



Seattle Children's[®]
HOSPITAL • RESEARCH • FOUNDATION

Senior Vice President and Chief Information Officer

Leadership Profile

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WittKieffer

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The Opportunity

Seattle Children's seeks a visionary and collaborative technology leader to serve as its next Senior Vice President and Chief Information Officer (CIO). This is an exceptional opportunity to advance technology at one of the most respected children's healthcare organizations in the U.S.

Seattle Children's is a premier pediatric academic medical center consistently ranked among the nation's top children's hospitals. Founded in 1907, it delivers comprehensive inpatient, outpatient, diagnostic, surgical, rehabilitative, behavioral, emergency, and outreach services to patients across Washington, Alaska, Montana, and Idaho—the largest service region of any children's hospital in the country. Seattle Children's is also a top ten research institute with over \$235M in external funding.

Reporting to Chief Executive Officer Christopher Longhurst, MD, MS, and serving as an integral member of the leadership team, the CIO will lead all aspects of information services. Key priorities include developing, communicating, and executing the IT strategic plan; building and guiding a high-performing, customer-focused team; establishing effective IT governance; ensuring the continual optimization of the Workday ERP system; oversee ongoing Epic EHR optimization and expansion of Seattle Children's Community Connect program; creating and driving a comprehensive analytics strategy; and advancing the organization's growth by leveraging AI and digital technologies—particularly through ensuring the successful launch and ongoing development of the new Innovation Center.

The ideal candidate will be a strategic technology executive with a track record of elevating and modernizing IT within a health system. This leader will excel at building consensus among clinical, research, and business stakeholders and collaborating with external technology partners. They will be skilled at developing and communicating a clear IT vision, aligning technology investments with organizational goals, and fostering strong partnerships across senior leadership. The CIO will be an engaging, team-oriented leader capable of structuring and empowering a high-performing team while developing talent across the organization. They will be a visible, relationship-driven communicator who can unite stakeholders and drive change through collaboration and influence.

Organization Overview

Seattle Children's fights relentlessly to make sure there's no such thing as "out of options" and to make sure kids who "didn't have a chance" can have the childhoods they deserve. Seattle Children's is united by a compelling mission which is, "We provide hope, care and cures to help every child live the healthiest and most fulfilling life possible."

Together, the organization delivers superior patient care, advances new discoveries and treatments through pediatric research, and serves as the pediatric and adolescent academic medical center for Washington, Alaska, Montana and Idaho—the largest region of any children's hospital in the country.

In 2025, [U.S. News & World Report](#) again named Seattle Children's among the top 10 best children's hospitals in the U.S. and the best in the Pacific Northwest. *U.S. News & World Report* has recognized Seattle Children's as a top children's hospital every year since it began ranking medical centers more than 30 years ago. Seattle Children's was recently named a Forbes 2026 Best Large Employer and has achieved HIMSS Stage 7 validation.

Mission:

We provide hope, care and cures to help every child live the healthiest and most fulfilling life possible.

Vision:

Seattle Children's will be an innovative leader in pediatric health and wellness through its unsurpassed quality clinical care, relentless spirit of inquiry, and compassion for all children and their families.

Our founding promise to the community is as valid today as it was over a century ago. We will provide quality and safe care for all children in our region, regardless of their family's ability to pay.

Seattle Children's will:

- Practice the safest, most ethical and effective medical care possible.
- Discover new treatments and cures through breakthrough research.
- Promote healthy communities.
- Empower our team members to reach their highest potential in a respectful and engaged work environment.
- Educate and inspire a next generation of faculty, staff and board members who represent and serve our community.
- Build on a culture of philanthropy for patient care and research.

Values:

Our six values stand together—one cannot be practiced without the others. We will practice these values to foster a culture of respect and inclusion throughout the Seattle Children's community.

