic Financial Leadership

- Lead the development and execution of a **forward-looking financial strategy** that aligns with evolving healthcare industry demands and supports long-term organizational success.
- Partner with the COO and executive team to drive growth, sustainability, and innovation across Diversus Health's clinical and operational initiatives.
- Proactively evaluate and guide strategic opportunities, including **mergers, acquisitions, affiliations, joint ventures**, and new service line development.

Healthcare Finance & Innovation

- Lead financial planning and analytics across **value-based care models**, capitation, and fee-for-service environments.
- Integrate **advanced analytics and financial forecasting tools** to improve decision-making and resource allocation.
- Design and maintain a performance-driven budget process aligned with health outcomes, equity, and access.
- Serve as a change agent for adopting **innovative financial technologies**, such as AI-powered modeling, cloud-based platforms, and predictive analysis.
- Build and mentor a high-performing, mission-aligned finance team.
- Collaborate with the executive leadership team to create a unified, values-driven organizational culture.

Oversight of Financial Operations

- Direct the Accounting Department, including all core functions: general ledger, audits, tax, benefits, insurance, and reporting.
- Oversee the development and enforcement of financial protocols and policies to ensure transparency, accountability, and fiscal integrity.
- Ensure full compliance with federal, state, and healthcare regulatory requirements, including those specific to behavioral health and nonprofit organizations.

Governance & Board Engagement

- Serve as the lead staff liaison to the **Finance and Audit Committee** and the **Diversus Health Foundation Board**, ensuring alignment and strategic oversight.
- Present complex financial information clearly and meaningfully to board members, funders, and stakeholders.

- This position is considered a key position to the organization.
- The environment at Diversus Health is fluid and roles and responsibilities may be altered to accommodate changing business conditions and objectives. Employees may be asked to perform duties that are outside of specific work that is listed within their job descriptions. This position may require you to work standard hours, as well as flexible hours both before and after standard hours, and may include work in excess of 40 hours in a work week as necessary to the position's needs.

Leadership & Culture

- Actively model and promote Diversus Health's core values:
 - **Teamwork – We achieve more together.** Collaborate across departments and with community partners to drive shared goals.
 - **Solution-Minded – We embrace problems as opportunities.** Approach financial challenges with creativity, flexibility, and resourcefulness.
 - **Impactful – We inspire positive outcomes.** Drive decisions that maximize value to patients, staff, and the community.
 - **Integrity – We commit to do what is right.** Uphold the highest standards of ethics, transparency, and responsibility.
- Build and mentor a high-performing, mission-aligned finance team.
- Collaborate with the executive leadership team to create a unified, values-driven organizational culture.
- Exercise leadership and management responsibility to ensure the efficient delivery of services that meet the needs of patients, physicians, employees, and the community.
- Participate as a member of the Executive Leadership Team around program planning and development for Diversus Health with a goal of clarifying organizational objectives, priorities, strategies, and policies.
- Participate as a member of the Compliance Committee.
- Represent Diversus Health on state committees as designated.
- Provide oversight and direction to staff through regular contact.
- Coordinate training for new staff and work with all staff on planning for professional development.
- Conduct annual employee performance evaluations and position description updates with each staff member on a timely basis.

Strategy and Growth

- Provide direction and leadership in the development of strategy, leveraging organizational strengths and relationships to execute on key operating/financial metrics and market growth.

Goals and Objectives

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

- Develop a vision for the organization that ensures continued success and viability for the future.
- Quickly gain an understanding of Diversus Health, its business model and the organizational culture by becoming a visible and approachable leader. Demonstrate an appreciation for the extra efforts of all employees and partners, the difficulty of the environment in which they operate and seek to continually improve the conditions wherever possible. Learn and respect the histories and traditions of the organization, its relationship with the community and community partners.
- Become known as a competent, credible, and respected leader of the organization. Maintain high performance standards, service quality and financial integrity. Assess the financial organization's capacity, capabilities, and financial controls. Ensure stability across the team and create a culture of transparency, service, and responsiveness.
- Build and cultivate internal and external relationships including develop a trusted working relationship with the President and CEO, COO and senior leaders across the organization. Gain the confidence of the Board, staff, and key external partners throughout the community.
- Participate in strategic planning to align current organizational needs relative to local and federal funding with the longer-term strategy of Diversus Health, ensuring the financial position maintains strong while continuing to meet organizational goals.
- In partnership with senior leadership, maintain a continuous focus on growth and development while also ensuring operational efficiency and financial viability. In partnership with the Board and the President, assess future business development opportunities that will allow Diversus to continue to provide excellent service and care across a broader geography.
- Encourage discussions that bring out best practices and new ideas that disrupt the system for the better and provide excellent customer service as an overriding focus.
- Develop a strong grasp of the funding sources, partnerships and how funds flow throughout the organization. This includes developing a strong relationship with the development team, key donors, and other public/private funders.
- Serve as a mentor and make professional development and employee retention top priorities, recruiting needed talent and enabling professionals to see a career path.
- Ensure that the mission and values of the organization are well articulated and supported.



