



Vice President of Digital Information Security

Leadership Profile

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WittKieffer

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The Opportunity

Mercy seeks a dynamic executive for the Vice President of Digital Information Security (VP). This is a unique opportunity to join one of the most respected and the sixth largest Catholic healthcare institutions in the United States and enable innovation at a progressive, mission driven organization.

Headquartered in St. Louis, Mercy consists of 50 hospitals, 800+ physician practices and outpatient facilities. The Ministry is comprised of 50,000+ co-workers and 2,400+ physicians serving millions each year over a multi-state footprint, which includes operations in the states of MO, AR, OK and KS, in addition to outreach ministries in LA, MS and TX. Mercy currently has a net patient revenue of approximately \$10.5 billion. Leveraging values consistent with Mercy's almost 200-year heritage, co-workers work as a team to deliver high-quality healthcare services emphasizing clinical excellence and personal compassion. Mercy is proud of its heritage as a Christian, Catholic, not-for-profit Ministry, and is successfully positioned to continue as such in the future.

Reporting directly to the Chief Information Officer (CIO), the VP partners closely with executive leadership, IT teams, and stakeholders across the organization to shape and execute a unified approach to information security. In this role, the VP is responsible for defining the strategic vision and overseeing the day-to-day operations of Mercy's information security program, ensuring that robust policies, procedures, and technologies are in place to safeguard the organization's data and infrastructure against evolving cyber threats. The VP role is critical to ensuring the confidentiality, integrity, and availability of all digital information assets across the organization.

The VP will be a security leader who goes beyond the traditional focus on technical controls, compliance, and policy and who possesses a multimodal approach to risk management. The VP will be capable of designing and scaling security frameworks and teams that effectively support new products and innovation teams. A key skill set is the ability to embed security expertise directly within these teams, enabling speed and innovation, while still preserving clear accountability to established security policies, standards, and architectural principles. This individual must be able to balance speed and experimentation with sound risk judgment, ensuring that innovation does not outpace the organization's ability to protect its systems, data, and customers.

The successful candidate will be a collaborative and seasoned security leader who can operate confidently at the board level. The leader must be able to present to a board subcommittee composed of members with deep security expertise, articulate risk and strategy with clarity, and engage constructively with challenge and criticism. This is a senior leadership role that demands credibility, resilience, and strong executive presence and the ability to embed security thinking into the innovation process in a way that is pragmatic, adaptable, and aligned with business goals.

Organization Overview

Mercy

Mercy is headquartered in Saint Louis, Missouri and consists of 50 hospitals, 800+ physician practices and outpatient facilities. The Ministry is comprised of 50,000+ co-workers and 2,400+ physicians serving millions each year over a multi-state footprint, which includes operations in the states of MO, AR, OK and KS, in addition to outreach ministries in LA, MS and TX. Mercy currently has a net patient revenue of approximately \$10.5 billion.

Although founded by the Sisters of Mercy in 1986, Mercy Health System's heritage goes back more than 190 years. It began with an Irish woman named Catherine McAuley, who wanted to help the poor women and children of Dublin. Though McAuley had a modest upbringing, she received an unexpected inheritance that allowed her to fulfill her dreams. In 1827, Catherine opened the first House of Mercy in Dublin and a few years later, she founded the Sisters of Mercy, the first religious order not bound to the rules of the cloister, whose Sisters were free to walk among the poor and visit them in their homes. In 1843, the Sisters of Mercy came to the United States.

Among Mercy's many awards and recognitions, Modern Healthcare Magazine ranked Mercy ninth in the country for integrated health care delivery.

Mercy's full-service hospitals treat a wide range of patient needs. The St. Louis campus alone hosts specialty centers including oncology, cardiovascular care, obstetrics, women's health, pediatrics, emergency services, burn care, stroke care, behavioral health, home health and many others. Mercy Hospital St. Louis also offers innovative heart treatments. Mercy's Level I Time Critical Diagnosis (TCD) STEMI Center helps provide lifesaving care for patients who have had heart attacks. The top-notch level of care at this facility attracts the best and brightest talent from around the nation and was recently recognized by Becker's Hospital Review as a top 150 place to work in health care.

