



LEGACY
HEALTH

Chief Legal Officer

Leadership Profile

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WittKieffer

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The Opportunity

Legacy Health—based in Portland, Oregon—seeks a strategic, relationship-oriented legal executive to serve as its Chief Legal Officer (CLO). This is a unique opportunity to join the executive leadership team of a respected, high-quality, integrated healthcare delivery system.

Legacy Health is a nonprofit, community-focused health system comprising six medical centers and more than 80 clinics offering primary care, specialty services, and urgent care. With a dedicated team of over 14,000 employees and 3,000+ healthcare providers serving both urban and rural communities, Legacy plays a vital role in supporting the health and well-being of 2.5 million people throughout the region. Reporting directly to the CEO, the CLO will provide strategic oversight and coordination of all legal services supporting Legacy Health. The CLO will serve as a trusted advisor to the Board of Directors, executive leadership, and senior management teams—offering strategic legal insights that drive meaningful results across the system.

The CLO will lead and develop a talented team of attorneys and legal professionals, assessing the appropriate organizational structure to ensure the department operates with maximum efficiency and impact. A key priority will be building a high-performing, collaborative, and solutions-oriented legal function while streamlining operations and leveraging technology to improve workflows, enhance communication, and deliver strategic value to the organization. Active participation in strategic planning and organizational decision-making is essential, as the CLO plays a key role in aligning legal strategies with Legacy Health's mission, vision, and long-term objectives.

Success in this role requires quickly building credibility and trust across the organization by demonstrating deep expertise in healthcare operations, governance, and the complex regulatory environment in which Legacy Health operates. The CLO will ensure legal perspectives are seamlessly integrated into enterprise-wide strategies, policies, and initiatives while fostering proactive risk management and operational alignment.

The ideal candidate will be a seasoned, results-oriented legal leader with a proven track record of success in complex healthcare organizations. The successful candidate will possess strong leadership and relationship-building skills, with the emotional intelligence to partner effectively across all levels of the organization. They will have outstanding academic credentials, including a law degree from an ABA-accredited law school, and active membership in the Oregon State Bar or eligibility for admission based on reciprocity is required. A minimum of ten years of experience as an attorney supporting hospitals, health systems, or other healthcare providers is required, with demonstrated expertise in healthcare regulatory matters, healthcare contracting, physician alignment, healthcare litigation, and healthcare transactions. Prior executive-level leadership experience overseeing legal teams in a dynamic, integrated health system—and success in leveraging technology and operational improvements to enhance departmental performance—is strongly preferred.

This is an exciting opportunity for a forward-thinking legal executive to shape the future of healthcare delivery in partnership with Legacy Health's mission-driven leadership team.

Legacy Health Overview

Legacy Health is a nonprofit, six-medical center health system that includes more than 80 primary care, specialty and urgent care clinics; over 14,000 employees and more than 3,000 health care providers. Legacy Health provides comprehensive primary, secondary and tertiary care services across the Portland metro and mid-Willamette Valley in Oregon and Vancouver metro area in Washington. From rural areas to urban centers, Legacy plays a critical role in the lives of 2.5 million people.

Facilities and Services

Legacy Good Samaritan Medical Center is located in the heart of historic Northwest Portland and has served the communities of the greater Portland area for more than 150 years. The medical center provides complex specialty services and clinical excellence with nationally renowned doctors in cancer care, kidney transplantations, neurology, ophthalmology, weight-loss surgery and more.

Legacy Emanuel Medical Center in North Portland is a local and regional leader in serious clinical illness and injury. It is one of only two Level 1 trauma centers in Oregon and home to the only burn center between Seattle and Sacramento. As a 554-bed facility, Legacy Emanuel provides a full range of services, including round-the-clock expertise for critical health issues, experts in trauma, heart care, burns, significant wounds, stroke, brain surgery and more.

Randall Children's Hospital at Legacy Emanuel is a regional center for the care of infants, children, and teens situated on the Legacy Emanuel Medical Center campus. Designated as a Level IV neonatal intensive care unit (NICU), Randall Children's Hospital provides the highest level of NICU care available in the state. It is proud to have been the first children's hospital in the Pacific Northwest verified as a pediatric Level 1 trauma center as well as one of the few children's hospitals in the country verified as a Level 1 children's surgery center.