Candidate Qualifications

Education/Certification

- Master's degree in finance, accounting, healthcare administration, or related field.
- CPA designation strongly preferred.
- 10+ years of progressive leadership experience in financial management, with at least three years as a finance executive in a \$20M+ healthcare organization (behavioral health experience strongly preferred).
- Deep knowledge of healthcare reimbursement models, including capitated payments, Medicaid, Medicare, managed care, and grant-funded programs.
- Experience with multi-entity, multi-site operations and healthcare regulatory compliance.
- Proven success in leading teams through transformation, innovation, and organizational growth.

Knowledge and Work Experience

- Extensive executive level experience (CEO or other senior leadership role) in a nationally recognized health care organization with exemplary quality, growth and sustained financial strength.

Leadership Skills and Competencies

- Passion for excellence: Believes in exceptional patient care, education, research, and service to the community.

Preferred Competencies:

- Visionary leader with a deep understanding of the future of healthcare finance, including population health, social determinants of health, and outcome-based payment models.
- Strong executive presence with excellent communication, negotiation, and presentation skills.
- Passion for mission-driven work and improving the lives of underserved communities.
- Experience with enterprise resource planning (ERP) and financial automation tools.
- Ability to build trust and collaboration across diverse teams and stakeholders.
- Embodies a commitment to:



TEAMWORK

We achieve more **together.**



SOLUTION-MINDED

We embrace problems as **opportunities.**



IMPACTFUL

We inspire positive **outcomes.**



INTEGRITY

We commit to do **what is right.**

What We Offer:

- A purpose-driven leadership role in a dynamic and community-focused behavioral health organization.
- Opportunity to shape the future of financial strategy in healthcare innovation and access.
- A values-based culture that prioritizes impact, integrity, teamwork, and creativity.

- Competitive executive compensation and comprehensive benefits package.
- Expected Salary Range: \$177,000 - \$283,200

The salary range for this role may vary above or below the posted range. Compensation takes into account several factors including but not limited to a candidate's experience, education, skills, licensure and certifications, department equity, training, and organizational needs. Base pay is just one piece of the total rewards program offered by Diversus. Eligible roles also qualify for a comprehensive benefits package and an annual bonus incentive, \$20,000 annual contribution to a 457(b) plan in addition to an immediate vest 401k with a percentage match, 4- weeks' vacation leave, professional development dollars and a robust set of benefits.

The Community

Colorado Springs, Colorado



Colorado Springs, Colorado's second-largest city, stands out in the regional economic landscape, notably for its affordable cost of living. This attribute, combined with its ranking as ninth in US News & World Report's 2023-2024 Best Places to Live, underscores its appeal to businesses, families, and individuals, contributing to its steady top-10 status over the past six years.

Garden of the Gods: The towering red rock formations of the Garden of the Gods Park come alive when you visit the free Visitor and Nature Center and explore the geology, plants, animals and people of this amazing 1,341.3-acre regional park, located at 1805 North 30th Street in Colorado Springs. This incredible city-owned park is truly one of a kind. The site is a National Natural Landmark, having been recognized by the Department of the Interior as "a nationally-significant natural area." It offers towering sandstone formations, a wonderful view of Pikes Peak, paved and unpaved hiking paths, the historic Rock Ledge Ranch Historic Site, a living history museum, placed on the National Register for Historic Places in 1971, and many other amenities.

Military: The city's economic structure is bolstered by a strong military presence, including the Air Force Academy, several bases, and significant space and aerospace industries. These sectors foster a culture of discipline and innovation and stimulate the local economy by attracting skilled labor and promoting growth in related industries.

Education: Colorado Springs houses esteemed institutions such as Colorado College and the University of Colorado at Colorado Springs. This educational infrastructure ensures a well-educated workforce, an attractive feature for businesses seeking intelligent and skilled employees. Additionally, the city's role as OLYMPIC CITY USA, with numerous Olympic and sports organizations, diversifies its economic profile and enhances its attractiveness on a national and international scale.

Active Lifestyle: The city's ranking as the fifth most physically active city in a 2022 Chamber of Commerce survey reflects the active lifestyle embraced by its residents. The accessibility to outdoor activities and proximity to the Rocky Mountains cater to contemporary corporate priorities of employee wellness and work-life balance.

