



Vice President, Commercial Legal Affairs & Transactions

Leadership Profile

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The WittKieffer logo, consisting of the name "WittKieffer" in a white, italicized, sans-serif font, set against a dark teal background. The logo is positioned in the bottom left corner of a large dark teal rectangular area that occupies the lower half of the page. A decorative graphic of thin, light blue lines forms a series of overlapping, curved shapes that flow from the left side of the page into the teal area, creating a sense of movement and depth.

WittKieffer

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The Opportunity

Presbyterian Healthcare Services (PHS) seeks a seasoned, strategic, and forward-thinking legal executive to serve in the inaugural role of Vice President, Commercial Legal Affairs & Transactions (VP). This is an exceptional opportunity to join one of the nation's most respected integrated healthcare systems and play a pivotal role in shaping the legal, transactional, and governance landscape of the largest healthcare provider in the state of New Mexico.

Founded in New Mexico in 1908, PHS is a locally owned, not-for-profit delivery system that includes nine hospitals (three of which are critical access hospitals), a multi-specialty medical group with more than 900 providers, ambulance services, home health, and hospice operations. As part of an integrated healthcare system, Presbyterian offers patients throughout New Mexico access to dedicated primary care providers, as well as highly specialized care, including cancer care, heart and vascular care, and behavioral health. The Presbyterian Health Plan is a for-profit entity offering Managed Medicaid, Medicare Advantage, Commercial, and Dual Special Needs plans and is subject to frequent and rigorous regulatory oversight.

The VP, reporting directly to the Senior Vice President and General Counsel, will serve as a key advisor on complex commercial, regulatory, and governance matters that shape the enterprise, delivery system, and health plan. This executive will lead and modernize the legal contracting function, oversee a team of legal professionals, and provide expert counsel on a broad portfolio of transactions—including vendor partnerships, joint ventures, facility leases, financing arrangements, and mergers and acquisitions. The VP will be a strategic partner to senior leadership, ensuring that PHS employs best-in-class governance practices, navigates legal risk thoughtfully, and advances business objectives with clarity and confidence. This leader will guide negotiations, manage transaction processes, and collaborate closely with internal stakeholders to evaluate new ventures and partnerships.

This role requires a sophisticated communicator who can translate complex legal concepts for non-legal audiences, build trust across the enterprise, and maintain strong relationships with external counsel. The VP must be a strong mentor and leader, able to foster a culture of accountability and excellence, and ensure that legal operations are timely, cost-effective, and aligned with organizational priorities. The VP will have at least ten years of experience as an attorney, with deep expertise in healthcare transactions. Candidates must possess a Juris Doctorate and be a graduate of an accredited law school. They must be a member in good standing of the New Mexico State Bar or willing and able to become a member of the New Mexico Bar within the first year of hire.

Organization Overview

Presbyterian Healthcare Services (PHS) exists to improve the health of the patients, members and communities they serve. PHS is a locally owned and operated not-for-profit healthcare system known nationally for its extensive experience in integrating healthcare financing and delivery.

PHS has grown from a small tuberculosis sanatorium founded in 1908, to a system of nine hospitals, a multi-specialty medical group with more than 900 providers and a statewide health plan, serving one in three New Mexicans with healthcare or coverage.

PHS regional hospitals provide both acute and preventive care: from surgical, ambulatory and emergency services to health fairs, fun runs, and prevention and screening programs. PHS seeks to provide the most affordable and effective care possible. To help achieve this goal, PHS continues to look toward the future, making prudent investments in modern equipment and technology that make patient access and care management easier, more convenient and affordable.

PHS is governed by a Board of Trustees comprised of community leaders. These individuals have included members of the Navajo Nation, theologians, business leaders, educators, medical administrators and others. They donate their time and energy to ensure that we maintain superior caregiving, deliver high-quality healthcare and work tirelessly to create a healthy New Mexico, now and for years to come.

