



life logics

Chief Executive Officer

Leadership Profile

March 2026

Prepared by Tom Quinn, Jeffrey Sturman & Scott Dethloff



WittKieffer

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The Opportunity

LifeLogics seeks an innovative, strategic and operationally savvy leader to serve as its Chief Executive Officer (CEO). This is a unique opportunity to lead a non-profit software and data management solutions provider dedicated to the organ and tissue recovery and processing community.

Based in Nottingham, Maryland, LifeLogics was founded in 2006 with the support of a consortium of organ procurement organizations (OPOs). It operates as a 501(c)(3) organization focused on improving efficiency, data quality, and ultimately saving more lives through donation. LifeLogics technology supports OPOs, tissue processors, state donor registries, and hospitals and transplant centers via integrated data connections. LifeLogics manages information for nearly 30% of the nation's organ and tissue donors and serves as an integral component of the donation and transplant infrastructure. The organization fills a critical niche by providing regulatory ready documentation tools, secure, auditable data workflows, operational efficiency improvements and real time access to donor information. These services help OPO's improve authorization and family services processes, donor evaluation and case management, coordination among transplant centers and reporting and compliance.

The CEO will work closely with the Board of Directors and the leadership team to identify and pursue opportunities that support the organization's long-term success and growth. This includes shaping and advancing services and technologies that deliver innovative, leading-edge solutions for OPOs. As the organization's senior executive, the CEO will be responsible for LifeLogics' overall operations, ensuring they are managed effectively and efficiently. In doing so, the CEO will actively engage and unite the organization in a highly collaborative manner, driving strong performance and consistently exceptional service to OPOs and their related service providers.

The role requires a strong understanding of product development, including the ability to keep pace with ongoing upgrades and improvements while driving standardization across the platform, which currently exists in multiple versions. The individual should be comfortable leading within a software development organization and aligning technical execution with broader business objectives. In addition, the role demands insight into business development and sales strategy to ensure that product direction, platform scalability, and market growth are tightly connected.

The ideal candidate will bring a strong blend of executive leadership and operational expertise, with a solid understanding of IT development processes to help shape strategy and drive product and platform design. This role requires a clear and decisive product mindset paired with a customer-service orientation, particularly experience leading and scaling platforms. A critical aspect of the position is the ability to build and sustain deep relationships with customers, specifically OPOs, and to model and instill strong customer engagement skills across the organization.

Organization Overview

LifeLogics, Inc.

LifeLogics, Inc. is a non-profit software and data management solutions provider dedicated to the organ and tissue recovery and processing community. The company develops specialized enterprise software used by organ procurement organizations (OPOs), tissue processors, and donor registries across the United States.

Founded in 2006 with the support of a consortium of OPOs, it operates as a 501(c)(3) organization focused on improving efficiency, data quality, and ultimately saving more lives through donation.

Mission and Focus

LifeLogics' primary mission is to increase the number of donated organs, eyes, and tissue available to save and heal lives through innovative data management technologies.

Key Products

TrueNorth

TrueNorth,™ LifeLogics flagship product, is the industry's premier organ and tissue donor information solution. The TrueNorth™ best-practice workflow provides an organization with a roadmap based on the success of some of the largest organizations in the community. The framework it is built upon provides flexibility to meet the specialized demands of any organization.

TrueNorth is an enterprise-level, web-based donor management solution that allows OPOs to manage their donors from the point of referral through recovery. It includes modules for many OPO departments, including hospital development, finance, family services, and quality. TrueNorth allows organizations to come together as a collaborative to gain collective efficiencies and advancements through shared functionality, while allowing them the flexibility to innovate new solutions and workflows.

Copernicus

A secure integration gateway allowing authorized facilities to provide referral information and critical suitability donor data to TrueNorth™ or any other electronic donor records system electronically for donation consideration.

Copernicus provides a gateway for referring facilities to transmit information electronically to authorized OPO's. This information was previously provided via telephone or chart review, while Copernicus allows this information to be received electronically.

Donor Referral allows facilities to transmit potential referrals to the associated OPO electronically, replacing a phone call at a time savings of approximately 80%.

