



**HONOR  
HEALTH**

**Vice President, Chief Information  
Security Officer**

Leadership Profile

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## The Opportunity

HonorHealth seeks a dynamic executive to serve as its next Vice President, Chief Information Security Officer (VP/CISO). This is a tremendous opportunity to lead the information security program for a highly regarded, innovative, and growing health system with care locations across Phoenix and Scottsdale, Arizona.

With six hospitals, more than 70 clinics, 3,000 physicians, nearly 15,000 employees, and a world-class research institute, HonorHealth is one of the top care providers in the Phoenix metropolitan area. HonorHealth and its employees are guided by a mission to improve the health and wellbeing of the community as well as a vision for transforming healthcare regionally. HonorHealth's dedication to excellence in quality care has led to five of their six hospitals being given Magnet Recognition, a gold standard for nursing care held by only 8% of hospitals nationwide. In addition to HonorHealth's clinical excellence, the health system is leading the way on value-based care through its subsidiary, Innovation Care Partners, which today covers more than 175,000 lives in the state of Arizona.

The VP/CISO reports to the Senior Vice President, Chief Legal & Risk Officer, Shannon Fox Fraser, JD. As a senior leader within the community health system, the VP/CISO will work in partnership with leaders across the organization, including the Vice President, Chief Information Officer (CIO), Vice President, Audit and Compliance, and others to ensure the security stance of the organization meets current market needs. The VP/CISO will focus on strengthening the culture of security through robust communication, governance, education, collaboration, technology, and vendor partnerships. Information security is a priority and a key area of focus and investment for HonorHealth. As such, the VP/CISO will be highly visible to senior leaders, including the HonorHealth Board of Directors and/or its committees.

The VP/CISO will provide the strategic leadership for information security in support of the health system. This executive will work very closely with the CIO on efforts related to information security operations. The incumbent will fully evaluate the existing environment and identify additional opportunities to advance information security to meet the future needs of HonorHealth. As a collaborative leader, the VP/CISO will have the opportunity to make a significant impact by building upon the current, strong program. This will include facilitating activities to further information security training and education on cybersecurity risks and vulnerabilities, as well as maintaining and implementing new security tools to automate processes wherever possible.

The ideal candidate for the VP/CISO position will be a dynamic executive with a track record of success leading information security, preferably in a growing and complex healthcare organization. The VP/CISO must be viewed as a trusted adviser who is a team player, collaborative, transparent, and solutions driven. This executive will be able to build the business case and garner consensus with clinicians, staff, and senior leadership. The position requires a strong leader who can communicate effectively and develop trusting relationships at all levels. The VP/CISO will have the ability to grow an information security program and lead during a time of significant transformation across the health system enterprise.

As a senior leader within the organization, the VP/CISO will be required to relocate to the Phoenix/Scottsdale metropolitan area.

## Organization Overview

In 2014, one year after affiliating, John C. Lincoln Health Network and Scottsdale Healthcare officially merged. In March 2015 came a new brand — HonorHealth — to signify our unity as a single company.

Drawing on two rich legacies, HonorHealth continues to be a locally owned, nonprofit, integrated health system. Our commitment is to provide our communities with:

- Personalized, connected, quality care with a focus on improving the health and well-being of those we serve
- More convenient access to healthcare
- Increased coordination of medical care
- An expanded network of high-quality primary care and specialty physicians

### Mission

To improve the health and well-being of those we serve.

### Vision

To be the partner of choice as we transform healthcare for our communities.

### ICARE Values

The HonorHealth values are a bold proclamation of how we provide the best experiences and services to you, your family and the community.

#### ICARE stands for:

##### **Innovation**

- Keeping an open mind, embracing change, taking risks, and maintaining a creative mindset as we work to continuously improve the care we provide.

##### **Collaboration**

- Building trust and partnering with others, within and across boundaries, so we can offer best care and drive excellent outcomes.

##### **Accountability**

- Driving a spirit of excellence, stewardship and integrity in all that I do for others.

##### **Respect**

- Treating others the way I want to be treated.

##### **Empathy**

- Being vulnerable and seeking first to understand others so I can best meet their needs.