- **Compassion**—Empathy for patients, their families and staff is ingrained in our history and inspires our future. We do more than treat the child; we practice family-centered care as the cornerstone of compassion.
- **Excellence**—Our promise to treat, prevent and cure pediatric disease is an enormous responsibility. We follow the highest standards of quality and safety and expect accountability from each other.
- **Integrity**—At all times, we approach our work with openness, transparency, decency and humility. It is our responsibility to use resources wisely to sustain Seattle Children's for generations to come.
- **Collaboration**—We work in partnership with patients, their families, staff, providers, volunteers and donors. This spirit of respectful cooperation extends beyond our walls to our business partners and the community.
- **Equity**—We find strength in our patients, their families, staff and community. We believe all children deserve

exceptional care, the best outcomes, respect and a safe environment.

- Innovation—We aspire to be an innovative leader in pediatric healthcare, research and philanthropy. We continually seek new and better solutions. Because innovation springs from knowledge, we foster learning in all disciplines.

Facts and Figures

- 10,037 total active employees
- 620 Children's-Employed Providers
- 768 total physicians as additional workforce providers
- 1,059 physicians in training
- 395 medical students in training
- 2,145 total member nurses (Washington State Nursing Association)
- An average of 640+ volunteers per month, serving a total of 42,000+ hours
- 19,002 outpatient surgeries and 6,311 inpatient surgeries
- 423 total licensed beds
- 600,680 patient visits

Seattle Children's Hospital

For more than 100 years, Seattle Children's Hospital has specialized in meeting the unique physical, emotional, and developmental needs of children from infancy through young adulthood. Through the collaboration of physicians in nearly 60 pediatric subspecialties, Seattle Children's provides inpatient, outpatient, diagnostic, surgical, rehabilitative, behavioral, emergency, and outreach services, regardless of a family's ability to pay.

Serving the largest geographic region of any children's hospital in the United States, Seattle Children's offers care across Washington, Alaska, Montana, and Idaho, with outreach locations supporting nearly one million square miles.

Seattle Children's main campus, located on a 24-acre site in Seattle's Laurelhurst neighborhood, is equipped with advanced diagnostic and therapeutic technology and supports extensive clinical and health services research. A major addition to the campus—Building Care, the new diagnostic and treatment facility—was completed in 2022, adding operating suites, catheterization labs, flexible inpatient rooms, a new outpatient Cancer and Blood Disorders Clinic, infusion center, and expanded pharmacy and lab services.

Seattle Children's outcomes rank among the best in the nation. *U.S. News & World Report* has recognized Seattle Children's as a top children's hospital every year since the rankings began more than 30 years ago. In 2025, the hospital was again named among the top 10 best children's hospitals in the United States and the best in the Pacific Northwest.

The hospital continues to demonstrate excellence in specialty care, including nationally competitive survival rates for pediatric cancers and heart transplant outcomes. Seattle Children's has also earned designation as a Magnet® hospital by the American Nurses Credentialing Center, recognizing excellence in nursing practice.



Seattle Children's Research Institute's B. Wayne Hughes Building

The new 310,000-square-foot addition to Seattle Children's main campus serves as the new front door to the hospital, designed to streamline the patient experience from arrival through treatment.

The building includes eight floors above ground, three levels of underground parking, and extensive new clinical spaces connected to the existing inpatient tower and emergency department. It expands Seattle Children's surgical and procedural capacity through:

- Eight new operating suites
- Two catheterization labs
- 20 flexible inpatient rooms designed to adapt to patient care needs
- A new outpatient Cancer and Blood Disorders Clinic (CBDC)
- An outpatient infusion center

Additionally, the facility houses:

- A new retail pharmacy and expanded inpatient pharmacy
- New laboratory space
- New sterile processing space



Seattle Children's Research Institute



At the forefront of pediatric medical science, Seattle Children's Research Institute (SCRI) is recognized as one of the nation's top five pediatric research centers, dedicated to advancing hope, care, and cures for children worldwide.