Presbyterian by the Numbers

<p>114 years of serving New Mexicans</p>		<p>9 hospitals in 8 communities</p>	
<p>More than 1,200 providers and nearly 3,500 nurses</p>		<p>More than 950,000 individual customers (and counting)</p>	
<p>Nearly 13,000 employees – New Mexico’s largest private employer</p>		<p>More than 640,000 Presbyterian Health Plan members</p>	

Purpose and Vision

The Presbyterian Egg

Since 1995, the Egg has helped guide Presbyterian's decisions and connected to their purpose. This updated Egg will continue to guide through the challenges and opportunities of a new era, with fresh thinking and a focus on what is most important – helping patients and members achieve their best health.



PURPOSE

Presbyterian exists to ensure all of the patients, members and communities we serve can achieve their best health.

The patients and members are the reason we come to work every day. The updated purpose statement expresses the commitment to health equity, respect for individual health journeys, and an understanding that patients and members play an active role in their health.

VISION

Earning the letter through the Presbyterian Promise: Dear Presbyterian, Thank you for respecting me as an individual and supporting my health journey by providing compassionate, safe, high-quality care and coverage. Presbyterian makes healthcare easy and affordable for me and my family. – Patients and Members

The vision is a letter written from the viewpoint of a patient or member we serve and reflects what they expect from Presbyterian.

CULTURE

How we work matters here. Built on a legacy of CARES Commitments, together, we create a reliable and just culture where every person belongs, contributes, feels safe, is respected and experiences joy. We value trust, communication and each individual's dignity and well-being. We are One Presbyterian – a diverse, connected community where teamwork makes the difference.

The Egg includes a culture statement that reinforces a strong belief that the people are at the heart of how Presbyterian delivers on their purpose. This means creating an environment where all feel they belong and can contribute in meaningful ways.

STRATEGY

Create an easier, better way for members to achieve their best health by integrating and innovating healthcare and health coverage. We will lead the nation in better health and healthcare by delivering the Promise to patients and members, supporting our workforce to Thrive, and committing to Grow in and outside of New Mexico.

The strategy is how we sustain this organization in the short-term and for generations to come. Integration is at the core of our strategy and enables us to provide the right care in the right setting at the right time.

CODE OF CONDUCT

In addition to the Presbyterian Egg, the Code of Conduct describes the behavior expected of the Presbyterian workforce in providing services to patients and members. Leaders, employees, independent providers, contractors, volunteers, students, vendors and board members are accountable for these core responsibilities.



Hospitals

Presbyterian Hospital

Located in the heart of Albuquerque, Presbyterian Hospital offers a wide range of specialized care, including heart care, vascular care, women’s care, children’s care and neuroscience care. As the needs of our community continue to evolve, we’ve increased access to care with the opening of a new 11-story patient care tower. Once remodels to existing buildings are complete, Presbyterian Hospital will have a 600 private room capacity – the largest in New Mexico.



Dr. Dan C. Trigg Memorial Hospital

Located in Tucumcari, New Mexico, Dr. Dan C. Trigg Memorial Hospital is an acute care hospital that offers a range of services, including emergency medicine, home healthcare and hospice, and primary care. A not-for-profit hospital with 25 licensed beds, Dr. Dan C. Trigg Memorial Hospital serves patients in the Quay County community.



Lincoln County Medical Center

Lincoln County Medical Center has served the Ruidoso and Lincoln County community since 1950. Owned by the County of Lincoln, Lincoln County Medical Center has been leased and managed by Presbyterian Healthcare Services since 1972, greatly aiding in its growth and advancement. Opened in May 2020, the new \$38.1 million Lincoln County Medical Center is 70,000 square feet and offers 25 private patient rooms. Our spacious and welcoming medical center provides a range of services focused on improving quality, enhancing the patient experience and lowering the total cost of care.



Plains Regional Medical Center

Plains Regional Medical Center is an acute care hospital located in Clovis, New Mexico, about 90 miles from Amarillo and Lubbock, Texas. As a not-for-profit hospital with 106 licensed beds, Plains Regional Medical Center serves communities in both Eastern New Mexico and West Texas. Plains Regional Medical Center offers a wide range of services including cancer care, home healthcare and hospice, as well as primary and specialty care.