Donor Chart allows an OPO to gather patient data from a facility's Epic system and provides that information electronically to the OPOs system for review or import. This process saves the organization valuable time transposing and documenting information from the hospital system into their designated donor management application.

Donor Registries

LifeLogics manages millions of registered donors for Midwest, New England, and Mid-Atlantic states. LifeLogics partners with Donate Life America to host and manage the National Donate Life Registry.

LifeLogics' Donor Registries store the wishes of potential donors for review at the appropriate time by state team members and organ procurement staff. Each registry stores millions of registrations gathered and maintained by user self-service, staff administration, and interfaces with DMVs and other external parties.

Position Summary

Reporting Relationships

Reporting to the Board of Directors, direct reports include: the Chief Technology Officer (CTO); the Senior Director of Network Services; the Senior Director of Client Services; the Senior Director of Product Solutions; the Director of Quality Systems; and the Director of Project Management.

Responsibilities

Strategic Leadership

- Develop and execute a long-term vision and growth strategy aligned with the organization's mission.
- Identify new market opportunities and partnerships to expand impact.
- Provide visionary leadership for the evolution and innovation of the SaaS product suite, ensuring competitive differentiation and alignment with market needs.
- Drive aggressive market penetration and customer acquisition strategies, leveraging direct and channel sales models to expand reach and impact.

Operational Management

- Oversee day-to-day operations, ensuring efficiency and compliance with regulatory standards.
- Implement best practices for software development, product management, and customer success.
- Guide the software development and product management functions, fostering a culture of innovation, technical excellence, and rapid iteration.

Financial Stewardship

- Manage a \$6M annual budget, ensuring financial sustainability and transparency.
- Drive revenue growth through SaaS subscriptions, grants, and strategic partnerships.
- Cultivate and oversee high-performing sales and business development teams to achieve ambitious revenue targets and market share expansion.

Goals and Objectives

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

- Develop personal and professional credibility with the Board of Directors and across LifeLogics. Gain respect and build strong relationships internally and externally. Establish a reputation as an accessible, approachable, respected, and dedicated leader who inspires the organization to achieve excellence.
- Develop a vision for the organization that ensures continued success and work to create a best in class product and premium brand on the market.
- Focus on reducing customization and unnecessary variability by standardizing on a single organ module that can be adopted and used consistently across all clients with the goal of streamlining development, improving scalability, and ensuring a more uniform and reliable experience for customers while reducing operational complexity.
- Embed AI more deeply across the platform to enable faster, more proactive responses to regulatory changes within the OPO environment. Leverage AI capabilities to improve agility, enhance compliance, and create tighter connections between systems, with the goal of driving greater efficiency and regulatory readiness.
- Develop and monitor annual budgets to ensure financial strength and profitability.
- Cultivate a supportive and energizing culture that recognizes staff and promotes career growth and development, aiding in recruitment and retention.

Candidate Qualifications

Education/Certification

- Bachelor's degree required. Master's degree preferred.

Knowledge and Work Experience

- Ten to fifteen years of progressive leadership; five + years leading or scaling SaaS businesses (CEO/COO/GM/BU Head)
- Experience with healthcare IT or regulated data environments with demonstrated success navigating security/privacy and audits (HIPAA, SOC 2/HITRUST; familiarity with 21 CFR Part 11)
- Track record of driving annual recurring revenue growth from ~\$5M-\$15M+, improving margins, and reducing churn in multi-stakeholder B2B markets.
- Board engagement and nonprofit governance experience; effective in balancing mission and market realities.
- Proven experience successfully leading and scaling a B2B SaaS organization, from product strategy and development to market launch and customer success.
- Demonstrated success in B2B sales leadership, including building, mentoring, and managing high-performing sales teams and exceeding revenue targets.

Leadership Skills and Competencies

- Excellent written and verbal communication skills.
- Strategic leader who possesses strong operational competence; ability to conceive and formulate a vision, coupled with the ability to implement that vision. Ability to synthesize and distill complex information.
- Strong interpersonal skills, with the ability to inspire and engage teams and stakeholders.
- Demonstrates a deep commitment to participatory leadership and employee engagement, readily stepping into the details and leading by example to foster collaboration and shared ownership.
- Champions innovation by cultivating an agile, creative environment; embraces emerging technologies and prioritizes solutions that deliver tangible value.
- Expertise in managing budgets, financial reporting, and cost optimization.
- Successful track record of attracting, recruiting, retaining, and building successful and engaged teams.