Legacy Meridian Park Medical Center provides state-of-the-art medicine for the entire South Portland area. Known for its neighborly atmosphere, Legacy Meridian Park offers the expertise, technology and advanced care often found only in urban medical centers. It was, for example, the first Oregon hospital to perform robot-assisted total knee replacement and remains on the leading-edge of technology and expertise for general, gynecological and urologic robotic-assisted surgeries.

Legacy Mount Hood Medical Center is the Gresham area's full-service hospital known for its award-winning patient experience delivered with a personal touch. It has continuously expanded to meet the community's growing needs since it was established in 1959. Legacy Mount Hood offers advanced imaging, expertise in robot-assisted surgery, a modern emergency department, a welcoming family birth center, intensive care, cancer care and more.

Legacy Salmon Creek Medical Center is Southwest Washington's most modern and innovative hospital. A five-star rated hospital, it offers the latest technology in an award-winning setting designed for comfort, care and calm. Legacy Salmon Creek features innovations in joint replacement, robotic surgery, pelvic health for women, cancer care, intensive care for newborns, medical care for children and more. It's nationally recognized for its nursing and stroke care and features groundbreaking expertise in robotic-assisted surgeries. The Legacy Cancer Institute is also one of the country's best cancer programs.

Legacy Silverton Medical Center serves the heart of the Willamette Valley with levels of services not typically available in a community hospital: CT scanning, nuclear medicine, echocardiography, Level IV trauma care and its own family birth center that's virtually connected to newborn specialists through Randall Children's Hospital at Legacy Emanuel. Legacy Silverton delivers care with a personal touch and has been a proud and committed member of the local community for more than a century.

Legacy Medical Group is the umbrella group for Legacy Health's primary care clinics, specialty clinics and urgent care clinics. With more than 900 physicians, hospitalists, medical and surgical specialists, as well as internal medicine, family medicine and pediatric providers, Legacy Medical Group focuses on patient-centered, team-based care. This means primary care providers, nurses, medical assistants, social workers, counselors, clinical pharmacists and clerical staff work together as a unified care team to support patients whether they are sick or receiving routine health care.

Legacy Hospice provides compassionate physical, emotional, social and spiritual care for adults and children who are terminally ill — and for their families, too. It is uniquely dedicated to providing the best care during a period of extraordinary transition. Our volunteers and expert staff serve adults, children and their families with home-based care in the Portland metropolitan area and communities throughout the Willamette Valley.

Legacy Research Institute is one of the premier biomedical research institutions in Oregon. Here, curiosity, exploration, entrepreneurship and excellence blossom. The institute has one of Oregon's largest clinical trials programs, with physician leaders dedicated to bringing the medical world's newest treatments to patients. Its internationally recognized scientists generate \$12 million annually. These funds allow state-of-the-art bench to bedside research in a variety of areas: Biomechanics, neurobiology, ophthalmology and clinical outcomes.

Legacy Health partners in transforming health:

Unity Center for Behavioral Health is a one-of-kind center of excellence for adults and adolescents (ages 12-17) dealing with a behavioral health crisis. Unity Center features a psychiatric emergency service (PES) for adults, where patients receive care by specialists in behavioral health in a calming, non-hospital-like setting. Since 2017, it has cared for tens of thousands of individuals through its emergency department and inpatient center.

Legacy-GoHealth Urgent Care provides immediate health care needs through different care clinics with our partner, GoHealth. Each clinic puts patients in the hands of an expert provider to tend to urgent issues. The partnership also allows patients to access seamless care through the entire Legacy Health system if continued treatment is needed.

Legacy Health Partners is a physician-led partnership between independent private practice physicians, Legacy Health and Legacy Medical Group. Together, this clinically integrated network uses information technology and data integration to help providers improve overall population health throughout Oregon and Southwest Washington. The network also partners with payors and employers using payment methodologies that reward value.