SCRI is internationally known for its leadership in cancer therapies, genetics, neuroscience, immunology, infectious disease, pathology, injury prevention, and bioethics. Its investigators lead hundreds of research projects spanning every phase of discovery—from understanding disease mechanisms to improving investigational therapies.

SCRI researchers have made major contributions to pediatric medicine, including pioneering breakthrough cystic fibrosis treatments and developing cutting-edge immunotherapy-based cancer therapies that help a child's immune system target and defeat cancer.

The institute is structured into multiple specialized research centers, each focused on areas such as immunotherapy, neuroscience, global infectious disease research, child health and behavior, clinical and translational research, and regenerative medicine.

Seattle Children's is deeply committed to recruiting and supporting world-class researchers, providing state-of-the-art facilities and programs that enable the translation of scientific discoveries into practical, real-world therapies for children. Its research footprint includes one million square feet of clinical, laboratory, and office space and a research workforce exceeding 2,400 people, supported by more than \$253 million in extramural

funding in recent years.

SCRI operates across several buildings in downtown Seattle, located near the [University of Washington](#) and [Fred Hutch Cancer Center](#), enabling close collaboration with these world-renowned institutions. Physicians and scientists at SCRI also hold faculty appointments at the University of Washington, supporting a highly integrated academic and clinical research environment.

Seattle Children's Foundation

Seattle Children's vibrant and growing philanthropy program provides essential financial support for uncompensated care, clinical excellence, and cutting-edge research. Anchored by its founding promise, Seattle Children's raises more money for uncompensated care than any other comprehensive children's hospital in the country.

The Guild Association is the largest all-volunteer fundraising network of any hospital in the nation, serving as a cornerstone of the hospital's community-driven support system. It is composed of thousands of volunteers organized into hundreds of individual guilds, each with its own unique name and specific fundraising focus.

The Foundation & Guild Association team leads a comprehensive group of fundraising programs, averaging **\$172.8 million** a year over the past five years. On October 1, 2025, Seattle Children's launched the "Quiet Phase" of a new major fundraising campaign, aiming to raise **\$1 billion** for its new Renton campus..

Children's University Medical Group

Children's University Medical Group (CUMG) is the non-profit pediatric group practice that supports the academic, research, and clinical missions of its corporate members: Seattle Children's and the University of Washington School of Medicine (UWSOM).

CUMG is committed to preventing, treating, and eliminating pediatric disease, while also training the next generation of pediatric physicians. Its physician members serve as UWSOM pediatric faculty, reflecting the group's strong integration with academic medicine.

CUMG employs over 700 physician members, all appointed as UW pediatric faculty who provide care across the WWAMI region (Washington, Wyoming, Alaska, Montana, and Idaho) as well as additional approved clinical practice sites.

Clinical services are delivered at general practice sites approved by the CEO of Seattle Children's and the CEO of UW Medicine (who also serves as Executive Vice President for Medical Affairs and Dean of UWSOM). These general sites of practice include:

- Seattle Children's Hospital
- Harborview Medical Center
- University of Washington Medical Center

As a partner practice group to UW Physicians within the UW Medicine system, CUMG plays a central role in advancing pediatric clinical care across multiple institutions while supporting the educational and scientific missions of both Seattle Children's and UWSOM.

For additional information, please visit: www.seattlechildrens.org

Position Summary

The CIO will provide leadership to Seattle Children's for all aspects of information services. They will participate with the leadership team to develop overall strategic and operating plans to ensure the appropriate procurement, deployment and effective use of human, facility and supply resources required to support current and anticipated operations. These activities occur within the context of developing policy and procedure, participating in goal development, decision making about resource allocation and development of continuous process improvement strategies. The CIO will participate in decision making with other administrators, medical leadership, executive leadership, research, and other clinical leaders. They will also direct all facets of the IT department including strategic planning, development of the IT team, and assuring quality and customer focus for IT services organization-wide.

Reporting Relationships

Reporting to the Chief Executive Officer, Christopher Longhurst, MD, MS, the Senior Vice President and Chief Information Officer, will lead a team of approximately 430 FTEs.

