



**NorthOaks
Health**

Chief Nursing Officer

LEADERSHIP PROFILE

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Prepared by Diane Smith, M.P.H, B.S.N., Tricia Porter, and Toni Davis

WittKieffer





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THE OPPORTUNITY

North Oaks Health (North Oaks) seeks an innovative, energetic, visionary executive to serve as its next Chief Nursing Officer (CNO). This is an outstanding opportunity to join one of Louisiana's largest and most progressive community health systems that is exceptionally financially stable and growing.

North Oaks stands as one of Southeast Louisiana's most trusted healthcare providers, delivering comprehensive medical services to a population of nearly half a million residents. Established in 1954 by the state of Louisiana as a Hospital Service District, North Oaks opened its doors in 1960 and has grown to become one of the state's largest and most progressive health systems and is governed by a 7-member Board of Commissioners.

North Oaks Health comprises 357 beds, more than 3,200 employees, and a medical staff of over 300 providers representing 39 specialties, supported by more than 180 volunteers. The health system includes [North Oaks Medical Center](#), featuring a Level II trauma center, primary stroke center, and a STEMI receiving center, and is complemented by the award-winning [North Oaks Rehabilitation Hospital](#), known for delivering leading outcomes in the region. Additionally, North Oaks Health enhances access to specialty care across the Florida Parishes through the region's largest community-owned multispecialty provider clinic.

Reporting to North Oaks' President and Chief Executive Officer, [Michele Sutton, FACHE](#), the CNO is responsible for the overall administration of organized patient care services across all Nursing services, ensuring alignment with the organization's strategic and operational objectives. This leader is accountable for the planning, coordination, and oversight of all nursing service functions to ensure compliance with accrediting and regulatory standards, the effective and efficient utilization of resources, and the delivery of high-quality patient care. The position fosters collaborative working relationships within Nursing, as well as with the medical staff and interdisciplinary care teams. Additionally, the role promotes the advancement of the nursing profession by supporting professional development and implementing initiatives that encourage nursing research, education, and evidence-based practice.

The CNO will have deep knowledge and experience in nursing practice, quality and safety, innovation, and the implementation of best practices. Familiarity with nursing and medical education and development are desirable. This leader will be a skilled, direct communicator who is committed to driving change and cultivating an environment promoting retention, professional development, employee satisfaction, and wellness. The successful candidate will have a track record of enhancing the nursing workforce through the recruitment and retention of top nursing professionals. This highly visible role requires a relational and servant-leadership mindset grounded in mutual respect, transparency, humility, and accountability. Ideal candidates will be performance-oriented and operationally adept leaders passionate about enhancing performance.

The next Chief Nursing Officer will be a visible, energetic, and engaging leader who makes rounding a natural part of their routine while fostering an accountable and empowering environment that supports staff and advances their professional development. This individual will demonstrate a transformational leadership style and be highly engaging, empathetic, and patient- and quality-driven, with a proven track record of building strong teams and empowering staff. The ideal candidate will possess an effective communication style, serve as a strong advocate for nursing, think strategically, and collaborate closely with physicians, clinicians, trainees, and interdisciplinary partners across the organization. Additionally, the CNO will proactively identify and implement innovative strategies to enhance quality, patient satisfaction, and nursing culture, while developing strong relationships with peers, staff, and community stakeholders to support the organization's position as a leading health provider.



ORGANIZATION OVERVIEW

This year, North Oaks Health proudly commemorates 66 years of service to the residents of Southeast Louisiana—a milestone that reflects its longevity and steadfast commitment to the health and well-being of the community. Seventh Ward General Hospital opened its doors in 1960, laying the foundation of what would become the North Oaks Health. North Oaks has evolved into a comprehensive regional health system with a footprint spanning 191 acres. The health system now features two Hospitals, more than 44 medical practices, a radiologic technology school, and a newly launched, accredited Graduate Medical Education program. Today, North Oaks operates a 330-bed acute care Hospital, a 27-bed rehabilitation facility, and multiple outpatient centers, offering advanced services such as a Level II Trauma Facility, cardiac surgery, and robotic procedures.