## HonorHealth Hospitals

- HonorHealth John C. Lincoln Medical Center
- HonorHealth Deer Valley Medical Center
- HonorHealth Scottsdale Osborn
- HonorHealth Scottsdale Shea Medical Center
- HonorHealth Scottsdale Thompson Peak Medical Center
- HonorHealth Sonoran Crossing Medical Center

## Diversity, equity and inclusion

People are at the core of HonorHealth. The collective sum of the individual differences, life experiences, knowledge, inventiveness, ingenuity, innovation, self-expression, unique capabilities and talent that our team members invest in their work represents a significant part of our culture, reputation and achievement.

Our commitment to diversity, equity and inclusion is driven by our spirit to go beyond in all that we do and to live up to our ICARE values of innovation, collaboration, accountability, respect and empathy.

## Philanthropy/Community Service

HonorHealth employees are encouraged to make a personal commitment to bring the HonorHealth mission to life and inspire change in our community. Through the HonorHealth Ambassador Movement employees have the ability to collaborate, drive growth and give back to the local community by volunteering at local non-profits, participating in fun runs and walks to raise money and more!

## Accountable Care Organization – Innovation Care Partners (ICP)

HonorHealth Medical Group participates in two Medicare Shared Savings Program ACOs managed by Innovation Care Partners. ICP is a physician-led, clinically integrated network wholly owned by HonorHealth, dedicated to improving patient health and reducing healthcare spending through collaboration, coordination, and communication in the community. Today, ICP has more than 2,000 physician members and covers more than 175,000 patient lives through its clinical integration efforts.

## HonorHealth Medical Group

With an expansive network of more than 400 employed physicians and providers serving patients in more than 70 locations across the Valley, HonorHealth Medical Group is here to help you live your

best life. Offering comprehensive care from head to toe, our physicians specialize in cardiovascular, orthopedics, neurology, gastroenterology, oncology, primary care and more.

The HonorHealth Medical Group primary and specialty care physicians and nurse practitioners share a commitment to honoring your individual healthcare wishes, goals and objectives. You can find our doctors located throughout the valley, including virtually, making access to care easier than ever.

### **HonorHealth Research Institute**

At the HonorHealth Research Institute, patients have access to tomorrow's cure today. Established in 2005, the institute has become a patient destination for treatments often available nowhere else. In fact, patients arrive from 50 states and two dozen countries.

HonorHealth has attracted some of the most distinguished physicians and researchers in the nation, and their discoveries are giving patients new hope for a better quality of life. Based out of a metro Phoenix community health system — with a hybrid academic model — the Research Institute offers:

- Personalized medicine
- Innovative treatments
- New drugs and devices that are under development, which can help change and sometimes extend patients' lives

In partnership with prestigious universities, research facilities, and pharmaceutical and medical device companies, HonorHealth physicians and researchers are moving science forward, looking for solutions in:

- Bariatrics (weight loss)
- Cancer
- Heart and vascular health
- Neurologic and spine conditions
- Trauma

For more information, please visit: [www.honorhealth.com](http://www.honorhealth.com)

## Position Summary

The Vice President and Chief Information Security Officer (VP/CISO) is responsible for advancing the organization-wide information security program to ensure that information assets are protected. This position is responsible for leading the strategy, oversight, and day-to-day operations of the information security function inclusive of incident response, workforce information security education, vulnerability management, risk assessments, intrusion prevention, regulatory compliance (HIPAA, PCI, and GDPR), procedure development, and forensic investigations. As a peer to the CIO, the VP/CISO will collaborate closely on security operations for the organization. This executive will also work closely with leadership at the affiliated ACO, Innovation Care Partners, to align standards, policy, and information security controls across that organization.

The VP/CISO will evaluate and report on information security risks in a manner that meets compliance and regulatory requirements and aligns with and supports the risk posture of the enterprise. This executive will be a visionary leader with business management experience and a strong ability to translate complex information security needs to a variety of executive, clinical, and staff audiences. The VP/CISO will work proactively with business units to implement practices that meet defined policies and standards for information security and will also oversee a variety of IT-related risk management activities.