The Community

Baltimore, Maryland

Baltimore, often called Charm City, offers a compelling mix of affordability, culture, and convenience that makes it an attractive place for professionals considering a move. The city's prime East Coast location provides easy access to major hubs such as Washington, D.C., Philadelphia, and New York, making regional travel and commuting highly convenient. Its cost of living is notably lower than other Mid-Atlantic cities, allowing residents to enjoy a comfortable lifestyle for far less than in nearby metros like D.C. or New York.

Professionals moving to Baltimore will find a vibrant cultural scene shaped by historic architecture, waterfront districts, museums, music venues, and a strong sense of community identity. Neighborhoods such as Federal Hill, Canton, Hampden, and Fells Point offer distinct atmospheres, from waterfront views to artsy enclaves and lively nightlife, ensuring that newcomers can find a community that fits their lifestyle. These areas are known for walkability, charming rowhomes, and proximity to restaurants, parks, and employment centers, making them especially appealing for young professionals and families alike.

Economically, Baltimore continues to evolve as a hub for education, healthcare, technology, and service industries. Institutions like Johns Hopkins University and a growing tech presence contribute to a diverse job market. The city's rich history and revitalized neighborhoods also enhance its appeal, offering a blend of old-world character and modern innovation. With affordable housing options, strong cultural amenities, and a welcoming community feel, Baltimore provides an excellent environment for both professional growth and quality of life.

For more information on Baltimore, please visit <https://baltimore.org/>



Procedure for Candidacy

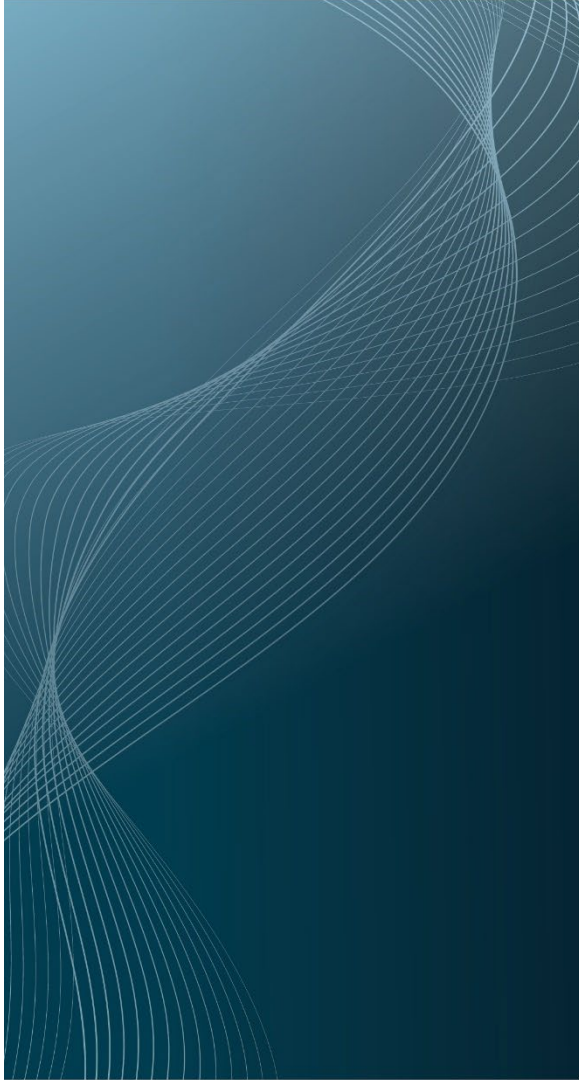
All applications, nominations and inquiries are invited. Please direct all nominations and applications to Tom Quinn, Jeffrey Sturman and Scott Dethloff through the WittKieffer Candidate Portal by clicking [here](#) or via email to sdethloff@wittkieffer.com. Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "Become a Candidate" button.

Expected Salary Range: \$440,000-480,000

LifeLogics, Inc. values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.

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