



St. TammanySM
HEALTH SYSTEM

Chief Nursing Officer

Leadership Profile

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WittKieffer

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The Opportunity

St. Tammany Health System (STHS) stands as one of the most trusted and forward-thinking healthcare providers in the region, long recognized for its clinical excellence, deep community partnerships, and unwavering commitment to patient-centered care. As a leading health system on the Northshore, STHS continues to grow in scale and impact, investing in advanced services, expanding facilities, and fostering a culture that fosters innovation. This is an exciting moment in the organization's evolution, one perfectly suited for a nursing executive inspired to lead in a high-performing, mission-driven environment.

This role becomes available as the organization prepares to celebrate and honor the retirement of its exceptional Chief Nursing Officer, a dedicated and beloved leader who has served the St. Tammany community for more than four decades. Her tenure has shaped a legacy of compassion, professionalism, and clinical distinction that continues to influence the system's culture today. Stepping into the CNO role means inheriting a foundation of strength, stability, and respect, positioning the next leader to build on a remarkable nursing tradition while also bringing fresh vision to guide the future.

The next Chief Nursing Officer will play a transformative role in inspiring, mobilizing, and supporting a nursing workforce that continues to evolve in its expectations, motivations, and needs. This leader will be a visible, trusted presence, one who values transparency, accountability, and authentic communication. The ideal candidate is a connector: someone who understands how to engage a multigenerational workforce, foster belonging, elevate professional practice, and champion excellence across every care setting. This is an opportunity for a collaborative, future-focused executive who thrives in relationship-driven environments.

As STHS continues to broaden its service lines and elevate its standards, the CNO will serve as both strategist and cultural steward, guiding operational excellence while nurturing the compassionate ethos that defines nursing at St. Tammany. The organization seeks an inspirational leader who embraces innovation, encourages continuous improvement, and remains steadfastly committed to quality, safety, and patient experience. This is a role for someone who leads with heart as much as expertise, and who sees the nursing profession as both a calling and a key strategic driver of organizational success.

Living in Covington and the surrounding Northshore communities offers an exceptional quality of life. Nestled among beautiful pine forests, rivers, and historic neighborhoods, Covington blends small-town charm with cultural richness, thriving arts districts, and excellent schools. With easy access to New Orleans just across Lake Pontchartrain, residents enjoy the perfect balance of peaceful living and vibrant metropolitan amenities. The region is known for its outdoor recreation, family-friendly atmosphere, diverse festivals, and strong sense of community, an ideal home for leaders seeking both professional fulfillment and personal well-being.

For an accomplished nursing leader, this is a rare and compelling opportunity to join an organization with a proud heritage and an exciting future. The CNO will help shape the next chapter of excellence at St. Tammany Health System, ensuring that nurses at all levels are empowered to deliver exceptional care and make a meaningful impact on the community. Those who are energized by mission, motivated by purpose, and inspired by people will find this role both deeply rewarding and profoundly influential.

Organization Overview



St. Tammany Health System (STHS) has consistently delivered world-class healthcare with compassion and quality to Northshore families. STHS is the second largest employer in the Parish and is part of a larger region with over 250,000 residents.

The health system is anchored by its flagship St. Tammany Parish Hospital, which opened in 1954. The System has grown to include 23 locations, including clinics, several outpatient centers, and a robust Cancer Center in partnership with Ochsner Health and MD Anderson. St. Tammany Health System is a full-service acute care facility with over 281 beds and approximately 3,200 colleagues. A major hospital expansion was successfully completed in 2021, enhancing patient flow and experience through thoughtful design. The hospital's medical staff consists of over 600 active staff members and more than 200 consulting staff. Nearly 95 percent of the medical staff are board-certified, and the health system employs approximately 106 providers. STHS has invested in technology through EPIC system optimization and robotics. STHS can provide services across the spectrum, including wellness, education, ambulatory, and acute care, enabling care to be delivered and received close to home for the communities it serves. STHS also provides comprehensive post-acute care services. Currently, STHS is undertaking several large capital projects, including a new Outpatient Cardiac Center of Excellence, a new women's and children's center, a parking garage, and a fourth-floor build-out that will add 38 new patient beds. In 2025, we opened a new ambulatory surgery center with 12 operating rooms, expanded primary care, and added a second mobile screening unit.

St. Tammany Health System boasts higher rankings than other hospitals in its region. We consistently earn national and local accolades for safety, quality, innovation, and service excellence from CareChex, Leapfrog, Women's Choice, US News & World Report, and a host of clinical program-accrediting organizations. Our colleagues live in a culture of caring, earning STHS's CityBusiness' Best Places to Work for the 4th consecutive year.