Responsibilities

The successful Senior Vice President and Chief Information Officer candidate will:

- Collaborate with governing body, executive leadership, physicians, management, staff, external community healthcare providers, and others to develop, communicate and evaluate the vision and strategic plans to support the achievement of system strategy and operations in the delivery of care and services. Evaluates, plans, prioritizes, and implements programs in support of strategic and tactical enterprise IS plans, projects, and budgets. Identifies silo systems, or issues within Children's and integrates those systems according to the Children's and IT Strategic Plans and departmental and corporate policies and practices.
- Prepare, implement and manage capital, operating and project budgets and associated resources to optimize resource utilization and ensure achievement of strategic priorities. Develop, implement and evaluate plans and methodologies to continually measure and manage budgets, to identify and mitigate potential and realized variances. Establish priorities that acknowledge and address competing interests and broader needs of the organization. Understand and address complexities of cost and outcome measures for cross functional, multidisciplinary and interdepartmental activities. Ensure most effective, efficient use of operating, capital and human resources to best meet current and anticipated demand for services.
- Provides leadership and strategic direction to the support the current and anticipated data needs of both the hospital and research institute.
- Oversee the development, implementation, communication and evaluation of Seattle Children's Information Security Program intended to manage and safeguard information in compliance with HIPAA and other regulations.
- Plan, develop and implement comprehensive Disaster Recovery and Business Continuity planning, architecture, development, maintenance and testing. Ensure the development and evaluation of processes and procedures for overall IT Incident Management, Business Continuity and Disaster Recovery and to enable the effective restoration of the business and technology in the event of a disruption.

Goals and Objectives

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

- Build strong partnerships with Seattle Children's executive leadership and become fully embedded within the organization. Establish yourself as a credible, trusted collaborator and a strategic technology thought leader.
- Develop effective, collaborative relationships with operational, clinical, and research stakeholders at all levels. Identify and advance opportunities for strategic partnerships across the enterprise.
- Assess the current technology organization—including resources, projects, structure, vendor agreements, and talent—to identify gaps and opportunities. Implement improvements that strengthen efficiency, integration, and alignment with Seattle Children's current and future needs. Lead and motivate high-performing, service-driven teams while fostering a supportive culture that emphasizes development, recognition, and retention.
- Develop, communicate, and implement a forward-looking IT vision and strategy aligned with Seattle Children's strategic priorities, ensuring the organization can scale effectively. This includes creating a comprehensive technology roadmap and managing the application portfolio with an emphasis on reducing technical debt. Clearly convey this direction and its related priorities across the entire system.
- Assess the current state of the information security program and identify ways to continually refine, develop, and advance to keep pace with fast-changing industry threats and broader trends.
- Work with system leaders to develop a governance model that effectively evaluates, prioritizes, and aligns technology investments and initiatives with organizational goals.
- Drive continual optimization of the Workday ERP and Epic EHR as well as other enterprise applications, ensuring active engagement from clinical and operational leaders. Drive alignment with industry best practices and benchmarks. Develop an Epic roadmap that increases system value, enhances integration, reduces costs, and expands the Community Connect program.
- Build and implement a comprehensive analytics strategy and platform that establishes a single source of truth and enhances access to real-time, actionable data.
- Assess the current state of Seattle Children's Information Security Program intended to manage and safeguard information in compliance with HIPAA and other regulations.
- In partnership with the Chief Scientific Officer and Chief Innovation Officer (CInO), oversee the successful launch and ongoing development of the new Innovation Center.
- Advance Seattle Children's digital strategy by identifying and deploying analytics, automation, and emerging technologies—including AI—to improve clinical outcomes, elevate the patient and consumer experience, and deliver measurable organizational value.

Candidate Qualifications

Education/Certification

- Bachelor's degree in business administration and/or health information management, and computer science or closely related field, required. Master's degree in business or hospital administration, preferred.

