

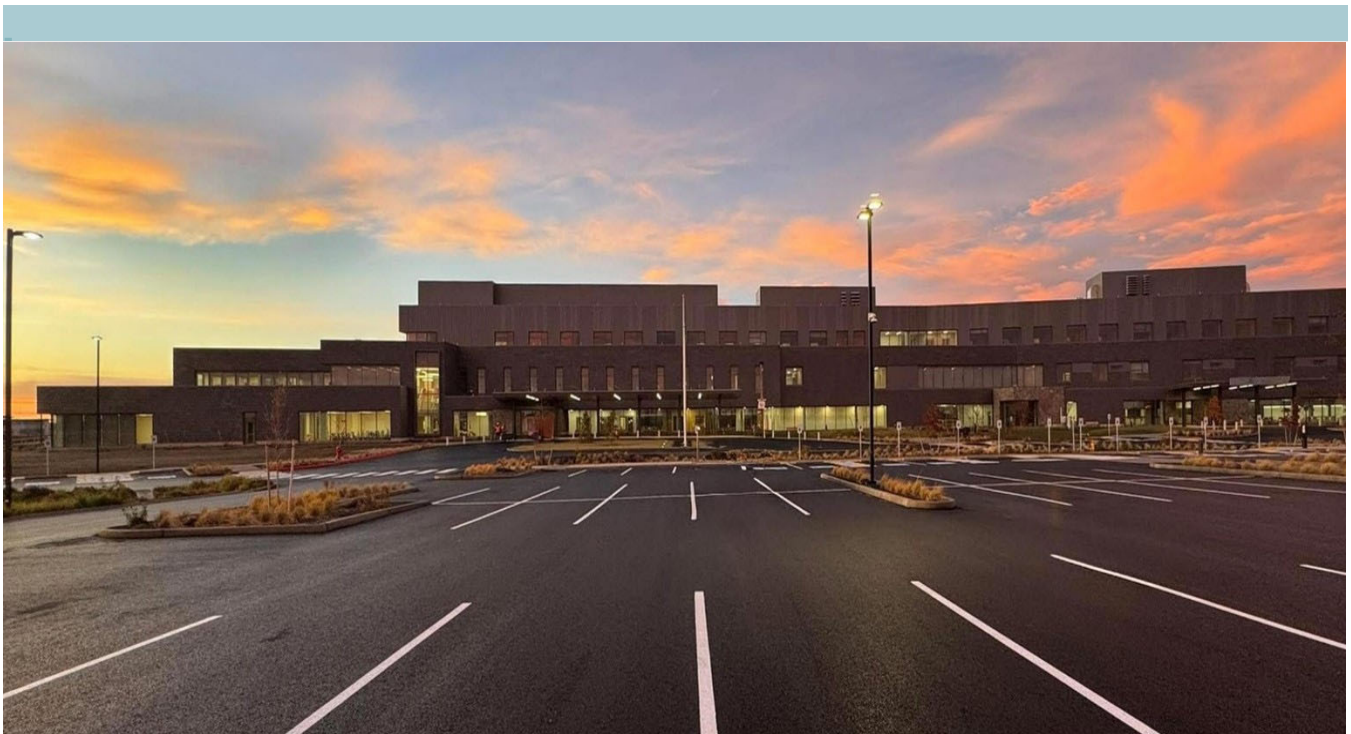


Director of Imaging

Leadership Profile

February 2026

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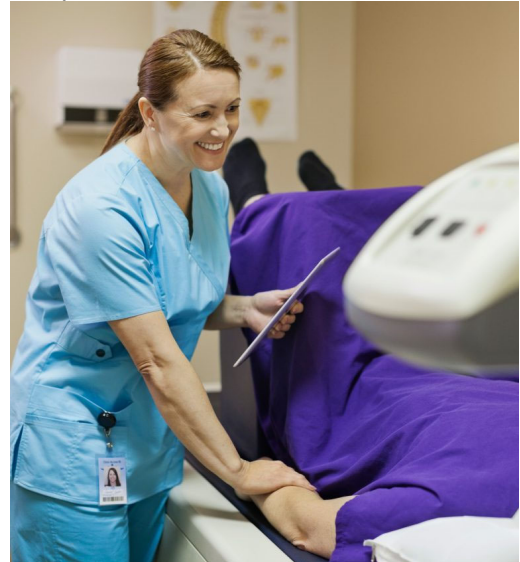
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The Opportunity

