



Enterprise Chief Medical Officer

Leadership Profile

March 2026

Prepared by Jason Petros, Aaron Mitra, and Alana Penley



WittKieffer

Contents

The Opportunity	03
Organization Overview	04
Position Summary	09
Goals and Objectives	11
Candidate Qualifications	12
The Community	14
Procedure for Candidacy	16

The Opportunity

MultiCare Health System seeks an accomplished, goal-oriented physician leader to serve as the Enterprise Chief Medical Officer (CMO). The CMO will have the unique opportunity to provide strategic, systemwide leadership for the development, integration, and execution of clinical care across the network. The CMO models enterprise accountability, collaboration, and clinical leadership, ensuring effective integration and standardization while honoring community needs.

MultiCare Health System is a not-for-profit, community-based, and locally governed health system that has served communities in Washington state since 1882, beginning with the founding of Tacoma's first hospital. Today, MultiCare is one of the largest health systems in the state, with 13 hospitals, more than 300 primary, urgent, pediatric, and specialty care locations across Washington, Idaho, and Oregon, and over 28,000 team members, including employees, providers, and volunteers. Guided by its mission of partnering for healing and a healthy future, MultiCare is committed to delivering accessible, cost-effective, clinically consistent, and consumer-focused care while achieving world-class outcomes and exceptional experiences for the communities it serves.

MultiCare is on a fast-growth trajectory with the goal of serving one-third of the population (5 million lives) in Washington, Oregon, Montana, Idaho, and Alaska through a combination of direct service provision or in partnership with others. To fulfill that goal, MultiCare has been embarking on market expansion, improving access to care and services through a variety of vehicles, a performance excellence program and population health strategy.

Reporting to the Executive Vice President, Chief Clinical Enterprise & Care Delivery Officer the next CMO will serve as a strategic executive partner and catalyst for MultiCare's continued advancement. This leader will guide the organization through its next phase of growth, strengthening physician engagement, elevating clinical performance, and ensuring high-value care is consistently delivered. This individual will champion clinical integration, support care coordination and population health strategies, and build scalable systems that improve operational efficiency and clinical reliability. The CMO will foster a culture of collaboration and accountability, deepen physician alignment, and mentor emerging leaders to ensure long-term organizational success.

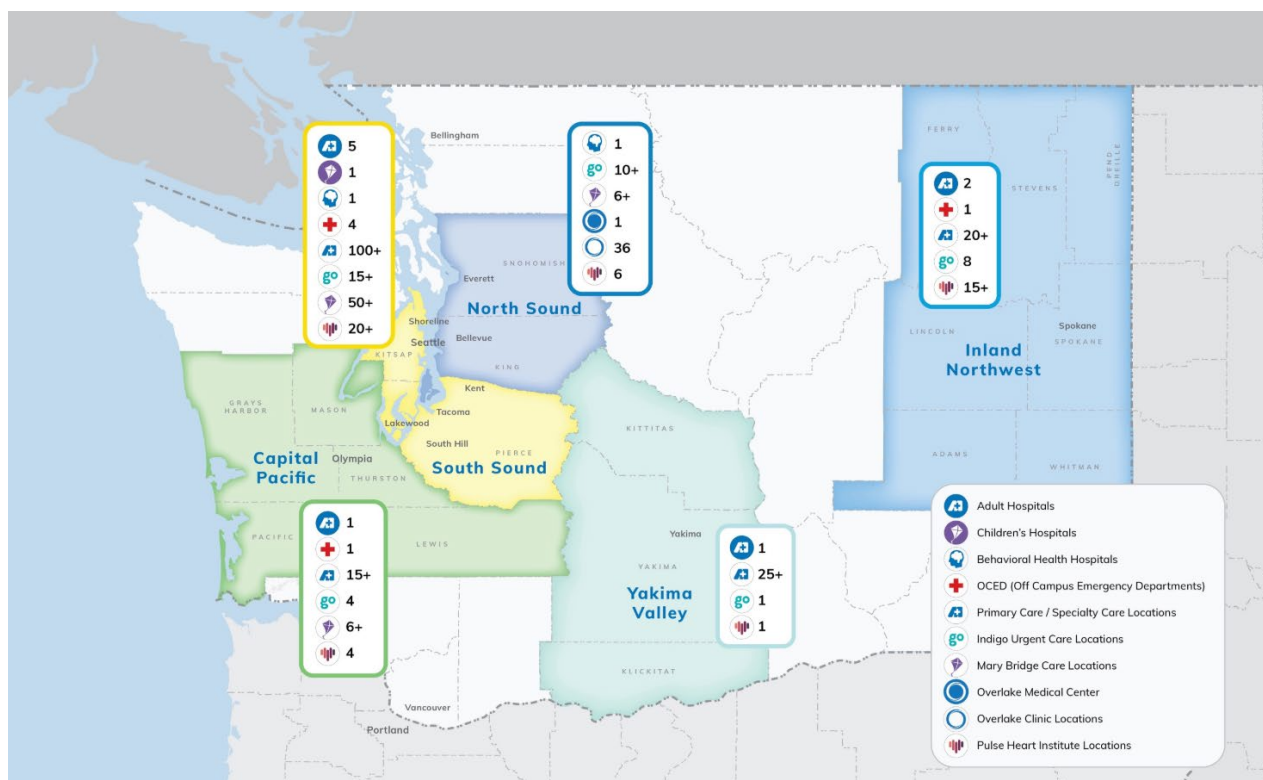
The CMO will be a skilled physician executive who excels in unifying a diverse group of healthcare providers, physicians, and staff. The ideal candidate will be adept at the navigation of complex health systems and have considerable knowledge and experience in clinical operations and will understand the value of building effective relationships with multiple partners and stakeholders in a highly matrixed environment. An M.D. or D.O. is required in addition to appropriate board certification. Candidates must also be eligible for a medical license in the state of Washington. Deep familiarity with community healthcare delivery is essential.

