

HAYSMED

Executive Director, IT

Leadership Profile

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WittKieffer

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The Opportunity

HaysMed seeks a dynamic IT professional to serve as its next Executive Director of Information Technology. HaysMed is the premier provider in western Kansas for specialized care with a mission to help people be healthy and to be the best Tertiary Care Center in rural America.

Located in Hays, Kansas, HaysMed is a Level III Trauma Center, comprised of a 207-bed acute care facility and advanced specialty programs like the DeBakey Heart Institute, Orthopedic Institute, Dreiling/Schmidt Cancer Institute and the Center for Women's Health & Childbirth. Over the past two decades, HaysMed has made tremendous strides towards its vision of becoming "The Best Tertiary Care Center in Rural America" and in 2022 was named a Top 20 Rural and Community Hospital according to the National Rural Health Association. Through its many services, HaysMed cares for patients across the broad geography of Western Kansas. HaysMed maintains a local market share of 75%; with total primary/secondary/tertiary service market share of 27%. The majority of hospitals across western Kansas are critical access facilities and HaysMed has a history of serving as a convener and partner in helping to ensure these facilities have access to high quality healthcare services.

The Executive Director of Information Technology at HaysMed Medical Center is a visionary leader who fosters an environment of teamwork, open communication, and exceptional customer service. They are adept at problem-solving and are committed to maintaining compliance with regulatory standards through the creation and revision of policies and procedures. This role involves comprehensive human resources management, including staff interviews, orientation, and performance management.

Financial acumen is critical, as the Executive Director develops, administers, and evaluates the financial budget to align with corporate strategies and financial targets, optimizing revenue and reducing costs. They are responsible for the overall planning, organization, and execution of all IT functions, directing operations to meet customer requirements and supporting the maintenance of existing infrastructure and applications. Additionally, they spearhead the development of new technical solutions.

The role requires overseeing technical projects that align with organizational goals and directing the effective delivery of networks, development, and disaster recovery systems and processes. The Executive Director plays a pivotal role in aligning IT initiatives with business objectives, ensuring that the technology infrastructure scales and adapts to HaysMed's evolving needs.

Organization Overview

Hays Medical Center (HaysMed) is a private, not-for-profit, 207 bed hospital, and the only tertiary care center in the region. HaysMed was formed by the 1991 merger of two religiously affiliated facilities and provides the only tertiary level services in the region. Across their expansive network of care, they share a common mission, vision and set of values that guides everything they do, both for their patients and the communities they serve.

HaysMed has an unwavering commitment to quality care, outcomes and experiences which has earned them national recognition. In 2022, HaysMed was honored to be the only Kansas hospital to be recognized as a Top 20 Rural and Community Hospital by the National Rural Health Association. HaysMed also proudly received Healthgrades' Outstanding Patient Experience Award in 2022, and they have consistently achieved a four-star patient satisfaction rating from the Centers for Medicare & Medicaid Services.

HaysMed also boasts a longstanding legacy of healthcare excellence. HaysMed offers advanced specialization and excellence in primary care across a complete range of healthcare services and are NIAHO® accredited by DNV Healthcare and ISO-certified, both of which are testaments to their dedication to the highest standards of excellence in care and operations.

They are also a Level III Trauma Center, an accredited Chest Pain Center with PCI, and a Primary Stroke Center. Additionally, HaysMed serves as the supporting regional hospital for the Northwest Kansas Alliance, collaborating with critical access hospitals across the region on outreach services in more than 30 locations.

HaysMed has long history of bringing healthcare excellence close to home, HaysMed offers a wide variety of specialty programs including cardiology, orthopedics, cancer, general, minimally invasive and robotic surgery, ENT, pulmonology, critical care and women's services. Other services include rehabilitation, hospice, neonatal, intensive care and diagnostic imaging. HaysMed also maintains a Wound Healing and Hyperbaric Center and a Sleep and Neurodiagnostic Center.