## Reporting Relationships

Reporting to the Senior Vice President, Chief Legal & Risk Officer

The information security team is made up of more than 30 staff members. Direct reports include a Director, Information Security and two Managers, Information Security

## Responsibilities

The successful Vice President, Chief Information Security Officer candidate will:

- Provide regular reporting on the current status of the information security program to senior executive leaders up to, and including, the Board of Directors
- Continue to mature and monitor a strategic, comprehensive enterprise information security program to ensure that the integrity, confidentiality, and availability of information owned, controlled, or processed by the health system
- Maintain a current understanding of the information security threat landscape and evangelize necessary steps to keep the information security program ahead of potential bad actors in the environment
- Coordinate closely with the Vice President, Audit & Compliance, Chief Information Officer and information technology teams on the secure design and configuration of information security systems
- Communicate potential risks and best practices in an effective manner through education, training, and messaging to all areas of the health system, both inside and outside of IT

- Assess and mature enterprise-level information security policies and procedures based on the relevant state and federal security legislation and mandates
- Lead the investigation and remediation of any potential breaches by bringing together the cyber incident response team and initiating appropriate action to further protect information assets and assist with any further disciplinary and legal matters that arise from such breaches
- Provide fiscal stewardship of the information security budget
- Participate in, and help to lead, enterprise-wide governance related to the information security program, risks, and posture
- Working closely with other leaders, ensure disaster recovery and business continuity plans are in place and tested in a consistent manner
- In collaboration with the CIO, ensure monitoring of the HonorHealth network such that it meets minimum security standards for successful detection of security breaches
- Lead proactive assessments and audits of the information security environment with internal and external partners to ensure compliance with information security requirements at the institutional, state, and federal levels.
- Align relevant policies and technologies in the information security program with the accountable care organization, Innovation Care Partners
- Provide mentoring and training to information security team members to create a proactive, customer-oriented information security organization
- Work closely with the legal and compliance teams to ensure conformity with federal and state laws and regulations as well as IT security standards, policies, and procedures
- Serve as the information security liaison with external entities including peer institutions and state and federal agencies. Respond to security surveys and audits from governmental agencies and others



## Goals and Objectives

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

- Partner with senior leaders to become fully integrated into the HonorHealth leadership team. Be perceived as a solid team player who has credibility, integrity, accountability, and contributes broadly as a subject matter expert in information security. In particular, continue to establish a close, collaborative relationship with the legal, compliance, and IT teams to closely align information security goals with organizational needs
- Develop a vision and plan to advance a modern, risk-based security program that meets the needs of a growing health system enterprise while still providing strong security of personal health information for patients and consumers. Communicate that vision effectively across all areas and levels of the health environment, including leadership, clinicians, staff, and students
- Develop strong, trusting relationships with business and clinical leaders across the health system enterprise
- Lead HonorHealth efforts to increase automation and improve the culture of information security through the development of engaging training and communication strategies
- In collaboration with IT and compliance, ensure HonorHealth is compliant in regard to PCI and other programs
- Identify and leverage channels to address current security initiatives and gaps in knowledge through appropriate policy development
- Evaluate the current information security structure and staff to ensure effectiveness. Build upon the successes of prior leadership in the role to continue the tradition of a high-performing information security team that is solutions-driven and viewed as a collaborative partner with IT and across HonorHealth

## Candidate Qualifications

### Education/Certification

- Master's Degree in Information Systems, Computer Science, Health Information Management or related field preferred.
- Certified Information Systems Auditor (CISA), Certified Information Systems Security Professional (CISSP) or similar credential preferred.

### Knowledge and Work Experience

- Ten years of experience in healthcare-related fields, demonstrated expertise in healthcare operations, health information knowledge, change management and project management experience preferred
- Ability to effectively interpret and apply organizational policies, procedures, and systems as they relate to the information security program
- Proven track record in the development of an effective, customer-oriented information security team
- Track record of prioritizing, planning, organizing, and supervising initiatives and teams. This includes both direct reports and large, matrixed project teams for which the VP/CISO is the executive responsible for ensuring their success
- Ability to establish metrics for department and employee goals that measure the effectiveness of the information security team
- Understanding and experience in developing strong internal and external relationships that are key for the success of the information security program
- Demonstrated knowledge of current information security laws and accepted industry practices as they may relate to HonorHealth