Organization Overview

MultiCare Health System

MultiCare is a not-for-profit health care organization that has been caring for communities in Washington State since the founding of Tacoma’s first hospital in 1882. With more than 28,000 team members, including employees, providers, and volunteers, MultiCare has grown from a Tacoma-centric, hospital-based organization into the largest, not-for-profit, community-based, and locally governed health system in the state of Washington.

MultiCare is a comprehensive system of health, serving patients throughout the Pacific Northwest, and includes an extensive array of inpatient care, primary care, virtual care, urgent care, dedicated pediatric care, and specialty services — including MultiCare Behavioral Health Network; MultiCare Indigo Urgent Care; Mary Bridge Children’s Hospital & Health Network, a comprehensive regional network of health services for children; MultiCare Pulse Heart Institute, the state’s largest and highest quality cardiac and vascular program; MultiCare Rockwood Clinic (RWC) and MultiCare Medical Associates (MMA). While still in process, MultiCare has recently amalgamated its ambulatory platform, bringing RWC and MMA under a new organizational and leadership structure called MultiCare Medical Partners.



A network of care includes 13 hospitals:

- MultiCare Allenmore Hospital, Tacoma
- MultiCare Auburn Medical Center, Auburn
- MultiCare Capital Medical Center, Olympia
- MultiCare Covington Medical Center, Covington
- MultiCare Deaconess Hospital, Spokane

- MultiCare Good Samaritan Hospital, Puyallup
- MultiCare Tacoma General Hospital, Tacoma
- Mary Bridge Children’s Hospital, Tacoma — the region’s only children’s hospital and state-designated Level II Pediatric Trauma Center and Level IV NICU for Western Washington that has been awarded the top children’s hospital for 4 of the last 5 years.
- MultiCare Valley Hospital, Spokane Valley
- MultiCare Yakima Memorial Hospital, Yakima
- Overlake Medical Center, Bellevue
- Navos Behavioral Health Hospital, West Seattle
- Wellfound Behavioral Health Hospital, Co-owned with Virginia Mason Franciscan Health

MultiCare is leading the change in markets to deliver accessible, cost-effective, clinically consistent, and consumer-friendly healthcare. MultiCare’s commitment to the mission — Partnering for Healing and a Healthy Future — and the dedication to the health and well-being of those MultiCare serves, remains constant and unwavering.

Samaritan Health Services Affiliation:

In October 2025, the Boards of Directors for the Corvallis-based Samaritan Health Services and Tacoma-based MultiCare Health System approved an affiliation between the two organizations, marking a major milestone in advancing access to high-quality, community-based healthcare across Oregon and the Pacific Northwest. This affiliation is expected to be completed in mid-2026. Samaritan will then become MultiCare’s first health system in Oregon. For more information about this affiliation, visit: <https://samhealth.org/about-samaritan/our-organization/samaritan-multicare-affiliation/>

MultiCare’s Mission, Vision, and Values:

Mission

Partnering for healing and a healthy future.