The Dreiling/Schmidt Cancer Institute is accredited by the American College of Surgeons and includes surgical, medical and radiation oncology.

The Joint Care Center of the High Plains is a collaborative program between HaysMed and the Hays Orthopedic Institute, the sole employed practice of orthopedic surgeons in the region. The Center coordinates care between the specialists and the full continuum of hospitals services for patients requiring total joint replacement to improve clinical outcomes. The program provides pre- and post-surgical planning and total involvement of the patient, family and rehabilitative services to enhance patient satisfaction.

To support these inpatient and outpatient services, HaysMed provides various ancillary, and support services including: surgical service, emergency services, diagnostic and therapeutic radiology, nuclear medicine, SPECT imaging, CT, MRI, PET/CT, and all other supportive therapies.

In an effort to address the increasing challenges faced by the medical community, the HaysMed Foundation was established in 1995. The Foundation is a non-profit 501(c)(3) charitable organization as described more specifically in Internal Revenue Service Code 509(a)(3) as a supporting organization of Hays Medical Center.

The HaysMed Foundation is dedicated to support, assist and promote the interest and welfare of Hays Medical Center, its programs and activities. The Foundation is governed by a board of community volunteers.

Mission

To Help People Be Healthy

Vision

To be the best Tertiary Care Center in Rural America

Values

Respect – Compassion – Spirituality – Trustworthiness – Excellence – Professionalism

Leadership and Governance

HaysMed is governed by a 19-member Board of Directors; seventeen of which are required to be from the HaysMed service area and who are appointed/approved by the Authority Board. If the appointees are not members of the Authority Senior Leadership Team or Board, they must be approved by the HaysMed Board. The HaysMed Board is divided into equal size classes, with three-year terms. Members are now limited to three consecutive terms. Of the seventeen Directors, three are ex-officio: the Chief of the Medical Staff, the Past Chief and the President and CEO of HaysMed.

Strategic position

HaysMed maintains a local market share of 75%, with total primary/secondary/tertiary services at 27%. All other hospitals in HaysMed's primary service area are critical access hospitals. There are no other tertiary care providers in HaysMed's primary or secondary service areas. The closest tertiary care providers are in Salina, KS, 95 miles East, Wichita, 175 miles Southeast and Kearney, NE, 142 miles to the North. HaysMed's cardiology, oncology, orthopedics, urology, critical care and NICU are the only such services in its primary service area. HaysMed is classified as a sole community provider.

Position Summary

The Executive Director of Information Technology directly reports to Edward Herrman, President/Chief Executive Officer of HaysMed. The Executive Director leads with a focus on teamwork, communication, and customer service. They manage regulatory compliance, HR processes, and financial budgets to align with corporate goals. Tasked with the strategic planning and execution of IT operations, they ensure the delivery of networks, development, and disaster recovery systems, aligning technical projects with organizational objectives and adapting the IT infrastructure to meet evolving needs.

Responsibilities

The successful Executive Director of Information Technology candidate will:

- Provide positive leadership by an environment of teamwork, open communication, customer service and effective problem solving.
- Create, review and revise policies and work instructions for compliance with regulatory standards and to improve the overall operation of the facility.
- Completes the human resources processes including interviewing and orientating staff, ongoing performance management and timekeeping/scheduling (and required documentation).
- Develops, administers and evaluates financial budget to achieve corporate strategies and financial targets, manages areas of responsibility to optimize revenue and reduce costs.
- Responsible for overall planning, organizing, and execution of all IT which includes directing all IT operations to meet customer requirements as well as the support and maintenance of existing infrastructure, applications, and development of new technical solutions.
- Oversee technical projects in alignment with organizational goals and direct the effective delivery of networks, development, and disaster recovery systems and processes.
- Drive innovation by exploring and integrating emerging technologies that enhance patient care and operational efficiency.