Presbyterian Española Hospital

Located in Española, New Mexico, Presbyterian Española Hospital offers a wide range of services including emergency medicine, sleep medicine, and primary and specialty care. Presbyterian Española Hospital serves the Northern New Mexico community. As a not-for-profit hospital with 80 licensed beds, Presbyterian Española Hospital is made possible by a unique partnership between the County of Rio Arriba, a local Board of Trustees, and Presbyterian Healthcare Services, which has owned and managed hospital operations since 1977.



Presbyterian Kaseman Hospital

Located in Albuquerque's northeast heights, Presbyterian Kaseman Hospital serves the greater Albuquerque and east mountain communities. Presbyterian Kaseman Hospital is a satellite medical campus providing a wide range of medical care, including cancer care, primary and specialty care, sleep medicine, behavioral health, emergency care and support services.



Presbyterian Rust Medical Center

Presbyterian Rust Medical Center is conveniently located for patients and members living on Albuquerque’s west side and in Sandoval County, offering patient-centered, innovative care. Presbyterian Rust Medical Center offers a wide range of services including emergency care, labor and delivery, cancer care in the Ted and Margaret Jorgensen Cancer Center, breast care and a wide range of outpatient specialty care.



Presbyterian Santa Fe Medical Center

Presbyterian Santa Fe Medical Center and its Physician Office Building provides a range of services for patients in Santa Fe and its surrounding areas, including a family birthing unit, inpatient and surgical care, including orthopedic surgery, lab and imaging services, primary and specialty care, rehabilitation services and emergency care. With hiking and biking trails, a healing pathway, a community teaching kitchen, a rooftop healing terrace and community meeting spaces, the medical center is designed to be a beautiful and inviting place where community members can pursue their health and wellness goals.



Socorro General Hospital

Located in Socorro, New Mexico, Socorro General Hospital is a 24-bed, critical access hospital that offers a wide range of general acute care and specialty services.

Socorro General Hospital is made possible through a partnership between Socorro County, a local Board of Trustees, and Presbyterian Healthcare Services, which has owned and operated hospital operations since 1976. Over the years, Socorro General Hospital has expanded to meet the growing needs of Socorro and Catron counties and the surrounding area.

For more information on Presbyterian Healthcare Services, please visit <https://www.phs.org/>



Commitment to Quality

Recent recognitions include:

- National recognition for hospitals and care from U.S. News & World Report and Healthgrades.
- Recognized by the New Mexico Hospital Association for ongoing initiatives that improve patient safety and quality.
- Offering a Joint Commission certified stroke center.
- Earned the prestigious Baby Friendly Hospital™ recognition.
- Designation as an LGBTQ+ Healthcare Equality Leader in the Human Rights Campaign Foundation’s 15th annual Healthcare Equality Index (HEI).

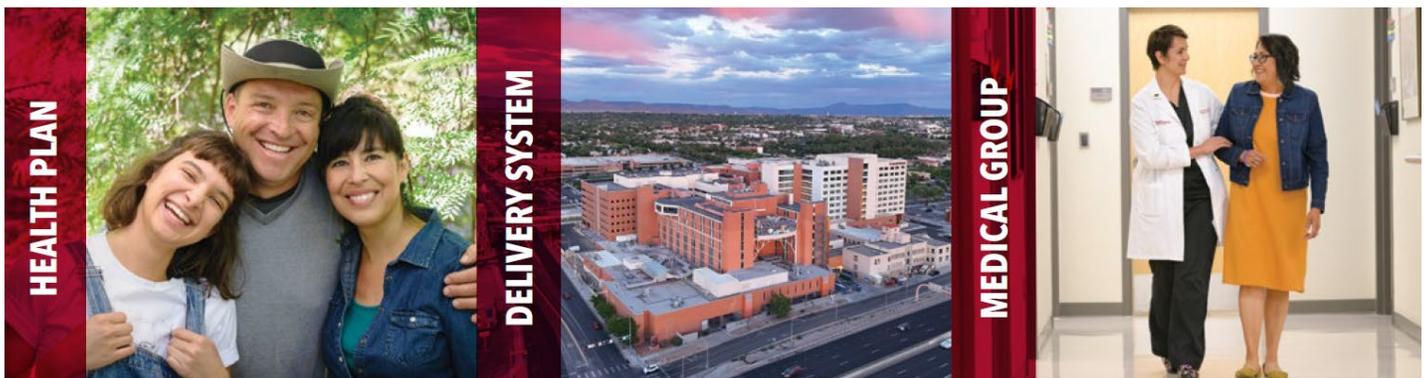
Supporting Community Health in New Mexico