### Leadership Skills and Competencies

- Excellent oral and written communication skills, including the ability to effectively present complex technical topics to large groups, clinical leaders, and senior management with varied levels of technical sophistication
- Ability to provide consultations and expertise in determining and recommending actions for organizational departments to offer the highest level of information security possible while also maintaining the effectiveness of those department groups
- Ability to foster and promote a diverse and inclusive workforce
- Advanced interpersonal skills with an ability to quickly develop strong, trusting relationships across the academic health organization; be seen as approachable and accessible

- Understanding of how to drive consensus from others toward a decision
- Excellent leadership ability to oversee multiple functions within the Information Security Department through direct reports
- High level of personal integrity, as well as the ability to professionally handle confidential matters, and show an appropriate level of judgment and maturity
- High degree of initiative, dependability, and ability to work with little supervision

## The Community

### Phoenix, Arizona

Greater Phoenix, most commonly referred to as the “The Valley of the Sun” is one of the top ten largest metropolitan areas in the United States, encompassing more than 20 communities, including Glendale, Scottsdale, Tempe and Mesa. History, art, architecture and great food are abundant, all while taking in the beautiful Southwest landscape and relaxed lifestyle.

One of the fastest-growing regions in the nation, Greater Phoenix has a population of nearly 4.6 million people. Greater Phoenix’s top attractions are South Mountain Park and Preserve, Tempe Town Lake, Camelback Mountain and First Friday Art Walks in downtown Phoenix. Other noteworthy attractions include the Heard Museum, Desert Botanical Garden, Heritage and Science Park, the Musical Instrument Museum, and Phoenix Zoo. Phoenix, of course, is also the gateway to the Grand Canyon; the drive to America’s greatest natural wonder takes 3½ hours.

Phoenix provides a number of residential living options from single family homes to attractive apartments and condominiums. Both public and private schools are well-regarded and there are a number of higher education options including Arizona State University, Thunderbird University, Grand Canyon University and an array of community colleges.



### Scottsdale

Scottsdale is located in central Arizona in the heart of the Sonoran Desert. The area provides a high quality of life and year-round outdoor and recreational activities.

Scottsdale was originally purchased by Winfield Scott, an Army Chaplain, in the late 1800s. He and his brother cultivated the land, and near the end of the century, the town was named Scottsdale.

In 1937, world-renowned architect Frank Lloyd Wright purchased some homestead land in Scottsdale and started his architectural school and winter retreat, Taliesin West. The community has been a leader in housing, resource management, and quality of life. Scottsdale is home to a thriving

arts district and has a variety of art-driven events like the free weekly ArtWalk, Canal Convergence, and Scottsdale Contemporary Month. The city has an array of outdoor activities with more than 200 golf courses and hosts an annual PGA golf tournament. Scottsdale also has more than 400 miles of well-maintained trails in the area and is ranked a gold-level Bicycle Friendly Community by the League of American Bicyclists.

Scottsdale has well-regarded public school systems, the Paradise Valley Unified School District and the Scottsdale Unified School District, both providing K-12 education. There are a number of private school and parochial school options as well.

## North Phoenix

North/Northwest Phoenix is a region in the city of Phoenix, Arizona. While the area with this name has no official separate status, it usually refers to the Urban Villages of Paradise Valley (not to be confused with the independent town of Paradise Valley), North Mountain, Deer Valley, Desert View, and Happy Valley. Phoenix Deer Valley Airport handles general and corporate aviation and is the busiest airport of its type in the country.

Deer Valley and Paradise Valley have malls for major shopping. Other facilities in this part of Phoenix that use Paradise Valley's name include Paradise Valley Community College, Paradise Valley High School and Paradise Valley Golf Course.

Kierland Commons is a major upscale master-planned shopping, residential and resort community developed in the late 1990s and is located on the eastern edge of Phoenix, on the border with Scottsdale. Additionally, the planned community of Anthem, in North Phoenix, is a new development designed specifically for the needs and interests of families.

For more information, please visit: <http://phoenixchamber.com/>

<https://www.phoenix.gov/visitors>

<http://www.visitarizona.com>

## Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include a CV/resume. Review of applications has begun and will continue until the position is filled.

Please direct all applications, nominations and inquiries to the WittKieffer consultants assisting HonorHealth with this recruitment, preferably via e-mail, to [zdurst@wittkieffer.com](mailto:zdurst@wittkieffer.com).

*HonorHealth 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 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 HonorHealth 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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