PacificSource Health Plans is a partner with Legacy working to achieve the triple aim of better care, better cost and better health. PacificSource is a Northwest-based, not-for-profit health insurer with a reputation for taking exceptional care of people and communities.

Legacy's Mission, Vision, and Values

Mission

Our mission is good health for our people, our patients, our communities and our world. And above all we will do the right thing.

Vision

Our vision is to be essential to the health of the region.

Values

- **Respect** – We treat all people with respect and compassion.
- **Service** – We put the needs of our patients and their families first.
- **Quality** – We deliver outstanding clinical services within healing environments.
- **Excellence** – We set high standards and achieve them.
- **Responsibility** – We are good stewards of our resources, ensuring access to care for all.
- **Innovation** – We are progressive in our thinking and actions.
- **Leadership** – We serve as a role model of good health and good citizenship.

Position Summary

Reporting Relationship

Reporting to the CEO, the Chief Legal Officer serves in support of the organization's mission and goals related to patient care. This role serves as a point of contact for top management and the Board of Directors in providing information and resolving issues in all legal and compliance matters. The Chief Legal Officer also participates as an active member of the Leadership Team; collaborates with peers to ensure optimal service delivery across the organization.

Responsibilities

The successful Chief Legal Officer candidate:

- Manages, directs, supervises, coordinates and performs general operational-related legal services for Legacy, including its hospitals, medical group, medical executive committees, foundations and their related operations.
- Serves as Corporate Secretary for Legacy Health Board of Directors, advising on corporate governance-related matters and best practices, including any governance restructuring and maintenance of corporate records.
- Acts as a key strategic legal advisor, counselor and business partner to Legacy Health's executive leadership and senior management teams, including at Legacy's hospitals and system services.
- Oversees the Legal Department's attorneys and other staff, whose primary role is the performance of legal services and support for Legacy.
- Oversees the selection, retention, management, and evaluation of all outside legal counsel.
- Participates actively in the leadership of the Legal Department, and is engaged in the planning, management, administration, direction and decision-making of the Legal Department.
- Engages in proactive and ongoing communication with the Legacy Health Leadership Teams to coordinate the efficient and effective delivery of legal services.
- Participates in the definition and development of corporate policies, procedures, and programs.
- Serves as key legal advisor on all major business transactions, including mergers, acquisitions, divestitures, joint ventures, integrations, and similar transactions.

Goals and Objectives

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

- Establish credibility and earn the trust and respect of the CEO, senior leadership, medical and research leaders, and the Board of Directors through consistent engagement, sound judgment, and strategic insight.
- Be recognized as a strategic and collaborative leader—approachable, responsive, and thoughtful—with a strong ability to follow through. Deliver clear, actionable legal guidance rooted in a deep understanding of the healthcare landscape.
- Ensure the delivery of high-quality legal services that are business-oriented, solution-driven, and aligned with organizational goals. Define and communicate the legal department's structure and scope of services, while elevating its reputation as a valued and trusted partner.
- Partner with the Chief People and Culture Officer and other leaders to define current labor relations priorities and necessary action plans.
- Partner with the Chief Compliance Officer and other leaders to ensure enterprise-wide compliance with federal healthcare laws and regulations, including the Anti-Kickback Statute (AKS) and the Stark Law, by overseeing legal review of contracts, referral arrangements, and financial relationships to mitigate risk and uphold ethical standards.
- Optimize the balance between internal legal capabilities and external counsel by strengthening in-house expertise and streamlining processes. Establish a clear decision-making rubric for leveraging external counsel to ensure investments are made judiciously, with internal capabilities prioritized for routine and operational matters while reserving outside expertise for high-complexity or specialized legal needs.
- Evaluate the current legal team structure and design a future-forward organizational model. Lead recruitment efforts to fill key roles and implement a robust onboarding process to support team integration and success.
- Cultivate a supportive and inclusive team culture where individuals feel valued, heard, and connected through open communication, mentorship, and opportunities for growth.