Samaritan seeks a dynamic, distinguished executive to serve as its next Director of Imaging. This position is responsible for and has authority for planning, organizing, gathering resources, and leading Diagnostic Imaging, including those offered at Samaritan Healthcare and Samaritan Clinic. These functions are performed in coordination with the medical staff, hospital staff, peers, and customers as appropriate. The Director of Imaging will act as liaison for imaging services and medical staff, customers, and the community.

Samaritan is an integrated delivery system that includes Samaritan Hospital and Samaritan Clinics. Located in Moses Lake, WA, approximately one-and-a-half hours west of Spokane, Samaritan is a 50-bed acute care hospital owned and operated by Grant County Public Hospital District No. 1 and licensed by the state of Washington. The hospital is governed by a five-member Board of Commissioners. Since 1947, the hospital has provided quality health care to the residents and visitors of Grant County.

In 2016, the Samaritan Healthcare hospital board gathered community input and embarked upon a strategic plan to grow healthcare services. This effort resulted in recruiting more than 32 new physicians and providers, 13 new service lines, and more. Still, it quickly became apparent that the existing hospital could no longer support current and future growth or necessary technological advancements. The board provided vision and leadership to embark on the plan for a replacement hospital, proposing a \$130 million bond to support project costs for a new, state-of-the-art facility on a 55-acre piece of land set to open on Saturday, March 7, 2026.



The ideal candidate will have at least seven years of post-graduate experience in an acute care or hospital environment. At least five years of experience in a supervisory or management role is desirable. Completion of an accredited two-year Radiologic Technology associate degree and a bachelor's degree in a related discipline is mandatory. A master's degree in a relevant field is preferred. ARRT registration and a Washington State Radiologic Technology license (to be obtained within six months) are required; proficiency or certification in an additional modality is desirable. Healthcare Provider (HCP level) CPR certification must be obtained within three months of employment.

Organization Overview

Located in Moses Lake, WA, approximately one-and-a-half hours west of Spokane, Samaritan is a 50-bed acute care hospital owned and operated by Grant County Public Hospital District No. 1 and licensed by the state of Washington. The hospital is governed by a five-member elected Board of Commissioners. Since 1947, the hospital has provided quality health care to the residents and visitors of Grant County.

Samaritan is an integrated delivery system that includes Samaritan Hospital and Samaritan Clinics. Services at Samaritan include 24-hour physician staffed emergency department (Trauma III designated), mother baby unit, general medical/surgical services including specialty care in orthopedic, ENT, infusion therapy, ophthalmology and podiatry, advanced care unit, women's imaging center, pain management, pediatrics, behavioral health, urology, gastroenterology, physical therapy, laboratory and imaging services including CT Scanning, MRI, mammography, ultrasound, and cardio-pulmonary/rehabilitation services.



The hospital provides a complement of more than 800 dedicated professionals who offer a friendly, family-like environment to patients and their families. All professionals, with the exception of managers/supervisors and confidential professionals, are covered under a labor agreement. These professionals are represented by the United Food and Commercial Workers International Union (UFCW) and the Office & Professional Employees International Union (OPEIU).

Samaritan has had consistently strong operating results and financial performance, and is in the process of building a new hospital campus.

History

Grant County Public Hospital No. 1 was formed in 1947 with an initial service area that included the communities of Moses Lake, Warden, and Marlin. In February 1949, more than 100 volunteers went door-to-door seeking donations for a hospital to serve the area's healthcare needs. In an overwhelming show of support, more than 1,500 families gave a total of \$27,000, and Samaritan Hospital opened nine months later. The first hospital was located in a converted barracks building where the Moses Lake Public Library now stands.