Economy: The city's affordability is a key factor in its appeal. Despite its growth, with a population exceeding 495,000, Colorado Springs maintains a competitive cost of living compared to other urban centers in the region. This affordability, combined with a strong community spirit and an average of 300 sunny days per year, positions it as an attractive destination for both businesses and families.

Cybersecurity: Colorado Springs is rapidly becoming a national leader in cybersecurity, boasting one of the nation's most sophisticated communications networks and a state-of-the-art industry center. With five National Security Agency-certified universities and a skilled workforce of over 3,000, the city generated \$4.6 billion in the cybersecurity sector in 2022, expecting a 15% growth by 2027. This sector represents 4% of the region's GDP and has seen a 5.5% growth over the past decade.

This thriving cybersecurity hub, supported by IT companies, higher education, and national defense, offers a fertile ground for jobseekers, entrepreneurs, and established companies, with lower labor costs than the national average and a higher concentration of cybersecurity jobs than larger areas like Denver. Colorado Springs' robust military community and presence of U.S. military bases contribute significantly, providing a talent pipeline of service members with diverse skills and security clearances essential for high-level IT and cybersecurity roles. The city employs over 28,000 people in this sector, underscoring its significant contribution to the industry.

Colorado Springs' strategic location, scenic beauty, and proximity to Denver, national parks, and ski resorts further enhance its appeal as a balanced urban location offering business opportunities and recreational amenities.

For additional information, visit:

<https://www.visitcos.com/>

<https://coloradosprings.gov/>

Procedure for Candidacy

Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting Diversus Health with this recruitment, preferably via e-mail, to tdavis@wittkieffer.com or through the WittKieffer Candidate Portal by clicking here [WittKieffer](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "Become a Candidate" button.

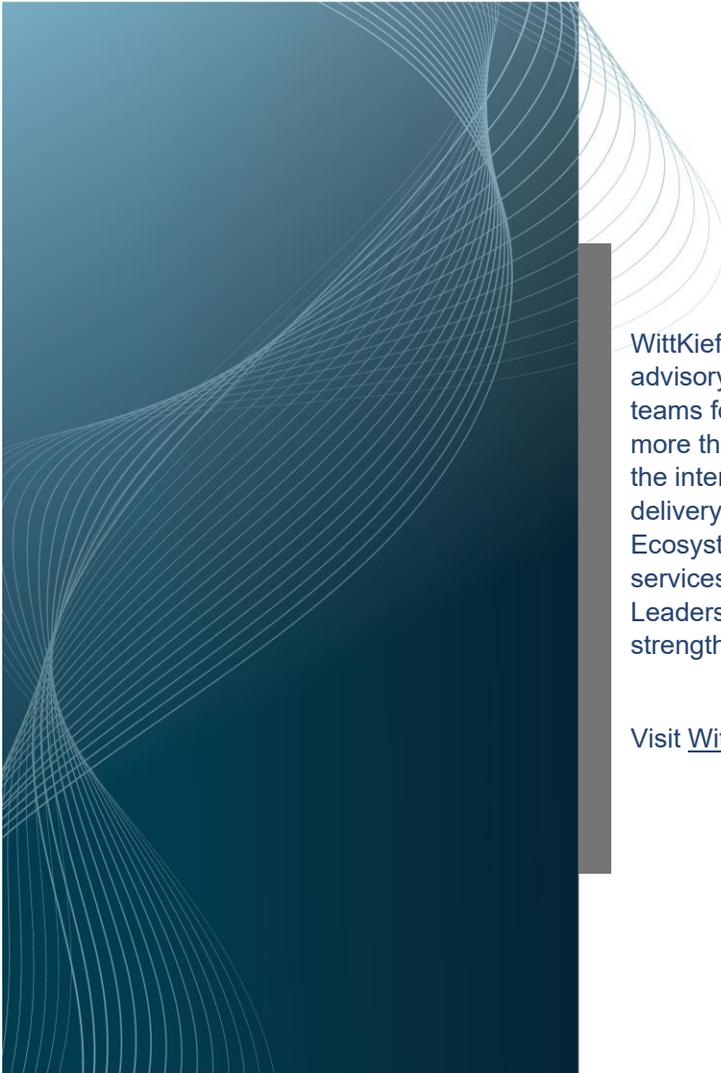
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Diversus Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

Commitment to Job Application Fairness: Applicants are not required to provide age or age-related information and may redact information related to age, date of birth, or dates of attendance at or graduation from an educational institution from any submissions during the initial application process.

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 Diversus Health 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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