It's all rooted in the commitment to five Core Values, which inspire everything at St. Tammany Health System:

◇ Teamwork ◇ Trust ◇ Compassion ◇ Quality ◇ Innovation ◇

Awards and Recognition

<https://www.sttammany.health/accreditations>

STHS consistently earns local, regional, and national recognition for safety, quality, and patient experience. While no other hospital in the region rivals this community hospital's achievements, these awards pale in comparison to the endorsement of their neighbors, colleagues, and physicians. Overwhelmingly, these groups say they would recommend St. Tammany Health System to their loved ones.

High Performing Hospital - recognized in 3 types of care



Mission, Vision, and Values

Mission

- We are the heartbeat of our community, caring for our patients and their families with excellence, compassion, and teamwork.

Vision

- We will strengthen the health of our community with compassion, innovation, and partnership.

Values

- ◇ Teamwork ◇ Trust ◇ Compassion ◇ Quality ◇ Innovation ◇

Articulating our Values:

- We are a team, a community, a family devoted to helping and healing every patient, every time, together.
- We have faith in our caring work and pledge our honesty, courage, respect, and integrity to each other and every patient in every encounter.

- We care deeply about our patients and colleagues, treating each other with empathy and respect, as if they were our own family.
- We are accountable to our patients and each other to always deliver our very best, safest care, to strive for excellence, and to consistently deliver on these promises.
- We seek new knowledge, competencies, techniques, technology, and best practices to bring new hope and healing to our patients close to home.

Governance

St. Tammany Parish Hospital Service District No. 1 - St. Tammany Health System - is governed by an eight-member Board of Commissioners: six appointed by the St. Tammany Parish Government to six-year staggered terms; one elected by the medical staff to a one-year term, and one non-voting member, the Parish President or designee. The St. Tammany Health System Board of Commissioners meets monthly and governs the system's operations.

St. Tammany Health System and Ochsner Health Strategic Partnership

St. Tammany Health System and Ochsner Health collaborate in partnership to enhance our community's health and quality of life, today and for the future. Together, we represent the most comprehensive system of care, aligning St. Tammany's top two independent health leaders behind the common goals of improving access, expanding specialty care, and making care more affordable. This collaboration of equals is the community's best source for their family's health and wellness.

When STHS and Ochsner announced a business partnership in 2014, leaders of both organizations promised patients, colleagues, physicians, and the community high-quality, safe services; growing services in West St. Tammany; collaborating to build on collective strengths; and adding expertise where gaps existed. Each year since, we have proven that collaboration within our community is the best way forward in today's healthcare environment.

An initial promise was to increase patient access to subspecialty care. As the service district population continues to grow, so does STHS. The physical plant has expanded, and the services available are at a higher level of care through the Ochsner partnership. Added subspecialties include three of the most challenging to recruit for: pediatrics, neurology, and neurosurgery. Additionally, the partners, together with MD Anderson, expanded services at the St. Tammany Cancer Center, delivering a comprehensive cancer center that utilizes a multidisciplinary approach, and increased access to clinical care in the area's largest and highest-quality patient care space dedicated to cancer. STHS and Ochsner are reducing costs, enhancing technology, and serving an increasing number of patients each year. Together, STHS and Ochsner employ more colleagues than ever before and continue to provide local, affordable, and close-to-home care.

Guiding Principles of the Ochsner and St. Tammany Partnership

Trust

- Assume good intentions
- Solicit feedback often
- Be intentional with building and sustaining trust



Transparency

- Be honest, direct, and transparent
- Communicate the "why" behind decisions
- Courage from all parties to address issues as they occur to prevent lingering misunderstandings



Equality

- Appreciate that our differences enhance our strengths
- Share best practices, adapt, and be open to change
- Listen actively and consider all viewpoints

Collaboration

- Communicate quickly, efficiently, and completely to appropriate team members
- Accept mistakes, learn from them
- Commit to collaborative problem-solving

Alignment

- Commit to deliver what's best for patients in our community
- Be inclusive and avoid "we/they" speech and thinking
- Build a collaborative culture that hardwires these principles throughout both organizations

Additional information can be found in the following links:

- Overview/welcome: <https://youtu.be/gyfFK-0lsw8>
- Women 50+: [STHS | Many Empowered - YouTube](#)
- Cardiology: [STHS | Winning Many Hearts - YouTube](#)
- Women's and Children's: [Many hopes, many strengths, many miracles - YouTube](#)
- Technology and Innovation: [Where technology and compassion meet - YouTube](#)
- Orthopedics: [Our Backyard - YouTube](#)

Position Summary

The Chief Nursing Officer (CNO) serves as the nurse executive leadership team member with organizational accountability, responsible for the management, planning, and development of the clinical practice of nursing throughout the health system. Is responsible for the provision of highly reliable and cost-effective patient care. Is accountable for establishing alignment with the medical staff and supporting departments. Is accountable for ensuring nursing, medical, and operational strategies and goals are achieved.