In 1952, the hospital board of commissioners agreed to construct a new hospital on Samaritan's current site. With funds from a bond levy and a matching federal grant, the hospital opened in May 1955 with an increase to fifty beds.

The hospital expanded in 1980 and 1992, and a major expansion and modernization project was completed in 2002. The project added 60,000 square feet of new space and modernized another 60,000 square feet of existing space. Those improvements featured private rooms, a completely new Advanced Care Unit, the new Leiv Kvamme Mother and Baby Center, a new cafeteria and lobby, and expanded patient and family waiting areas. Three years later, a new surgery suite dedicated to cesarean section procedures was added to the Mother and Baby Center.

Current Awards

- 2024 Theresa Sullivan, CEO named National Community Star from the National Organization of the State Offices of Rural Health (NOSORH)

- In 2023, Samaritan was rated a CMS 5-star accredited hospital and is a founding member of the Grand Columbia Health Alliance.
- 2023 Becker's Top 153 Community Hospitals
- Chartis Performance Leadership Award for Quality Outcomes
- Department of Health Rural Health Heroes: Samaritan Sepsis Team, Outstanding Rural Health CEO – Theresa Sullivan
- Washington State Hospital Association Joe Hopkins Award – Theresa Sullivan, CEO
- Malcom Baldrige Foundation Leadership Excellence Award for Healthcare – Theresa Sullivan, CEO

Mission Statement

All of us, for each of you, every time.

Vision

Together, serving as the trusted regional healthcare partner.

Expansions in Service Areas

More recent examples of Samaritan continuing to serve their area are the ongoing expansions of our specialty service areas to include orthopaedics and sports medicine, podiatry, OB/GYN, gastroenterology, urology, pediatrics (including pediatric psychiatry and pediatric endocrinology), adult and internal medicine, pain management, and behavioral health, plus increasing our family medicine providers. We also earned a full Trauma Service Level III designation by the Washington State Department of Health (WSDH), which included, in part, a certified and improved Emergency Department to serve the communities of the inland Northwest.

In 2019, the ACU was renamed to "ICU" to better explain its role. Samaritan is licensed for 12 ICU beds with the WSDH and WSDH uses "ICU" to describe the level of care that we are already providing to Samaritan patients who need intensive care, intermediate, medical surgical/telemetry, and medical surgical overflow.

Also in 2019, Samaritan became a founding member, along with five locally owned healthcare organizations, in the newly established healthcare partnership—Grand Columbia Health Alliance (Alliance). The Alliance allows each organization to collaborate and share resources and technology—providing patients with the convenience of state-of-the-art, local healthcare without needing to travel to large cities.

In November 2023, the organization celebrated the launch of the DaVinci Robotics program, led by the General Surgery and OBGYN surgical teams. In its first year of operation, Samaritan surgeons facilitated over 400 minimally invasive procedures advancing surgical care options to patients of the region.

In 2024, Samaritan achieved DNV re-Accreditation as well as DNV Accreditation for their Total Hip & Knee Joint Replacement Program.

The Future of Samaritan

A new hospital is set to open on March 7, 2026—a culmination of our planning, research, data, and community input over the last three-plus years. A replacement campus is necessary to meet community demand for comprehensive, state-of-the-art healthcare and to best serve District residents for decades to come. Imaging will have all new GE equipment in MR, CT, Fluoroscopy, General Radiography, Ultrasound, SPECT/CT, portables, and C-arms, as well as a new Hologic 3D mammography unit and biopsy system.

From 1947 to today, Samaritan continues to take bold steps toward the future of medicine in our community. We believe local patients shouldn't have to travel for the healthcare they deserve and, above all, that healthcare should be affordable and accessible by all. And we believe the best is yet to come.



Samaritan Foundation

Samaritan Foundation depends on the generosity of individuals, businesses, and other funding partners to sustain and expand high-quality healthcare services and programs throughout Samaritan.

As a nonprofit fundraising organization, the foundation's mission is singular and clear: to ensure continued access to exceptional healthcare services and programs for the communities we serve.