Candidate Qualifications

Education/Certification

- A Juris Doctor or equivalent degree from an accredited law school in the United States.
- Active membership in the Oregon State Bar or eligibility for admission based on reciprocity is required with licensure in good standing in any jurisdiction without any instances of suspension, revocation, censure or other adverse events.

Knowledge and Work Experience

- At least 15 years of experience practicing law, with a minimum of 10 years of experience in healthcare law; experience working on matters of corporate governance and with a board of directors; substantial experience and recognized expertise in all major laws and regulations governing the day-to-day operations of a large health care system.

Leadership Skills and Competencies

Strategic Leadership

- Visionary Thinking: Anticipates legal and regulatory trends and aligns legal strategy with organizational goals.
- Business Acumen: Understands the healthcare industry, including clinical operations, research, and payer/provider dynamics, to provide legally sound and business-savvy counsel.
- Change Leadership: Drives transformation within the legal function and across the enterprise, fostering innovation and adaptability.

Legal Expertise and Judgment

- Expert Legal Counsel: Provides high-quality, timely, and practical legal advice across a broad range of issues including compliance, risk, governance, litigation, and transactions.
- Risk Management: Identifies, assesses, and mitigates legal and regulatory risks proactively.
- Ethical Stewardship: Champions integrity, transparency, and ethical decision-making throughout the organization.

Influence and Relationship Management

- Executive Presence: Builds trust and credibility with the CEO, Board of Directors, and senior leadership through confident, clear, and strategic communication.
- Stakeholder Engagement: Cultivates strong relationships with internal and external stakeholders, including regulators, outside counsel, and community partners.
- Collaboration: Works cross-functionally to support enterprise-wide initiatives and foster a culture of partnership.

Operational Excellence

- Departmental Leadership: Defines and leads the legal department's structure, priorities, and service delivery model to ensure responsiveness and value.

- Talent Development: Recruits, develops, and retains top legal talent; fosters a high-performing, inclusive, and engaged team.
- Process Improvement: Implements systems and practices that enhance efficiency, accountability, and service quality.

Communication and Influence

- Clear Communicator: Translates complex legal concepts into actionable guidance for diverse audiences.
- Negotiation and Advocacy: Leads negotiations and advocates effectively in high-stakes situations.
- Crisis Management: Provides calm, decisive leadership during organizational challenges or legal crises.

The Community

Mid-Willamette Valley, the Portland Metro Area & Southwest Washington



Oregon and Southwest Washington offer a unique lifestyle that blends stunning natural landscapes with a strong sense of community and purpose. With easy access to mountains, rivers, forests and the coast, the region supports an active outdoor lifestyle year-round.

Communities here value sustainability, creativity and inclusivity, creating a welcoming environment for individuals and families. Whether it's the vibrant culture of Portland, the quieter pace of smaller towns or the close-knit neighborhoods in Vancouver and surrounding areas, this is a place where people can build meaningful connections both personally and professionally while enjoying an exceptional quality of life. Portland is home to several large companies like Adidas, Nike, Patagonia, Columbia, and Intel, as well as established nonprofits like Literary Arts, Mercy Corps, and the Portland Art Museum. Museums, parks, sports arenas, and theaters provide a variety of entertainment options for all.

Whether you're drawn to the outdoor adventures, creative culture, or the close-knit neighborhoods, this region provides a unique opportunity to thrive both personally and professionally.

For more information about Portland, Oregon, please visit:

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

<https://traveloregon.com/>



Procedure for Candidacy

Please direct all nominations and applications to Werner Boel, Jason Petros and Wendy Kerschner 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. For additional questions or inquiries, please contact Wendy Kerschner at wkerschner@wittkieffer.com.

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Legacy Health is dedicated to developing and maintaining a diverse workforce that understands and meets the needs of our diverse patient population. All decisions made by Legacy Health System regarding employment, including transfers, promotions, demotions, compensation, benefits, and training are made without regard to race, color, gender, religion, national origin, citizenship status, marital status, including domestic partnership, age (except as the law allows), genetic information, gender identity, sexual orientation, disability, military status, veteran's status or any other basis covered by local, state or federal law.

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