Evolving Technology

- A 10-year collaboration agreement between Mercy and Mayo Clinic - a first-of-its-kind alliance between two large health care systems - will use data science to pinpoint diseases earlier and transform health care to a more predictive, proactive, preventative and wellness care focused model that will be integrated with Mercy's electronic health record.
- A first-of-its-kind app and on-demand platform - Mercy Works on Demand - enables Mercy's full and part-time nurses to pick up extra shifts when available.
- From critically ill patients in the hospital to chronically ill patients at home, Mercy monitors patients 24/7/365 using high-speed data and video connections and medically intervenes when and where patients need it with a comprehensive team approach.
- Among the first health care systems in the U.S. to have a comprehensive, fully integrated electronic health record that provides real-time, paperless access to patient information and a record that follows each patient regardless of where they seek care at Mercy.
- MyMercy, a free service, allows patients to connect online with their doctors, plus see medical information, view test results, renew prescriptions, and schedule appointments and e-visits using a personal computer, tablet or smartphone.

- Opened the new Mercy Center for Performance Medicine & Specialty Care that will advance the consumer experience in health care.
- Multi-Cancer Early Detection Test - a new blood test pinpoints more than 50 different types of cancer earlier than ever before.
- TUG robots - Hospital-based robots assist staff with linen, meal and medication deliveries for patients.

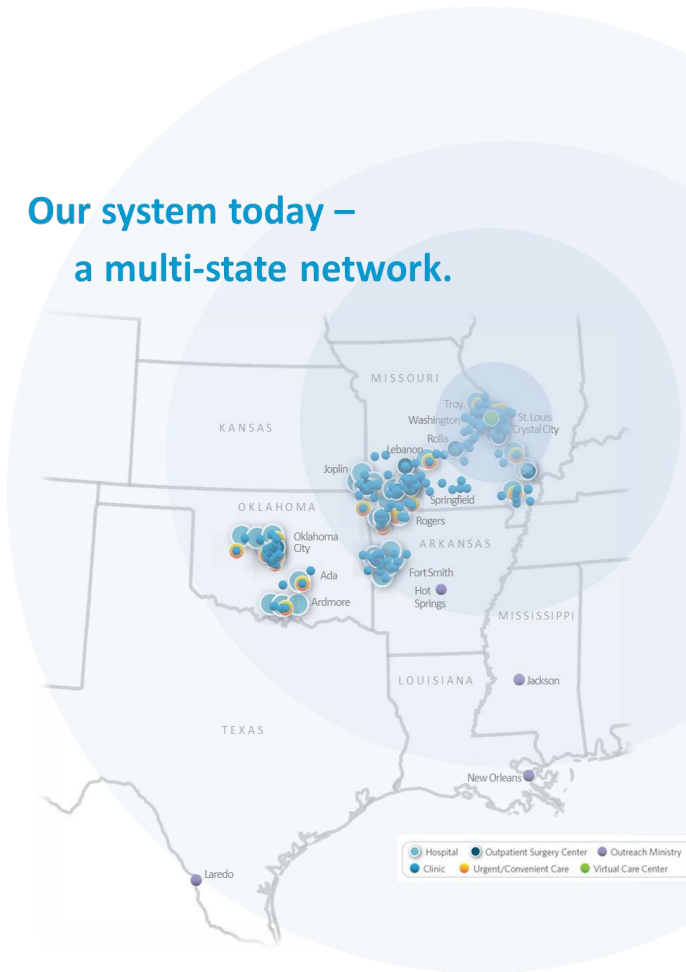


Recent Achievements

- Earned the Excellence in Patient Experience Award as the top large health system in the country for patient experience, a distinction made by NRC Health, a leader in building personalized health care solutions and data- driven insights.
- Named one of America's most innovative companies by Fortune magazine.
- Recognized as one of the nation's "Most Wired" for the 19th time by the College of Healthcare Information Management Executives.
- One of the top 10 most successful Accountable Care Organizations in the country, improving the health of Medicare patients and saving the government \$61 million in FY20 alone.
- Recognized by health care supply chain leader Global Healthcare Exchange (GHX) as a "Best 50" health care provider for supply chain excellence.
- Received A grade for billing ethics from The Leapfrog Group, an independent national health care watchdog organization, and Money magazine.