There are many ways to support the foundation. Donations may be made to support the foundation's overall charitable mission or designated for a specific healthcare program or project. Learn more about how you can make a meaningful impact.

Samaritan Foundation is registered with the Secretary of State as both a charitable organization and a charitable trust. The foundation is recognized as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code and is classified as a public charity under Section 509(a)(1). Contributions are tax-deductible to the fullest extent permitted by law.

Imaging

The imaging department offers a full spectrum of inpatient and outpatient imaging services. All imaging staff are registered nationally. We are committed to providing accurate and timely imaging services, including:

- X-ray
- Fluoroscopy
- Ultrasound
- Computed Tomography (CT)
- [Magnetic Resonance Imaging \(MRI\)](#)
- Nuclear Medicine
- Echocardiography
- Bone Densitometry (DXA)
- [3D Mammography](#)
- Needle Biopsy
- Interventional Procedures



Breast Health

Samaritan's new hospital possesses 95% new equipment. In our new facility, we will have Hologic 3D/Brevera Biopsy and also a new surgical specimen unit, as well as a new 1.5T MR unit. Our personalized imaging care provides state-of-the-art imaging technology, with a wide array of inpatient and outpatient imaging services.

The Women's Imaging Center offers comprehensive breast health services, including 3D mammography, breast MRI, and ultrasound—the latest technology available in the battle against breast cancer. This 3D mammography technology produces sharper, enhanced images at multiple angles—allowing our doctors to detect and identify possible cancers earlier. The 3D technology also allows our doctors to perform specialized biopsies—making Samaritan the only facility within a 70-mile radius to offer this full array of breast-imaging services.

High-quality imaging services at Samaritan Healthcare mean comprehensive care is available conveniently close to home—with faster diagnosis and quicker answers for your health questions. We are committed to maintaining the highest standards of patient-centered service.

GE Tesla 1.5 MRI

Samaritan Healthcare's new, state-of-the-art, GE Signa Artist 1.5 Tesla MRI features sophisticated MRI technology that produces sharper images for more accurate results. The new machine has a large bore for accommodating patients who are claustrophobic.

The new machine is more open and allows for feet-first and head-first exams, accommodating patients who are claustrophobic or who need extra monitoring.

Permanently installed and conveniently located at Samaritan Hospital, the new Tesla 1.5 MRI can handle a larger number of patients and offers more flexible operating hours—so patients can receive high-quality imaging right here in Moses Lake.

Better images. Better results. Better experience. If you need an MRI, ask your doctor about scheduling a state-of-the-art, Tesla 1.5 MRI at Samaritan Hospital.

Position Summary

Reporting Relationships

Reporting to the Chief of Ambulatory Services, the Director of Imaging's direct reports include Radiology Tech, Radiology Tech CT, Ultrasound Tech I, II & MFM, CSR Admit Clerk, Mammography Coordinator, Mammography Tech, MRI Tech, EKG Tech, Cardiac Sonography, Ancillary Assistant, Nuclear Medicine Tech, and DI RN & Patient Transporter.

Responsibilities

The successful Director of Imaging candidate will be responsible for planning, organizing, gathering resources, and leadership of Diagnostic Imaging including those offered at Samaritan and Samaritan Clinic. These functions are performed in coordination with the medical staff, hospital staff, peers, and customers as appropriate. The Director of Imaging will act as liaison for imaging services and medical staff, customers, and community.

The salary range for this position is \$136,893.35 - \$180,700.24 depending on years of relevant experience.

Relational Leadership:

- Make positive effective relationships a priority.
- Relationship Orientated, developing and fostering relationships through respect, open communication, trust and partnership.
- Developing the campus to serve the region
- Valuing patients, families, employees, community, physicians, & partners
- Volunteerism (Ambassador for Samaritan) and participates in community events
- Active participation, representing the interests of Samaritan, in professional associations
- Strengthening relationships - by purposeful and systematic rounding with timely follow up and follow through, employee rounding, inter-departmental rounding, and doing stop light reports.
- Elevating Gratefulness - by making thank you notes to employees, utilizing the peer-to-peer Recognition Program(s) and the DAISY Award.
- Promoting Wellbeing