Knowledge and Work Experience

- Ten-plus years of progressively responsible experience in IT management and leadership roles with at least four years' experience in a healthcare setting.
- Thorough knowledge of healthcare IT industry and the application of technology in a healthcare setting.
- Experience working as a team member and a team leader in a complex setting.
- Experience managing, developing, and directing staff.
- Experience in a children's hospital and/or a research environment, a plus.

Leadership Skills and Competencies

- **Leadership Competencies**—Demonstrated budget/financial management, quality improvement techniques, strategic planning, performance management, change/transition management, and project management skills.
- **Creative and Visionary Leader**—Demonstrated creativity and innovation. Ability to see what is possible and create it. Establishes and communicates a compelling and inspiring vision and purpose in order to create a climate in which people want to achieve their best.
- **Collaborative**—Leads through influence to impact internal and external strategy across the organization. Promotes a free flow of information throughout the organization by developing cooperative relationships and effective information exchanges between individuals and groups.
- **Change Agent**— Demonstrated ability to manage and lead change. Communicates, collaborates, and commits to change. Demonstrates change agility and the willingness to remain open and nimble while change is being executed throughout the organization. Proactively welcomes, encourages and adapts to change quickly and effectively. Champions change management to ensure effective organization-wide adoption of initiatives and serves as a model to others on how to lead, react and respond productively to change and uncertainty.
- **Team Builder**—Compassionate leader who understands and can communicate the Children's mission. Can develop the best team ever. Strong problem resolution skills, coaching, and mentoring skills. Selects, develops, and retains the best talent for the organization and the work. The ability to work successfully with a diverse group of employees and partners from different cultures, identities, and life experiences.
- **Business Acumen**—Understands vital internal and external business principles and language as well as current and future pediatric healthcare and research environmental trends. Uses that information to more effectively lead their department.
- **Planning and Organizing Skills**—Is organized and can manage multiple tasks at one time. Organizes work, sets priorities, and determines resource requirements; determines the necessary sequence of activities needed to achieve goals.
- **Building Partnerships**—Identifies opportunities and takes action to build strategic relationships between one's area and other areas, teams, departments, units or organizations to help achieve goals.
- **Results-Orientation**—Focuses on the desired results, makes decisions in a timely manner, anticipates the implications and consequences of a situation, and takes appropriate action.
- **Decisive**—Can make decisions that support and promote the organization's strategy by applying the appropriate analysis, knowledge, experience and judgment.

- **Communication Skills**—High emotional intelligence. Outstanding ability to communicate on interpersonal and technical levels, and excellent presentation/writing skills. Expresses oneself clearly and effectively when speaking and/or writing to individuals or groups; listens attentively, ensures that information is understood by all parties; shares information in a timely manner using the appropriate method; presents well-organized information in a group setting. Fosters open communication to solve problems and continuously improve.
- **Presentation Skills**—Effectively presents ideas, information and materials to individuals and groups. Effectively prepares and provides structured delivery, facilitates workshops or meetings in a structured manner; can facilitate and manage group processes.
- **Negotiation Skills**—Effectively explores alternatives and positions to reach agreements and solutions that gain the support and acceptance of all parties.
- **Demonstrates Ownership**—Takes full responsibility for their decisions and is accountable for actions and outcomes.
- **High Integrity**—Is trustworthy. Is consistent with actions and words and models high, consistent performance standards characterized by integrity. Earns the respect and trust of others by honoring commitments and keeping confidences. Is reliable, dependable and capable.

The Community

Seattle, Washington

Seattle's spectacular location, nestled between the Cascade and Olympic mountain ranges along Puget Sound, beautifully contrasts with the modern epicenter of urban Seattle, creating the perfect location for a balanced lifestyle. Seattle is a vibrant and sophisticated city whose thriving urban core of culture, economy and entertainment is surrounded by over 100 distinct neighborhoods offering an attractive range of housing options. The best in urban recreation is nearby with golf, kayaking and canoeing, fishing, hiking, biking, urban parks and public gardens in close proximity. A short drive out of the city leads to skiing, snowboarding, river rafting, hiking and wonderful wilderness. Seattle is home to major league sports teams providing spectator sport opportunities. Magazines such as *Fortune* and *Money* rate Puget Sound communities as some of the best places to live in America.