- Named one of America's Best Employers for New Grads by Forbes magazine.
- Becker's Health Care name Mercy St. Louis as one of its 2023 top 150 places to work in health care.
- Signed first-of-its-kind training affiliation agreement with the U.S. Air Force Reserve Command to give Air Force reservists' access to vital training at 12 Mercy hospitals.
- Chosen by Patient-Centered Outcomes Research Institute (PCORI) to pioneer projects that will more quickly move research results into clinical care so patients will benefit sooner.
- First in the U.S. to expand family medicine residency program, adding an optional extra year focused on obesity.
- Named one of the Top 100 Rural & Community Hospitals in the United States by the Chartis Center for Rural Health.
- The American Heart Association has awarded its 2022 Get with the Guidelines - Stroke Gold Plus award to five Mercy hospitals - Mercy Hospital Jefferson, Mercy Hospital Lincoln, Mercy Hospital South, Mercy Hospital St. Louis and Mercy Hospital Washington.
- Mercy has served as Official Medical Provider to the St. Louis Cardinals since 2013. Mercy's lineup of multispecialty physicians is focused on the care and prevention of illness and injuries, ensuring Cardinals players are at peak performance. With enhanced attention to the mental health of elite athletes, Mercy's team also provides mental health services for the Redbirds. From spring training in Florida, to all St. Louis home games throughout the season, Mercy has a primary care physician and orthopedic specialist on deck and ready. For postseason play, physicians travel with the team as well.
- In 2022, the Cardinals signed a 10-year extension with Mercy, which includes health care category exclusivity. Mercy also provides medical coverage for the team's minor league affiliate, the Springfield Cardinals.
- Mercy Rehabilitation Hospital St. Louis was named one of America's best rehabilitation centers in 2022 by Newsweek.
- Mercy Hospital South has earned the Joint Commission's Gold Seal of Approval® and the American Stroke Association's Heart- Check mark for Comprehensive Stroke Center Certification, the most demanding stroke certification offered by The Joint Commission.

Our system today – a multi-state network.



- Headquartered in St. Louis with a multi-state footprint, Mercy is one of the 20 largest Catholic health systems in the U.S.
- 50 hospitals
- 1,000+ physician practices & outpatient facilities
- Outreach ministries serve community in Arkansas, Louisiana, Mississippi and Texas.
- 5,000+ integrated providers¹
- Mercy's IT division commercially serves patients from coast to coast.
- 52,000+ co-workers
- \$9.3 billion total operating revenue
- 2.7 million annual lives touched
- 12.9 million Encounters²
- 1 – physicians & advanced practitioners
- 2 – excludes phone/video calls



Position Summary

The VP will lead the strategic direction and operational management of Mercy's information security program. This role is critical in ensuring the confidentiality, integrity, and availability of all digital information assets across the organization. The VP will work closely with executive leadership, IT teams, and various departments to develop and implement comprehensive security policies, procedures, and technologies that protect Mercy's data and infrastructure from cyber threats.

Reporting Relationships

Reporting to the Chief Information Officer (CIO).

Responsibilities

Strategic Leadership

- Develop and execute a robust digital information security strategy aligned with Mercy's goals and regulatory requirements. Create scalability in security functions for a product model of technology delivery.

Risk Management

- Develop and implement security monitoring and controls to enforce AI policy while facilitating innovation. Identify, assess, and mitigate information security risks.

Policy Development

- Establish and enforce information security policies, standards, and guidelines that facilitate fast moving innovation.