Vision

MultiCare will be the Pacific Northwest’s highest-value system of health.

Values

MultiCare’s values serve as our guiding principles and impact every aspect of our organization, including how we provide patient care and what we expect from each other. Every decision at MultiCare will be made through the prism of our values.

- *Respect:* We embrace the infinite worth of all people, treat everyone with care and compassion, and affirm the dignity of each person with every interaction
- *Integrity:* We speak and act honestly, do what is right, and stand firmly by our principles, no matter the circumstances
- *Stewardship:* We carefully and thoughtfully manage all of MultiCare’s resources — including our most valuable resource, our people — to continually improve our organization for the benefit of our customers and communities

- *Excellence:* We seek to excel in all facets of how we approach our work, how we improve ourselves and our organization, and how we care for our patients, our communities, and each other
- *Collaboration:* We actively work with others to achieve goals, recognizing that the power of our combined efforts will exceed what we can accomplish individually
- *Kindness:* We will always act with generosity, consideration, and concern for others, without the expectation of reward in return. We treat everyone as they would want to be treated
- *Joy:* We cultivate joy for our patients, families, and colleagues through the active practice of gratitude. We find joy in being connected to the work we do and why we do it

System Strategic Priorities



Performance Excellence

- Top decile performance, people, quality, service
- Bottom quartile performance on total cost of care
- Top quartile on margin and bottom quartile in total cost of care



Population-Based Care

- Innovate access
- Transform care delivery
- Engage patients
- Redesign the business model



Expanding Access to Care and Services

- Grow existing services
- Add new programs and sites of care
- Expand into new geographies

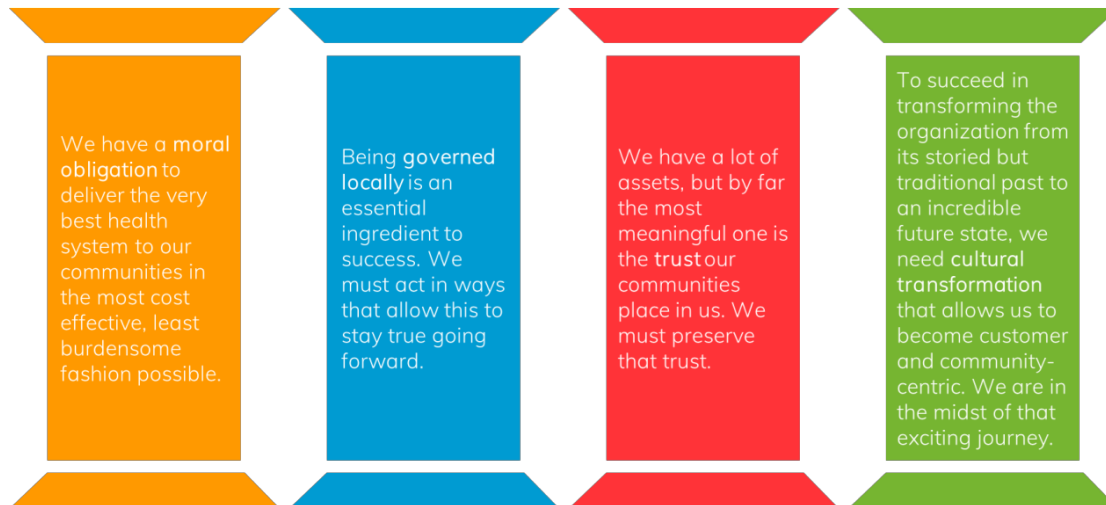
MultiCare's Culture

The key characteristics of MultiCare's culture include:

- Creating an environment of trust with the communities we serve and our most valuable resource, our team members
- Seeking to become a High Reliability Organization to eliminate errors and avoidable harm
- There is no higher priority than the safety of the patients we serve and of our employees
- Cultivating an organizational commitment to life-long learning and performance excellence
- Embracing service excellence principles
- Championing the people and communities we serve

Governance & Management Structure

MultiCare is organized as a tax-exempt and charitable Washington 501(c)(3) not-for-profit corporation, governed by an experienced and dedicated volunteer board of directors. MultiCare's Board of Directors is comprised of 11 members whose engagement and decisions are guided by four pillars:



The guiding principle behind the governance and operating models is that decisions about patients and providers should be made as close to the patients and their families as possible – and that MultiCare supports local teams with systems and processes that deliver economies of scale and expertise.