Strategic:

- Champions of the vision and strategies of Samaritan
- Active involvement in the planning process
- Inspiring alignment and development of operational practices to achieve business goals
- Setting & Achieving Goals – through Strategic Plan update/affirmation, participating in organizational goal setting, setting department goals, conducting monthly accountability meetings, and honoring vital time.
- Building partnerships to maximize Samaritan achievement

- Business Planning
- Consistency and accountability

Operations:

- Overseas and directs day-to-day operations.
 - Efficiency
 - Staffing and work assignments
 - Patient Care
 - Workflow
 - Resources/equipment/materials
 - Keeping professional knowledge and skills current to make operations work effectively
 - Project and Process Management
 - Improving Communication – through communication boards, huddles and department meetings

Human Resources:

- Inspires employees and creates a work environment of open communication, respect, teamwork and accountability.
- Develops and fosters an employer of choice culture
- Attracts, develops and retains talent
- Evaluates competency and education
- Employee Relations
- Recognition
- Coaching
- Discipline and counseling
- Expectations and accountability
- Involvement and communication
- Relationship, connection and employee engagement
- Employee safety and security
- Legal, regulatory and policy compliance
- Effective Hiring & Onboarding – through peer panel interviewing, behavior-based interviewing, ensuring all new hires attend organizational orientation, and through new employee rounding (day 30/60/90).

Finance:

- Responsible for Samaritan's overall financial health by consistently and proactively managing productivity with supply/demand analytics, asset management, and cost containment for the department.
- Demonstrated through – Budgeting (annual and ongoing), optimization, and utilizing benchmarking (Samaritan and industry).
- Responsible for reporting audit goals, resource management and fiscal stewardship, maximization of productivity and cost containment, revenue generating opportunities, and monthly operational review.

Performance Improvement, Safety and Service:

- Inspires and assures an environment that engages staff in performance improvement, patient safety and service to others.
- Inspires and assures alignment with family centered patient care.
- Regulatory compliance (DNV, DOH, Stark, etc)
- Data analysis and development of appropriate initiatives
- Promotes best practice
- Active involvement in committees, teams, etc
- Outcome improvement through data analysis
- Leading Change - by adherence to standardized improvement method(s) (e.g., PDSA, Lean/A3, etc.) and/or Project Management System, surveying & improving the employee and patient experience, departments “grabbing the baton” for organization-wide improvement efforts and projects, and by leveraging stakeholder engagement/employee-driven team structures.
- Achieving Standards - through utilizing the Samaritan standards of behavior and positive communication standards.

Goals and Objectives

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

- Provide strategic oversight and direction for all Diagnostic Imaging services to ensure alignment with organizational mission, vision, and long-term goals.
- Develop and implement a multi-year strategic plan for Diagnostic Imaging, focusing on service expansion, technology adoption, patient experience, and workforce development.
- Monitor industry trends and emerging technologies to support capital planning and service line growth.
- Lead departmental initiatives that support hospital-wide quality, safety, and operational excellence priorities.
- Ensure efficient, cost-effective, and high-quality imaging operations across all modalities.
- Optimize workflows to improve throughput, reduce wait times, and enhance patient satisfaction.
- Maintain responsibility for departmental budgeting, resource allocation, financial performance, and productivity metrics.
- Establish and track KPIs related to volume, turnaround time, safety, regulatory compliance, and quality outcomes.
- Uphold the highest standards of clinical quality, patient safety, and regulatory compliance across all imaging services.
- Ensure full compliance with The Joint Commission, state/federal regulations, and modality-specific accreditation standards (e.g., ACR).
- Implement evidence-based protocols, radiation safety practices, and quality assurance programs.
- Oversee continual readiness for audits, surveys, and accreditation visits.
- Build, mentor, and retain a high-performing imaging workforce.
- Provide coaching and development for Imaging Supervisors, Technologists, and support staff.
- Drive recruitment and retention strategies to maintain adequate staffing across all modalities.
- Foster a culture of accountability, collaboration, and professional growth.
- Ensure strong relationships and effective communication with radiologists, medical staff, and hospital leadership.
- Partner with radiologists and clinical leaders to improve care coordination and diagnostic accuracy.
- Facilitate regular interdisciplinary meetings to address operational concerns, service needs, and performance feedback.
- Serve as a trusted advisor on imaging capabilities, workflow design, and clinical support.
- Enhance the patient experience and represent imaging services to the broader community.