Technology Implementation

- Oversee the selection, deployment, and management of security technologies and tools. Ensure continuous monitoring and improvement of security infrastructure.

Collaboration

- Focus on creating practices around facilitating innovation and key partnerships. Foster strong relationships with external partners, including vendors and regulatory bodies.

Training and Awareness

- Develop and implement security training programs for employees at all levels. Promote a culture of security awareness and best practices throughout the organization.

Budget Management

- Manage the information security budget, ensuring efficient allocation of resources to support security initiatives and projects.

Goals and Objectives

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

- Establish effective relationships with Mercy's leadership and become fully integrated into the organization. Become established as a thought leader in information security and partner with the CIO to identify opportunities for strategic partnerships enterprise wide.
- Assess the current state of the information security function, including resources, projects, organizational structure, and staffing, to identify gaps and implement improvements to build off and advance the existing information security program.
- Develop, communicate, garner consensus, and implement a forward-looking security vision and strategy that aligns with Mercy's strategic and operational goals. Develop an effective, transparent process to prioritize initiatives, ensuring alignment, engagement, and shared purpose.
- Partner with the Chief Product Officer and enable innovation while embedding security thinking directly into how new capabilities are designed and delivered and foster an innovative security mindset that supports rapid adoption of emerging technologies while maintaining strong guardrails.
- Address the unique security challenges introduced by autonomous agents and advanced AI systems. This includes proactively designing controls, governance, and assurance mechanisms that allow the organization to safely deploy and scale AI-driven capabilities, ensuring responsible use, transparency, and resilience as these technologies become core to the product ecosystem.
- Provide strong leadership to cultivate high-performing, service-oriented, and collaborative teams. Foster a supportive and energizing culture that values recognition, encourages career growth, and strengthens recruitment and retention efforts.

Candidate Qualifications

Education/Certification

- Bachelor's degree in information security, computer science, or a related field. A master's degree or relevant certifications (e.g., CISSP, CISM, CISA) is preferred.

Knowledge and Work Experience

- Leading security strategy and operations for agile or product management environments.
- Developed security strategy in complex environments facilitating multiple business partners and a shared technology platform.
- Demonstrated ability in building federated security teams to support multiple business partners and a shared technology platform.

Leadership Skills and Competencies

- Deep expertise in information security principles, practices, and technologies with strong understanding of core information security concepts, industry-standard frameworks, and emerging security technologies.
- Proven leadership, communication, and interpersonal skills and the ability to lead and inspire diverse teams, influence across organizational boundaries, and communicate complex security concepts clearly to both technical and non-technical stakeholders.
- Strategic thinking capability and the ability to think beyond immediate tactical needs to develop long-term security strategies aligned with business objectives.
- Skilled at identifying, assessing, and prioritizing information security risks across products, platforms, and operations.
- Ability to apply risk-based decision-making to ensure appropriate controls are implemented proportional to the level of risk, while supporting business agility.
- Experienced in creating, evolving, and enforcing security policies, standards, and governance models.
- Ability to ensure policies are practical, scalable, and aligned with regulatory requirements while remaining adaptable to innovation and change.

The Community

St. Louis, Missouri

Located near the confluence of the Mississippi and Missouri rivers, St. Louis is the second-largest city in Missouri with over 300,000 residents. Its bi-state metropolitan area has an estimated population of over 2.8 million, making it the largest metropolitan area in Missouri.

No matter your travel style, you'll find plenty to do in St. Louis. The city is full of free, world-class attractions and boasts an arts-and-culture scene that's second to none.

St. Louis boasts miles and miles of green spaces and parks. From the city's Forest Park, Gateway Arch National Park, City Garden's outdoor sculpture park and Kiener Plaza to the sandy beach of Creve Coeur Park and the caves of our state parks, there is plenty of outdoor space ready to explore and enjoy with family and friends.