MultiCare's regional and network Boards focus on quality, experience, and access for their communities/populations and include:

- Behavioral Health Network
- Capital Pacific Region
- East Pierce Region
- Inland Northwest Region
- Mary Bridge Network
- MultiCare Connected Care
- MultiCare Pulse Heart Institute
- South King County Region
- West Pierce & Kitsap Region
- Yakima Valley Region

Leadership Structure

MultiCare believes in mission first and people always. As such, below are the key guiding principles in the leadership model at MultiCare:

- 1) Hybrid Organization - neither a holding company nor an operating company
 - Shift necessary authority towards in-market, customer-facing organizations
 - Realize economies of scale and expertise
 - Enhance speed to decision-making and execution
 - Best-in-Class Performance Outcomes
- 2) Scalable, Extendable, Reliable, and Repeatable
- 3) Unleash Human Potential/Talent Investment

The organizational structure is designed to 1) advance MultiCare's strategic and operational performance agenda, 2) be flexible and scalable, and 3) facilitate rather than impede success.

- MultiCare seeks to be neither a holding company nor an operating company but a hybrid organization that realizes the benefits of deep local and industry segment knowledge and execution acumen that are inherent in a holding company approach, while also realizing any available economies of scale and expertise that arise from an operating company approach.
- MultiCare's market-facing performance mostly occurs at the Collaborative Business Unit (CBU) and Network level. Because of this, corporate shared services and infrastructure must function in a way that is accretive to the performance of each CBU/Network in their competitive marketplaces.
- MultiCare's market-facing businesses/service lines that compete with "pure-play" businesses, must compete effectively with those pure-play businesses, and the linkages back to MultiCare's need to be advantageous for both the market-facing businesses and MultiCare.
- MultiCare is proud of its exceptional history of partnership and collaboration, which are part of MultiCare's culture and values. Leaders within MultiCare are expected to proactively work together to achieve optimal success for each CBU/Network and for MultiCare as a whole. This work often entails partnering with other industry participants, including community physicians, payors, vendors, and other collaborators, with the goal of improving quality, safety, value, access, and performance.
- MultiCare seeks to be market essential both as a leading high-value, high-quality system of health in the Pacific Northwest and as operating organizations and networks in regions and sub-regions.
- The respective Foundation Boards focus on philanthropic activities, volunteers, and building relationships in the community.

Joint Ventures, Partnerships, and Key Strategic Relationships

In addition to MultiCare's wholly owned or controlled entities, the system has a broad array of partnerships with community organizations, educational institutions, innovators, and physicians.

A few key relationships are highlighted below:

- **Carol Milgard Breast Center:** Founded in 2009, it provides a patient-centered, state-of-the-art breast imaging center jointly owned by MultiCare and Virginia Mason Franciscan Health and is managed by TRA (Tacoma Radiology Associates).
- **Physicians of Southwest WA:** An Independent provider network and network contracting entity. Since 1995, PSW has helped transform healthcare in communities throughout the U.S. by bolstering the physician-patient relationship and improving quality of care, all under the guiding principle that healthcare is human. Through its expertise, data analysis, and a diverse and flexible set of business offerings focused on innovation and collaboration, PSW aims to meet our partners where they are. MultiCare became a member in March 2018 and today holds a membership interest of about 74%.
- **Sea-Mar Community Health:** Sea Mar Community Health Centers (FQHC), founded in 1978, is a community-based organization committed to providing quality, comprehensive health, human, housing, educational, and cultural services to diverse communities, specializing in service to Latinos in Washington State. MultiCare partnered with Sea-Mar in 2018 to provide Sea-Mar's EPIC platform and collaborate around access to primary and specialty care services.

For more information, please see: www.multicare.org

Position Summary

The MultiCare Enterprise Chief Medical Officer will provide strategic leadership for the development, alignment, and implementation of care delivery across the clinical enterprise. As an integral member of the executive leadership team, the CMO will serve as the senior physician leader responsible for advancing a centralized, enterprise-wide approach to clinical excellence. Through collaboration and team building across matrixed business units, service lines, and shared services, the CMO will ensure effective, efficient, and consistent care delivery across all sites.

Partnering closely with the Chief Quality Officer, Hospital Chief Medical Officers, and other senior leaders, the CMO will guide quality and safety initiatives, operationalize key clinical objectives, and maintain oversight of all aspects of provider performance. This role will be responsible for establishing the structure and strategic direction of clinical services, including the alignment of service lines to reduce variability in care, improve outcomes, and support sustainable growth. The CMO will foster a culture of accountability, high reliability, and continuous improvement throughout the enterprise.