Reporting Relationships

The Chief Nursing Officer reports to the Health System President and CEO.

Reporting to the Chief Nursing Officer:

- AVP, Surgical Services
- AVP, Critical Care/Emergency
- AVP Home Health/Hospice/Palliative Care
- AVP, Clinical Transformation
- Surgical Services Advisor
- AVP, Care Coordination
- AVP, Nursing Adult Health
- AVP, Women & Child Services
- Infection Prevention
- Executive Assistant

Key Responsibilities

Strategic Vision, Organizational Decision Making, and Practice Innovation

- Contribute to organizational decision-making that is consistent with the values, vision, mission, and standards of practice and a highly reliable organization.
- Inspire and encourage practice innovation to advance and improve patient outcomes.
- Identify innovations to provide efficient and effective clinical care delivery.
- Contribute to the development and discussion of the organization's goals, objectives, forecasts, and risks.
- Disseminate the strategic vision for the delivery of patient care/service within and across the organization.
- Participate in the planning and implementation of programs and services by establishing a clear sense of service priorities to pursue and the necessary resources to fulfill those priorities.
- Participate in the evaluation of programs and services by identifying relevant quality improvement indicators for patient/service outcomes, nursing practice, and organizational structure.
- Ensure that a forum exists for decision-making for nursing professional practice (e.g., Shared Governance with strong engagement from direct care nurses)
- Create and promote evidence-based nursing practice while advancing the overall practice of nursing.
- Ensure compliance with federal and state regulations.
- Ensure regulatory compliance and quality outcomes.
- Ensure respect for nursing services is conveyed in the strategic plan and Senior Management Team for operations and the Board of Commissioners.

- Understand, develop, and exercise political acumen in internal and external relationships to strengthen the contribution of nursing in the organization.

Quality Care and Patient Safety

- Propose, lead, and direct strategies to drive the organization toward zero patient harm.
- Oversee and report on risk management strategies, including identification and monitoring of nursing-sensitive quality and safety indicators.
- Assume accountability for meeting quality and safety performance targets.
- Provide input and assessment of the organization's Quality Assurance Process Improvement Plan.
- Promote a culture of safety and transparency.

Collaboration

- Champion interprofessional collaboration among nursing, medical, and allied health professionals to achieve optimal patient care/service outcomes and effective integration of care.
- Support, coach, and mentor others to succeed with change.

Professional Accountability

- Champion models of care delivery and nursing practice, work environments, and staffing standards that are consistent with current research evidence, professional standards, and with the mission, vision, and values of the organization.
- Develop strategies to promote nursing recruitment and retention and recognition of excellence in nursing.
- Champion evidence-based leader rounding.

Professional Development

- Maintain awareness of the ever-changing healthcare environment and its potential impact on the organization's mission, vision, and values.
- Demonstrate active and visible leadership within the organization and broader community.

Goals and Objectives

- Engage authentically with the community, the Board of Commissioners, and external partners in a way that ensures deep trusting relationships are formed.
- Connect with direct reports and front-line staff early and often, demonstrating genuine visibility, accessibility, and desire to understand and support.
- Assess current processes, structure, protocols, and priorities in a comprehensive way and offer suggestions to the CEO and peers about ways to improve based on thorough assessment.
- Seek to embrace and advance the culture, appreciating the legacy and history. Upon this foundation of understanding, which will take time, seek to build upon the foundation and advance nursing, respiratory, and other areas of leadership and influence.
- Embrace technology, analytics, and artificial intelligence. Evaluate current offerings and seek to understand, through both inside and outside perspectives, how technology, analytics, and artificial intelligence can ultimately help those at the bedside be their best for the patient and family
- Seek out the medical staff leadership to proactively understand their practices and to ensure the CNO and nursing broadly are seen as a trusted partner in providing the safest, highest quality care.
- Build a strong bond with peers in the C-Suite to effectively balance the needs of the organization, to create efficiencies in work through a true understanding of operational priorities, financial capabilities, and workforce dynamics
- Inspire leadership development and growth of the team, constantly. Carrying forward ongoing leadership development programs and seeking to create new opportunities as well. The CNO should exude a passion for growth and development and set an example.
- Collaborate with a broad range of stakeholders around capacity challenges and make steady improvements in this area, which will improve patient experience, quality, and finances.
- Focus constantly on recruitment and retention, planning for and assessing the workforce relentlessly with the goal of keeping the vacancy rate at a very low level (currently at 4.5%).
- Enhance the nursing team's understanding of healthcare finance and general business acumen.