Residents enjoy world renowned eateries, sports venues and activities that abound. Bicycle trails unite the region, along with pride for the arts and entertainment district. St. Louis also consistently ranks as one of the leading U.S. cities in the number of independent restaurants per capita. Whether it is a lazy afternoon of fishing on one of the many public waterways or a zooming roller coaster, you will never be bored in St. Louis.

St. Louis brings students programs through its 19 universities and private schools. At St. Louis University (SLU), founded in 1818 and the first university west of the Mississippi River, over 13,000 students choose from close to 100 undergraduate and 75 graduate programs. In addition, more than two dozen public school districts, independent private schools, parochial schools and several public library systems.

Soulard, the city's oldest neighborhood settled by a large number of immigrants from Germany and Bohemia, is home to Anheuser-Busch. Visitors to the brewery can take a free tour, which includes a stop at the world-famous Budweiser Clydesdales' stables.

The Gateway Arch celebrates the westward expansion of the United States and the pioneers who made it possible. Since its completion in 1965, the monument has taken millions of visitors on the trip to the top to enjoy stunning views stretching up to 30 miles to the east and west. A riverboat cruise on the Mighty Mississippi offers sightseers another perspective on this magnificent monument.

St. Louis has four professional sports teams: MLB St. Louis Cardinals, NHL St. Louis Blues, MLS St. Louis City SC and UFL St. Louis Battlehawks. The area also has professional horse racing at Fairmount Park in Collinsville, Illinois and IndyCar, NASCAR and NHRA car racing at Worldwide Technology Raceway in Madison, Illinois.

St. Louis is a city of neighborhoods, 79 to be exact, each with its own unique character and style. Explore St. Louis to find areas with their own sets of traditions, annual events and festivals, eclectic boutiques and signature cuisine.



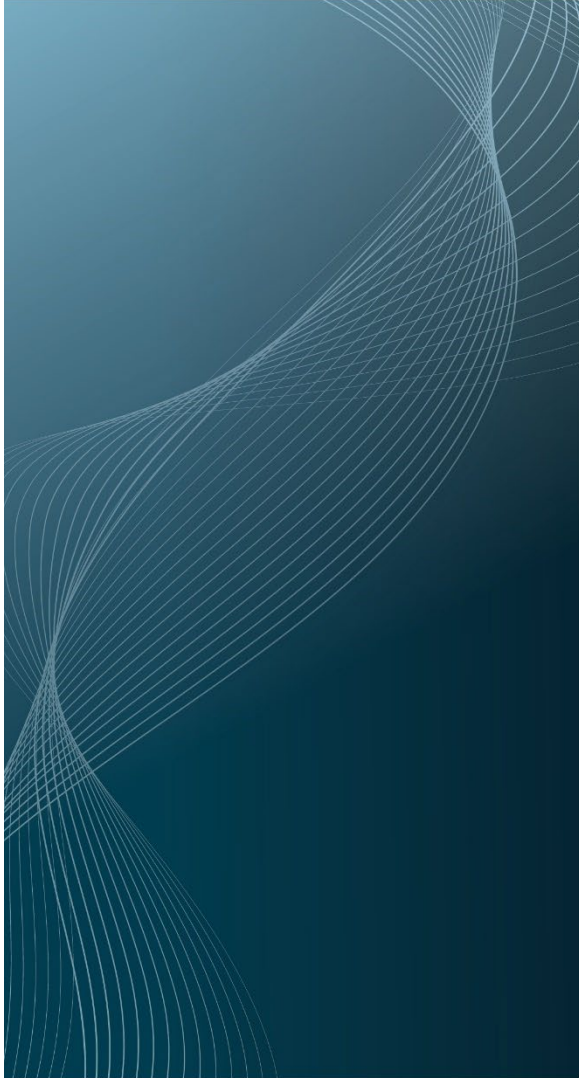
Procedure for Candidacy

All applications, nominations and inquiries are invited. Please direct all nominations and applications to Nick Giannas, Zachary Durst 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.

Mercy 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 Mercy 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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