Working within one of the Pacific Northwest's premier health systems, the CMO will be deeply committed to supporting physicians and developing physician leaders. The CMO will strengthen medical staff relationships and work collaboratively with enterprise leaders to advance patient safety and quality outcomes. As a transformative leader, the CMO will navigate an evolving care delivery environment with sophistication, demonstrating strong operational acumen within a complex, matrixed organization. A visible and approachable leadership presence, combined with transparent communication, sound judgment, and a reputation for integrity, credibility, and professionalism, will be essential to success in this role.

Reporting Relationships

The CMO will report directly to the Executive Vice President, Chief Clinical Enterprise & Care Delivery Officer, Todd Czartoski, M.D.

The CMO will work closely with other enterprise leaders to enhance clinical performance, integration, and alignment. Key Relationships include:

- Enterprise Chief Nursing Officer
- Chief Quality Officer
- President, Population Health and Value Based Care
- President of MultiCare MSO (Managed Service Organization)
- Chief Clinical Transformation Officer
- Regional Chief Executives
- Presidents of each Market, Network, and Institute
- Hospital and CBU CMOs
- Medical Directors, at all levels
- Physician Leadership Development & Wellness Team
- Medical Academics Leadership
- Mission Control Officers and MCO Physician Executive Leader
- Virtual Health Team

The CMO must be comfortable operating in a highly matrixed environment to be an effective leader and maintain collaborative relationships.

Responsibilities

The successful Enterprise Chief Medical Officer candidate will:

- Provide oversight and support of clinical care delivery.
- Partners with Chief Quality Officer (CQO) on development and implementation of the organization's strategic quality and safety agenda within the health system. These programs assure safe, high quality and highly reliable care delivery across the health system.
- Collaborate with executive leadership to define and execute the organization's clinical vision, performance, and goals.
- Partner with the CQO and Chief Nursing Officer on the High Reliability Organizations (HRO) journey, optimizing the framework to support MultiCare's journey to zero harm, improved patient experience, coordinated care across the continuum and enhancing efficiency in the process.
- Executive oversight and support of Graduate Medical Education and research.
- Represent and support MultiCare clinical programs across the enterprise and to outside entities.
- Partner closely with the President of MSO to ensure clinical and operational support across all care service lines within MultiCare, joint ventures, and affiliates.
- Work with MSO President and SVP of Human Potential for physician and advanced practitioner compensation.
- Partner with the Chief Clinical Transformation Officer and Population Health leadership to ensure high value care delivery across MultiCare Health System's Accountable Care Organization (ACO) and MultiCare Health System's Clinically Integrated Network (CIN)
- Support an integrated approach to enterprise medical staff services for privileges and performance improvement.
- Work in a team-oriented environment with other Senior Leaders and serve as a member of the President CEO Council.
- Work collaboratively with the leaders of CBUs throughout the system, setting an example for how this form of accountability and teamwork should work throughout the organization.
- Supervise and consult with the Market Leadership Teams on matters relating to community physicians, especially with respect to the operations of the Clinically Integrated Network or when other coordination with employed physicians is required.
- Works collaboratively with leaders from all CBUs and medical and operational clinical services (medical groups, service lines, networks, institutes) to ensure effective oversight and management of all physician and APP practices across ambulatory, retail and hospital-based environments.
- Sponsor and support thoughtful innovation through supervision of the Mission Control Officers and Virtual Health teams.
- Partner with Government affairs team in representing MultiCare with regards to advocacy.

Goals and Objectives

The CMO will be expected to have made measurable progress or achieved the following key objectives within the first 18 to 24 months (not listed in order of priority).