Presbyterian Healthcare Services envisions a healthy New Mexico, and we exist to improve the health of the patients, members and communities we serve.

This means a commitment to improving access to health care, behavioral health, health insurance coverage, community supports, healthy food, and opportunities for exercise, and supporting everyone to have the opportunity for good health and well-being in the Land of Enchantment.

Community Health is the bridge between healthcare and community to better understand health, support the conditions to thrive, and reduce inequities.

- Since 2021, The Food Farmacy has distributed over 100,000 lbs. of food with more than 30,000 patient visits.
- The Wellness Referral Center has received more than 15,000 referrals from providers, leading to reduced A1C among patients served.
- Free Healthy Meals for Kids has served nearly 100,350 meals at participating hospital cafeterias.
- Peer Support Workers offered help to more than 1,700 patients and 400 families based on their similar lived experiences.
- Free community vaccination clinics provided more than 5,600 flu vaccines and 6,300 COVID-19 vaccines.
- Outreach events provided more than 4,800 flu vaccines and 1,000 COVID vaccines.
- Presbyterian frontline workers have conducted nearly 2 million social needs screenings and shared information about community resources for each identified need.



Position Summary

Reporting to the Senior Vice President and General Counsel, the Vice President, Commercial Legal Affairs & Transactions (VP) will provide legal and strategic advice and support on complex and routine commercial matters and transactions involving the enterprise, delivery system, and health plan. The VP will also maintain leadership and managerial accountability for the legal contracting function and team.

Reporting Relationships

Reports to the General Counsel. Supervises three full-time employees, including a staff attorney, a contract manager and a contracts administrator.

Responsibilities

- Advise the Senior Vice President and General Counsel on structural, governance, legal, and regulatory issues arising in connection with corporate transactions involving the enterprise, delivery system, and the health plan. This will include (but is not limited to) vendor partnerships, joint ventures, facility leases, operating agreements, bond transactions and other financing arrangements, and mergers and acquisitions.
- Provide strategic advisory and direction to ensure PHS is utilizing best practices for governance of the organization, including but not limited to bylaw design, board structure to serve overall business needs, and filing compliance.
- Apply expert legal and strategic judgment and recommendation regarding commercial matters and transactions. Balance an appropriate level of risk against business needs and strategic goals and provide advice and counsel to stakeholders accordingly.
- Advise and assist in managing transaction processes and negotiating transaction agreements for the enterprise, delivery system and health plan, including definitive agreements, operating agreements, confidentiality agreements, and letters of intent.
- Work closely and collaboratively with internal stakeholders to review and provide legal support and recommendations regarding potential business ventures and partnerships.
- Provide strategic and management oversight of the legal contracting function including management of legal contracting and other team members to ensure timely, cost efficient, and effective contract review for the enterprise.
- Provide mentorship, direction, and guidance to junior attorneys and other staff, as needed.
- Analyze proposed, pending, and enacted legislation which may impact enterprise initiatives and assist in responding to inquiries from government agencies.
- Maintain confidentiality and handle sensitive information with discretion.
- Communicate complex legal concepts in a clear and concise manner to non-legal leadership and team members across the enterprise.
- Foster and maintain relationships with, and provide oversight of, external legal counsel and advisors.