The Greater Seattle Area is comprised of three counties—King, Pierce, and Snohomish—with a population of 4.15 million. The moderate climate with mild winters and cool summers has attracted a diverse citizenry. Originally founded by those involved in logging, fishing and major maritime pursuits, the Greater Seattle area is now known for high-tech firms like Microsoft and Amazon, and companies such as Starbucks and Boeing.

Educational opportunities abound. The public K-12 school system is strong, and there are plentiful options for private education as well. Opportunities for higher education include the University of Washington, Seattle University, Seattle Pacific University, plus an array of colleges, community colleges, technical schools and arts education.

For additional information, please visit:

www.seattle.gov

www.visitseattle.org

Procedure for Candidacy

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting Seattle Children's with this recruitment, preferably via e-mail, to kmazzuckelli@wittkieffer.com.

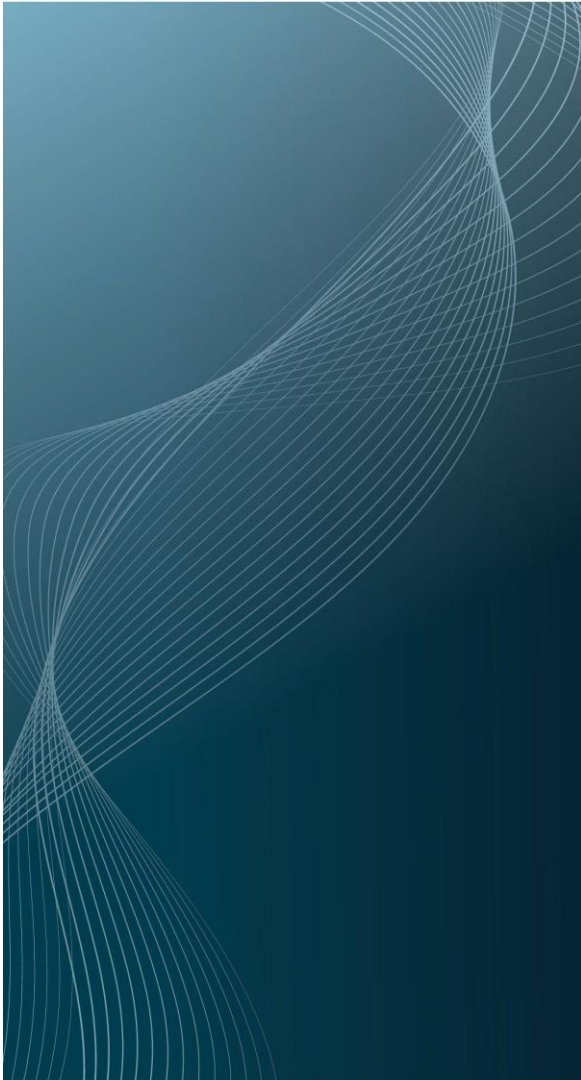
	Title	Phone
Hillary Ross, JD	Managing Partner & Practice Leader	(630) 575-6116
Zach Durst	Principal	(630) 575-6956
Katie Mazzuckelli	Senior Associate	(678) 302-1560

The Seattle Children's 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.

The expected base salary range for this role is \$630,000–\$705,000 annually, depending on the selected candidate's experience. This position also includes eligibility for an annual bonus and SERP. Final starting pay will be determined by several factors, including but not limited to education, industry experience, and relevant skills. Seattle Children's offers a competitive total compensation package that reflects each individual's background, credentials, and expertise, along with a comprehensive benefits program.

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 Seattle Children's 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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Visit [WittKieffer.com](https://www.WittKieffer.com) to learn more.

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