- Establish personal and professional credibility as a recognized physician leader across the enterprise with all stakeholders. It is essential the CMO is visible and quickly gains credibility as a physician executive to champion the clinical delivery model objectives of MultiCare. Develop a comprehensive understanding of the structure, markets, affiliations, and organizations that comprise MultiCare.
- Provide strategic and visionary input to implement measures to transform and improve clinical quality, patient safety, and the patient experience. Develop the foundation and structure to improve care delivery and establish a consistent patient experience across all MultiCare venues.
- Oversee and educate providers to promote system-wide population health integration and alignment.
- In collaboration with senior leadership, drive the creation of a vision, strategic plan, and common culture, which preserves and leverages the local alignments, while also advancing “systemness” and cohesion between all markets. Identify opportunities to foster a unified culture and integrated/common policies and procedures across the system while also honoring community needs.
- Create enhanced alignment among providers across the enterprise.
- Represent physicians internally and externally on the national stage. Serve as an advocate and engage providers to help navigate the ever-increasing complexity of the healthcare market.
- Continue to advance the coordination, alignment, consistent processes, and clinical operations to drive patient throughput and improve efficiency and quality measures.
- Leverage data and technology platforms to identify opportunities to improve provider efficiency, operational performance, and quality outcomes, as measured against national benchmarks.
- Develop an infrastructure that promotes physician and clinical leadership and develops others to build internal capabilities and the talent that facilitates succession.
- In conjunction with hospital chief medical officers and ambulatory leaders, enhance the care delivery model with a focus on advancing clinical operations and key patient safety and quality indicators. Critical to this success will be a rapid implementation of best practices with quick adaptation by providers and sites of care.
- Develop fully integrated service lines across all clinical sites to ensure cohesive and coordinated care, consistency in-service, high-quality outcomes, advancement of clinical capabilities and a unified strategic approach.
- Create and nurture a culture of transparency and accountability.

Candidate Qualifications

Education/Certification

- M.D. or D.O. from an accredited medical school.
- Appropriate board certification.
- Eligibility for licensure in Washington State.
- An advanced degree in healthcare administration, business administration, or a related field is desirable.

Knowledge and Work Experience

- Minimum of 10 years previous experience as a physician in management role within a health system environment or group practice environment.
- Minimum of 3-5 years of experience in an enterprise leadership role preferred.
- Progressive leadership experience with proven success in driving change, strengthening collaboration across the organization, and advancing system-wide excellence in quality and reliability.
- Familiarity with the development of quality, safety, and performance improvement programs with a demonstrated record of achieving exceptional results to include comprehensive knowledge and understanding of evidence-based medicine and multiple quality improvement tools and principles.
- Experience leading remote teams in a highly matrixed environment.
- Experience and proven ability to lead through influence across business units.
- Demonstrated personal and interpersonal qualities that engender confidence, trust, credibility, and accountability.
- Experience in leading within a complex integrated delivery system across the full continuum of care.
- Successful track record of providing effective administrative and physician leadership while developing physician engagement and driving clinical quality outcomes.
- Knowledge and facility with EMR systems and their integration into quality data gathering, improvement processes, clinical operations, and support of strategic initiatives.
- Record of relationship building and effective communication across an organization, including physicians, senior management, clinical leaders, staff, and patients.
- Demonstrated experience and results in developing physician leaders and holding them accountable to achieve results in their respective areas.

Leadership Skills and Competencies

- **Strategic** - a visionary and creative thinker with a clear vision for the business, function, and operations. Maintains a long-term, big-picture view. Anticipates obstacles, develops contingency plans, and identifies opportunities. Generates breakthrough ideas.
- **Exceptional Communicator** - a confident communicator with excellent presentation skills who works effectively with senior executives and serves as a highly credible spokesperson. Demonstrates outstanding oral and written communication through a direct, honest, and open style. Promotes free flow of information

across the organization and encourages open expression of ideas. Communicates effectively with all employees and patient populations.

- **Collaborator** - a humble, consensus-oriented leader who drives change through influence, engaging the right stakeholders to ensure alignment and shared ownership. Builds strong relationships across individuals and organizations, fostering collaboration, flexibility, and a willingness to compromise to achieve the best outcomes. Treats all individuals fairly and with respect. Stays connected with employees at all levels.
- **Team builder** - leads, coaches, and develops a high-performing team, fostering a customer-focused culture. Actively mentors team members, strengthens engagement, and builds an environment that supports recruitment, retention, and long-term success and partnerships.
- **Action-oriented** - delivers strong results while upholding organizational values, consistently exercising sound judgment to assess situations, identify the optimal course of action, and make timely decisions that appropriately balance risk and reward.
- **High integrity** - demonstrates unwavering integrity, fully aligned with MultiCare's mission, vision and values, and consistently embodies those principles in actions and decisions.
- **Passion for Excellence** - committed to exceptional patient care, education, research, and service to the community.
- **Accountability** - sets goals and objectives, holds management teams accountable, and delegates authority and responsibility to achieve results. Takes personal responsibility for actions and outcomes, integrates efforts across units, monitors progress, and promptly addresses issues.
- **Decisiveness** - makes timely decisions based on values, goals, facts, and good judgment; uses decision-making tools effectively and at appropriate times; demonstrates good timing in decision-making.
- **Proactive** - a confident, highly proactive professional who can anticipate and address issues with a sense of urgency.
- **Change Agent** - creatively constructs new ways of doing things; future-oriented and, while understanding tradition, capable of making changes sensitively yet unwaveringly. A confident, agile leader who readily adapts to ambiguity and fosters an environment that encourages innovation, transformation, and calculated risk-taking.
- **Financial Acumen** - understands the meaning and implications of key financial indicators. Applies financial analysis to evaluate strategic options and opportunities.
- **Leads Continuous Improvement** - initiates, directs, and sustains efforts to drive continuous improvement throughout the organization. Embraces change, even when others do not.
- **Strong Talent Management** - a proven track record of hiring, developing, coaching, and promoting providers and staff. A mentor/coach with a collaborative style who can develop and encourage staff to embrace change and improve the organization.
- **Trustworthy** - gains the confidence and trust of others through honesty, integrity, authenticity, and consistent actions; acts in ways others experience as forthright, genuine, and authentic.
- **Mature, Emotionally Intelligent** - keeps ego in check and encourages others to do the same; maintains an executive presence regardless of the situation. Has a sense of humor and the wisdom to use it wisely. Must demonstrate the ability to navigate complexities and work with a wide variety of constituents.