Goals and Objectives

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

- Establish themselves as a trusted, respected member of the leadership team of PHS and a sought-out advisor and subject matter expert on contracting and transactional matters.
- Build strong, mutually beneficial relationships with key stakeholders across the PHS enterprise and outside of the organization including community partners, vendors, legislators and other political leaders, and the community at large.
- Create a framework and infrastructure for contracting and transaction facilitation across the PHS enterprise allowing for consistency and operational efficiency across the delivery system and the health plan.
- Evaluate and assess systems and technology that support the legal contracting and transaction functions and implement changes where necessary.
- Gain a strong understanding of the strategic plan and upcoming initiatives and serve as the content expert and strategic advisor for those that relate to transactional activity.
- Bring operational efficiencies to the processes in legal contracting and corporate transactions.
- Assess and suggest areas for improvement in the governance structure, policies, and procedures of PHS.
- Analyze PHS bylaws and ensure they are up-to-date and aligned with organizational business processes and strategic goals.

Candidate Qualifications

Education/Certification

- Bachelors Degree and Juris Doctorate required.
- Must be a graduate of an accredited law school.
- Must be a member in good standing of the New Mexico State Bar or willing and able to become a member of the New Mexico Bar within the first year of hire.

Professional Experience

- At least ten years of experience as an attorney with a focus on corporate contracting and transactions.
- Deep experience in healthcare transactions and contracting, preferably in the healthcare provider space.
- Prior leadership experience is preferred.
- Knowledge of and experience with current contract management systems and related technology.
- Experience with mergers and acquisitions.

Leadership Skills and Competencies

- Self-directed and proactive with a high degree of attention to detail and the ability to multitask and prioritize while performing a variety of complicated tasks.
- Able to establish and maintain cooperative working relationships with leaders throughout the organization. Able to lead and direct the work of others, directly and indirectly.
- Up-to-date on current trends and developments in the healthcare industry including current and upcoming changes in legislation at a local, state, and federal level.
- Sees the broad picture and how individual decisions affect a greater organization.
- Exceptional communication skills, both verbal and written. Comfortable presenting to large groups.
- A critical thinker, capable of discerning the nuances and subtleties of complex contracting issues.
- Mission-driven and passionate about growing healthcare organizations with the goal of providing high quality, cost-effective healthcare services.
- Displays sound, measured judgement and a balance between accepting risk and conservative decision making.
- Ability to work independently yet collaboratively, and delegate responsibilities appropriately.

The Community

Albuquerque, New Mexico

At the heart of New Mexico beats the pulse of a vibrant city. In Albuquerque, diverse cultures, authentic art and dynamic traditions have helped shape our centuries-old story. No matter your interests, the city has countless opportunities for you to explore. Sample traditional New Mexican cuisine that takes minutes to make and hundreds of years to prepare, experience world-class museums, stroll along Central Avenue under the vintage neon glow of Route 66, or soar high above the city in the hot air ballooning capital of the world — a sight sure to change your perspective.

The one-of-a-kind character of Albuquerque is the result of many different forces, perhaps none as important as the centuries of history that have shaped the city. Starting with the Native Americans who have lived here for thousands of years, and continuing through Albuquerque's official founding in 1706, the city has grown into a multicultural metropolis of nearly a million people. While the modern city of Albuquerque is a center of high-tech industry and research, it retains vital connections to the past, such as the ancient rock carvings at Petroglyph National Monument, the historic Old Town Plaza and the trail of vintage neon signs along Route 66.



For more information visit: <https://www.visitalbuquerque.org/>

Procedure for Candidacy

Confidential review of applications, nominations, and expressions of interest will begin immediately. Please direct all nominations and inquiries to the WittKieffer consultants assisting Presbyterian Healthcare Services with this recruitment (listed below), preferably via e-mail, to khaddock@wittkieffer.com.

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