Goals and Objectives

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

- *Leadership & Teamwork:* Cultivate a culture of collaboration, open communication, and exceptional customer service, ensuring a team-oriented approach to problem-solving.
- *Policy & Compliance:* Regularly update and refine policies and work instructions to meet regulatory standards and enhance operational efficiency.
- *Human Resources Management:* Streamline HR processes, from recruitment to performance management, to build a skilled and engaged workforce.
- *Financial Management:* Develop and manage the IT budget to support strategic objectives and financial goals, focusing on maximizing revenue and minimizing costs.
- *IT Operations & Infrastructure:* Lead the planning, organization, and execution of all IT operations, ensuring they align with customer needs and the maintenance and development of infrastructure and applications.
- *Project Management & Delivery:* Oversee technical projects, ensuring they are in line with organizational goals and deliver effective networks, development, and disaster recovery systems.

Candidate Qualifications

Education/Certification

- Bachelor's degree in Computer Science, Computer Information Systems, Engineering, or related field and at least seven years' experience with: enterprise information system applications, networking, data-communications equipment (routers, hubs, switches, etc.), local and wide area networks, computer operating systems and other computer hardware.
- A minimum of three to five years supervisory experience in hospital or business administration and the ability to manage and direct associates.
- A Master's Degree in a related field is preferred.

Knowledge and Work Experience

- In-depth knowledge of standard methodologies in healthcare information technology
- Hospital and business operations fundamentals
- Management principles, theories, and practices
- Financial and budgeting operations
- Area/program laws, regulations, and professional standards
- Data Center Management, Networking, Voice, Desktop/End-User Devices, Server and Storage Infrastructure, IT Service Management, Field Service Operations, and Information Security
- Interpretation and application of laws, regulations, and professional standards for program/service area
- Excellent oral and written communication and customer service skills
- Presentation development and written/verbal delivery
- Handling sensitive or controversial issues
- Reading, analyzing, and interpreting professional program/service area material and financial reports
- Network, systems and security planning, analysis, engineering, design, implementation, integration, and operations

The Community

Hays, Kansas is the largest city in northwestern Kansas, and the economic and cultural center of the region. Seated in Ellis County, Hays has a population of around 21,000 and is located approximately 2.5 hours from Wichita, four hours from Kansas City and five hours from Denver. Living in Hays offers residents a sparse suburban feel, where majority of residents own their homes. It is a city of families and young professionals with well-regarded museums, cultural events, art galleries, healthcare, and education establishments.

Hays offers well-kept parks, winding trails, inviting pools, sprawling golf courses, and abundant opportunities for fishing and hunting. Explore the peaceful surroundings, take leisurely walks, or enjoy exciting outdoor activities. Discover the simple joys of outdoor recreation in Hays.

Hays is home to the state's fourth largest university in Kansas, Fort Hays State University (FHSU) is a four-year public university with an enrollment of more than 11,000. The university's sports teams, known as the Fort Hays Tigers, compete in several sports in the NCAA Division II MIAA conference. HaysMed, Fort Hays State University, and Hays Public Schools are the city's three largest employers. Other major employers include local government, Nex-Tech, Eagle Communications, AT&T Inc., and other telecommunications firms, retail stores, and social services providers. The cost of living in Hays is relatively low, compared to a U.S. average of 100, the cost of living index for The cost of living index in Hays is 93.

Community Profile

Founded: 1867

Population (Hays): 21,136

Population (Ellis County): 28,941

Altitude: 2,004 feet above sea level

GPS Coordinates: 38.88° N 99.31° W

Largest Employer: Hays Medical Center

Median Household Income: \$50,941

Area Resources

- [Northwest Kansas Travel](#)
- [Kansas Post Rock Limestone Coalition](#)
- [Visit Kansas I-70](#)
- [Travel Kansas](#)

Procedure for Candidacy

Please direct all nominations and resumes to Michael Raddatz or Ethan Robles preferably via email, to erobles@wittkiewfer.com.

The HaysMed 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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