Candidate Qualifications

Education

- Associates degree from accredited two (2) year Radiologic Technology program.
- Bachelor's Degree in a related field.
- Master's Degree in a related field preferred.

License

- ARRT Registered; Washington State Radiologic technology license (within 6 months): expertise or credentialed in one other modality preferred.
- Healthcare Provider [HCP] level) CPR certification within 3 months of hire.

Experience

- Seven (7) years post-graduate with a minimum of three (3) years in an acute care/hospital setting.
- Five (5) years supervisory/management experience preferred.

Skills/Competencies

- Knowledge of Washington State nuclear medicine regulations and knowledge of PACS preferred.
- Bilingual in English/Spanish preferred.
- Excellent interpersonal, verbal, and written communication skills.
- Previous experience with health IT systems and data reports preferred.
- Previous experience with mobilizing community resources, navigating patients through the healthcare continuum, and working with disparate populations preferred.
- Demonstrates competency on equipment listed on department specific checklist.
- Critical thinking skills: Seeks resources for direction, when necessary. Performs independent problem solving. Decision-making is logical and deliberate.
- Performs actions that demonstrate accountability. Exercises safe judgment in decision-making. Practices within legal and ethical guidelines.
- Demonstrates competency in ability to care for customers/patients across the age continuum.
- Core values consistent with a patient/family-centered approach to care.
- Demonstrates evidence of essential leadership, communication, education, collaboration, and counseling skills.
- Cultivates effective partnerships, effectively collaborates with all practice providers (Physician, Nurse Practitioner, Physician Assistant and other licensed allied health team-members).
- Demonstrates effective delegation skills to streamline operational workflows and optimize inter-office resources.

The Community

Moses Lake, Washington

Moses Lake is one of the fastest growing communities in the state of Washington. A gorgeous view of Mt. Rainier, the quality of life with low crime, excellent education, beautiful lakes, sand dunes and easy accessibility to the larger urban cities within two hours, are all key drawing points. The cost of living allows one to live in luxury with large amounts of property at a rate much lower than the rest of the country can offer.



The community of Moses Lake is centrally located in the heart of Central Washington, an hour and a half from Spokane and two and a half hours from Seattle. Moses Lake, on which the town is situated, is made up of three main arms, which are over 18 miles long and up to one mile wide. It is one of the largest fresh water lakes in Washington with over 120 miles of shoreline and covers 6,500 acres. With water recreation being one of the main attractions, fishing, waterskiing, canoeing and kayaking are some of the popular activities available without leaving the city limits. Moses Lake is home to Washington's premier outdoor aquatic center, Surf 'n Slide Water Park which offers many activities for swimmers of all ages and abilities. Other recreational activities in the area include biking, hiking, hunting, and snow skiing.



Central Washington has a moderate, yet arid, four-season climate with average minimum December temperatures of 23 degrees, average summer maximum of 87 degrees, and 300 plus days of sunshine making for comfortable living. This rural environment provides friendliness and security, yet the urban amenities of Seattle or Spokane are within easy driving distance. It is a pleasant living area with a great variety of scenery and recreational opportunities.

Moses Lake is also home to Big Bend Community College that has 2,068 full time students enrolled, with programs such as aviation, business, nursing, and STEM. For more information on the college, visit www.bigbend.edu.



For more information on the community and area, visit www.moseslake.com; www.visitspokane.com

Procedure for Candidacy

Please direct all nominations and applications to Diane Smith and Ben Haden 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.

	Title	Phone
Diane Smulling Smith	Principal	(267) 766-0410
Ben Haden	Senior Partner	(541) 414-6660
Brittany Amaral	Associate	(781) 564-2618

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