Candidate Qualifications

Education/Certification

- Master's degree in Nursing, Healthcare Administration, or Business Administration.
- Current or Eligible for Louisiana Registered Nurse Licensure.
- A minimum of seven years of experience at the senior executive level healthcare position.
- Demonstrated competence in the management of complex problems and new project development.
- Excellent communication skills and interpersonal skills necessary to effectively collaborate with physicians, board members, colleagues, and the public.

Knowledge and Work Experience

- Minimum of seven years senior leadership experience as a Chief Nurse Executive or Vice President of Nursing in a sizable, clinically sophisticated health system. Demonstrated depth of professional and technical knowledge across the full spectrum of contemporary nursing leadership is essential.
- Proven expertise in evidence-based practices and a working knowledge of contemporary best practices in nursing.
- Excellent analytical and problem-solving skills, with the ability to self-motivate, manage multiple priorities, make sound decisions, and meet deadlines in a dynamic environment.
- Operationally and financially astute; able to evaluate care models, performance metrics, and clinical workflows and lead improvements that enhance quality and efficiency.
- Track record of building strong, trust-based relationships with leaders, staff, and interdisciplinary partners to advance patient satisfaction, quality outcomes, and service excellence.
- Knowledge and experience with digital technology that support operational effectiveness, consumer engagement, analytics, virtual care, and population health initiatives.
- Strong planning and project management skills, with the agility to adapt to evolving priorities and system needs.
- Experience with Epic and Workday is beneficial.

Leadership Skills and Competencies

- **Driving Results** - Translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.
- **Promoting Teamwork & Collaboration** - Initiating and maintaining strategic relationships with stakeholders inside and outside the health system, including physicians, cross-functional partners, payers, suppliers, and community representatives, to advance clinical and business goals.
- **Inspiring Engagement** - Vividly communicating a compelling view of the future state in a way that helps others understand and feel how business outcomes will be different when the vision and values become reality.
- **Strategy Implementation** - Creating and executing influence strategies that persuade key stakeholders to take action that will advance shared interests and business goals.
- **Leading Change & Innovation** - Identifying and driving organizational and cultural changes needed to adapt strategically to changing market demands, technology, and internal initiatives, catalyzing new approaches to improve results by transforming organizational culture, systems, or products/services.

The Community

Covington, Louisiana



Covington, Louisiana, is a unique and charming city located north of New Orleans, just across Lake Pontchartrain. Founded in 1813, the community has been delicately preserved and cared for, with history and modernization thoughtfully blended. Families appreciate the strength of the St. Tammany Parish School System, which ranks as Louisiana's finest and hosts a number of federally recognized Presidential Blue-Ribbon schools. In addition to the highly regarded public school system, families can choose from several private schools. Ultimately, Covington offers the best of both worlds - the comfort of country living with the diversities and attractions of New Orleans, only a lake away.

Adjacent towns and villages boast idyllic settings and exciting entertainment, beckoning water enthusiasts, music fans, foodies, wine connoisseurs, and shoppers of every style. One of the fastest-growing regions in the country, St. Tammany Parish is a great place to work and live. The current service district of STHS is over 160,000 residents. Healthcare, information technology, leisure aquatics, and energy are the leading industries headquartered and represented here, with a median household income of \$94,000, and about half of adults in the parish possess higher education degrees. Covington and the surrounding communities offer a wide variety of churches, places of worship, and spiritual retreats.

The historic downtown area is all about food, culture, and enjoying life. Art galleries, boutiques, antiques, and more than two dozen restaurants round out this wonderfully eclectic mix. Year-round festivals, concerts, block parties, farmers' markets, and outdoor adventures ensure there is something for everyone.

Major events on the Northshore of Lake Pontchartrain include Monster Mash, Bluesberry Festival, Three Rivers Art Festival, the Madisonville Wooden Boat Festival, and, of course, Mardi Gras on both sides of the lake!

St. Tammany is uniquely situated, one hour's drive from New Orleans, Baton Rouge, and the beaches of the Mississippi Gulf Coast. It is an easy day trip to Alabama's beautiful beaches or Texas' wild rides.

For more information, please visit:

[Healthier NorthShore - Promoting Healthier Living Throughout St. Tammany & Washington Parishes](#)

[St Tammany Corporation | The Economic Development Organization for St. Tammany Parish](#)

[St. Tammany Chamber of Commerce | Promoting Business \(sttammanychamber.org\)](#)

[St. Tammany Parish Louisiana Northshore | Hotels, Things To Do](#)

Procedure for Candidacy

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting St. Tammany Health System with this recruitment, preferably via e-mail, to sodorisio@wittkieffer.com.

Daniel Young Senior Partner 615-800-2296 dyoung@wittkieffer.com	Stephanie Odorisio Arriviello Senior Associate 610-596-1120 sodorisio@wittkieffer.com
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St. Tammany Health System 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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