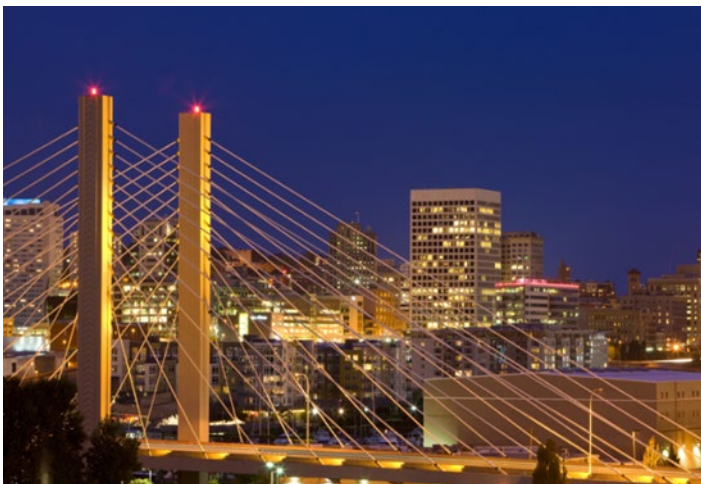
The Community

South Puget Sound Region



The South Sound Region encompasses Pierce County and South King County, the two most populous counties in the Puget Sound Region. With nearly three million people, the area includes multiple cities including Tacoma, Puyallup and Gig Harbor. The state capital, Olympia is further south but is also included in the metropolitan area. Geographically, the area is characterized by a complex array of saltwater bays, islands, and peninsulas carved out by prehistoric glaciers. The region is rapidly growing, due to the boom in the Pacific Northwest economy.

Tacoma, Washington



Tacoma, Washington is a mid-sized urban port city, home to a vibrant, creative community of writers, artists and musicians, photographers, filmmakers, passionate entrepreneurs, and small business owners. An energized, high-tech industry invigorates the city and is continuing expansion and development. It also serves as a base for large companies like State Farm Insurance, BNY Mellon, Columbia Bank and Key Bank.

True urbanites are drawn to downtown Tacoma for its competitively priced living spaces with sweeping mountain, city and water views, and charming neighborhoods with big city amenities. Tacoma is the second-largest city in the Puget Sound area,

and the third largest city in the state.

A haven for hikers, runners and cyclists, Tacoma is alive with activity from students attending the University of Washington Tacoma, the University of Puget Sound, Evergreen State College Tacoma campus, local trade, technical, and community colleges, and nearby Pacific Lutheran University.

Tacoma's gourmards and culinary connoisseurs have cultivated a scene for foodies that's made national press, while its world-renowned museums, top-notch meeting and convention spaces, professional sports teams and huge headliner concerts have drawn visitors from across the globe.

Tacoma is just 20 minutes away from the Seattle-Tacoma International Airport, (Sea-Tac), 32 miles southwest of Seattle, 58 miles northwest of Mount Rainier National Park, and 31 miles northeast of the state capital, Olympia. Tacoma is easily accessible from downtown Seattle and other neighboring cities. Once you're in the Puget Sound area, there are a number of ways to get to and around Tacoma and its neighboring cities such as Pierce Transit, Sound Transit, and the Washington State Ferries System.

At the heart and soul of Tacoma are its residents. Tacoma's residents thrive amidst unique neighborhoods, a vibrant network of parks, business districts, community centers, public libraries, and schools.

Tacoma's main public school district is Tacoma Public Schools. The district contains 36 elementary schools, eleven middle schools, five high schools, one alternative high school, a Science and Math Institute and one school of the arts (Tacoma School of the Arts).

With a vivacious urban core, Tacoma is alive with culture. The welcoming city inspires many to celebrate the melding of old and new, observing historic architecture amidst urban design. Tacoma's downtown Cultural District is the site of the world-famous Chihuly Glass Museum, Washington State History Museum, the Tacoma Art Museum, and The Greater Tacoma Convention and Trade Center. The City's many districts flourish with culture.

For more information on Tacoma, Washington: <http://www.tacomachamber.org>

Gig Harbor, Washington

Gig Harbor, Washington is a scenic, suburban community in Pierce County, on the Key Peninsula. It is reachable from Tacoma via the Tacoma Narrows Bridge and is the "gateway to the Olympic Peninsula". The area is a popular tourist destination, due to its scenic surroundings, historic waterfront, boutiques, and fine dining. The population of the city is 10,000 and the area attracts many families, retirees and commuters looking for a serene residential lifestyle. The Peninsula School District, with three high schools, provides the area's public education.



For more information on Gig Harbor, Washington: [Gig Harbor Chamber of Commerce - Gig Harbor Chamber of Commerce, WA](http://www.gigharborchamber.com).

Procedure for Candidacy

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

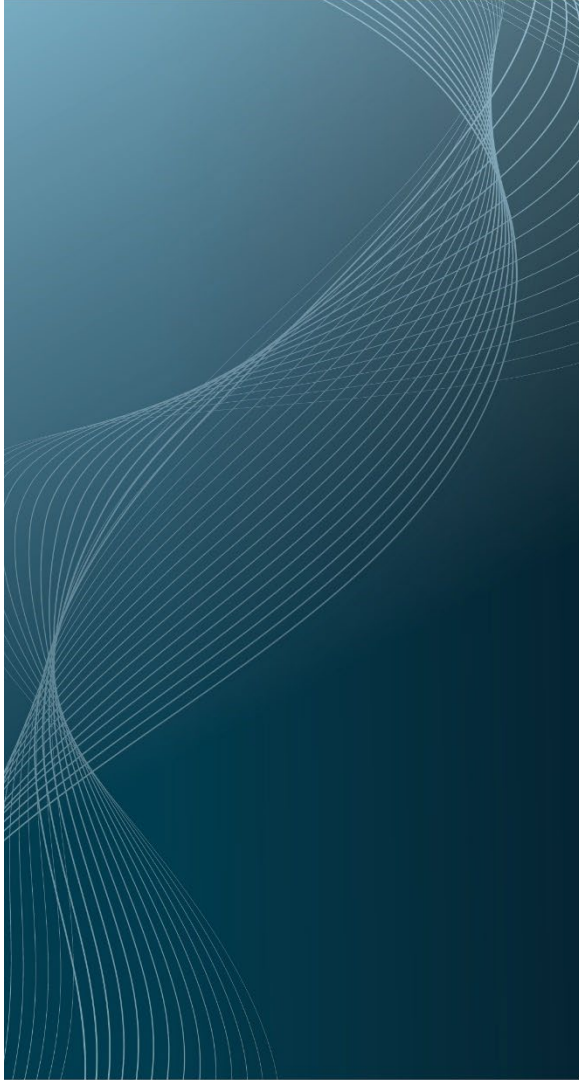
	Title	Phone
Jason Petros	Executive Partner & Solution Leader, Global Search	(630) 575-6156
Aaron Mitra	Principal & Practice Leader, Search	(630) 575-6925
Alana Penley	Senior Associate, Search	(678) 302-1598
Jen Tomasch	Executive Search Coordinator	(630) 575-6716

MultiCare 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.

MultiCare offers a competitive benefits package, including medical and dental benefits as well as paid time off, various insurance coverages and retirement plans for this position. Base salary is commensurate with experience and ranges from \$866,000 to \$1,161,000 annually for this role.

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 MultiCare Health System 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.

All images and logos used in this leadership profile were attained from «Company» and/or are owned by Witt/Kieffer Inc. via Getty Image



WittKieffer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit healthcare delivery, science, and education – the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better.

Visit [WittKieffer.com](https://www.WittKieffer.com) to learn more.

WittKieffer