With more than 3200 employees and a strong financial foundation, North Oaks continues to fulfill its mission: “Improving lives. Every time. Every touch.” The health system is the region’s second largest employer and has an annual economic impact of \$3.2 billion to the local economy. North Oaks earned two prestigious national honors from *Forbes* for 2025, being named both to the list of America’s Best-in-State Employers—ranking #11 in Louisiana—and to the inaugural list of America’s Best Employers for Healthcare Professionals, ranking #83 nationally.

Physicians, providers, and staff are the heart of North Oaks. Their compassion, dedication, and professionalism drive the exceptional care the health system delivers every day. North Oaks is an employer of choice when it comes to jobs, workforce programs, leadership development opportunities, and employee well-being initiatives that foster an environment of growth and excellence.

North Oaks provides a full spectrum of care, including childbirth, open-heart and robotic surgery, diagnostic imaging, rehabilitation, and hospice services. For the second consecutive year, *Newsweek* has named North Oaks Rehabilitation Hospital to its list of America’s Best Physical Rehabilitation Centers, ranking #9 in Louisiana. North Oaks Medical Center has ranked in the 95th percentile in patient satisfaction, was recognized in 2025 by *US News and World Report* as High Performing in two adult procedures/conditions, and has earned recognition as a Primary Stroke Center and a Blue Distinction® Center for Maternity Care, reflecting its commitment to clinical excellence and patient safety. These recognitions affirm that North Oaks is a great place for patients and a great place to build a career. In addition, North Oaks’ facilities are supported by the region’s largest multispecialty provider clinic, which brings together experts across numerous disciplines to deliver coordinated, patient-centered care.



Key Financial and Statistical Information

North Oaks Health is continuing to experience unprecedented growth and financial strength, as demonstrated by the following key hospital volume information:

By the numbers



Locations and Services

Additional health system locations include the North Oaks Diagnostic Center, North Oaks Livingston Parish Medical Complex, and North Oaks Hospice. North Oaks Physician Group is continually expanding and currently employs over 300, counting APP providers. The North Oaks Foundation, a private 501(c)(3) non-profit organization established in 2015, supports the health system by providing funding for programs and equipment purchases that may not otherwise be possible for the Hospital to fund through its operations.

Similar to North Oaks Medical Center, the system's facilities are well-designed and conveniently located to serve a growing market:

North Oaks Rehabilitation Hospital

- 27 beds, Joint Commission accredited & CARF-accredited (region's only)
- Offers more than 8,000 sq ft of treatment space
- Treats amputations, arthritis, brain injuries, complex joint replacement, COVID-19 recovery, major multiple traumas, neurological disorders, ortho & spine injuries, strokes



North Oaks Diagnostic Center

- Offers convenient access to a wide range of services including Mammography, Bone Densitometry, Ultrasound, Digital Xray, CT, MRI, Diagnostic Cardiology and Nuclear Medicine



North Oaks Livingston Parish Medical Complex

- Offers convenient access to primary and specialty care physician practices as well as diagnostic services, rehabilitation services, and a conference center
- Diagnostic services include CT, Mammography, Ultrasound, Digital Xray, and MRI



The health system's vision is to be the region's most trusted partner for exceptional quality, safety, and experience, and there has been continual investment in state-of-the-art facilities and technology to provide residents with convenient access to high-quality, comprehensive, and compassionate care close to home. Select key services and clinical offerings include:

- **Heart Care:** North Oaks provides the complete spectrum of heart care to include Heart Disease Prevention & Management, Diagnostic Cardiology, Interventional Cardiology, and Cardiovascular Surgery. A Structural Heart Program provides the latest procedures including but not limited to Chronic Total Occlusion (CTO) Intervention, Left Atrial Appendage Closure (LAAC) Implant, and Transcatheter Aortic Value Replacement. Robotic Thoracic Surgery is also available. North Oaks operates four Cardiac Cath Labs, and in 2021, was a recipient of AHA's Mission Lifeline Bronze Plus Award.
- **Trauma & Stroke Care:** North Oaks Medical Center is a designated Level II Trauma Center and a certified Primary Stroke Center that sees almost 70,000 emergency patients annually. Approximately 90% of Hospital admissions come from the Emergency Department.
- **Surgical Care:** In 2011, North Oaks was the first health system in the parish to implement the DaVinci® Robotic Surgical System, and the health system performs a comprehensive array of adult and pediatric procedures. Over the last year, total surgical volume grew 5% to almost 12,500 cases. There are a total of 14 ORs on the main campus and four ORs at the Surgery Center located less than a mile away from the Medical Center.
- **Orthopedic Care:** A team of fellowship-trained orthopedists working in collaboration with physician assistants, nurse practitioners, and therapists offer a comprehensive array of services including foot & ankle, hand & wrist, shoulder, trauma, spine, and total joint. In 2021, North Oaks began offering Rosa® Knee Robotic technology that allows knee replacements to be performed as a same day surgery.

- **Rehabilitation Services:** With more than 60 therapists, North Oaks Outpatient Rehabilitation Services are the most comprehensive in the region. High-quality, short-term inpatient care is provided at the 27-bed North Oaks Rehabilitation Hospital, the region's only CARF-accreditation rehab facility. North Oaks Rehabilitation Hospital celebrated its thirtieth year of service in September 2025, achieved reaccreditation by CARF in 2026 with no recommendations for improvement, and was recognized in 2024 and 2025 by Newsweek as one of America's Best Physical Rehabilitation Centers.
- **Sports Medicine:** North Oaks has proudly partnered with the Tangipahoa Parish High Schools and the Livingston Parish High Schools to keep student athletes healthy. Additionally, North Oaks serves as the official Health Care Provider of Southeastern Louisiana University Athletics and the official Club Sponsor for the South Tangi Youth Soccer Association.
- **Women's & Neonatal Care:** Specialized care for women of all ages is provided at North Oaks ranging from pregnancy and childbirth services to the latest advances in mammography, bone health, and minimally invasive GYN surgery. North Oaks is a Birth Ready Plus Birthing Center awarded by Louisiana Department of Health and a recognized Blue Cross and Blue Shield of Louisiana Blue Distinction® Center for Maternity Care, and the NICU is ranked among the top 25 percent in the nation according to the prestigious Vermont Oxford Study in its review of patient outcomes.

Graduate Medical Education

As Louisiana's Southeast community grows, North Oaks is committed to providing care to the region and helping develop future physicians to serve the community with medical excellence. In July 2022, the organization achieved accreditation as an ACGME Sponsoring Institution, with a 5-year plan to launch programs in Internal Medicine, Emergency Medicine, Family Practice, and a Transitional Year.

Established in 2024, North Oaks GME supports the health system's long-term strategy to address physician shortages—especially in primary care medicine—and strengthen both healthcare access and outcomes across the Northshore region.

North Oaks GME launched its [Transitional Year Residency Program](#) in March 2025. The Transitional Year Residency offers a one-year curriculum that prepares medical graduates seeking broad clinical training experience before pursuing specialty residency or further training. The transitional year program matched eight residents from five states and three countries for the 2026 academic year. The [Internal Medicine Residency](#) is a three-year program focused on developing well-rounded physicians through rotations in inpatient and outpatient care, subspecialties, and critical care. The internal medicine program also matched its second class of eight residents for the 2026 academic year. The accreditation process for Family Medicine Residency is currently underway with ACGME, with hopes to welcome North Oaks' first class of family medicine residents in 2027.

North Oaks' commitment to education goes beyond GME to offer students a comprehensive and dynamic educational experience that prepares them for a rewarding career in radiologic technology through [North Oaks School of Radiologic Technology](#).

Nursing at North Oaks

North Oaks delivers a comprehensive, community-based care model in which nursing plays a central role across the full continuum of services—from acute and critical care to rehabilitation, outpatient care, and hospice. The system is anchored by a 330-bed Medical Center that serves as a Level II Trauma Center and Primary Stroke Center, supported by a wide network of specialty clinics, urgent care sites, and the 27-bed Rehabilitation Hospital. Nursing care is delivered within a multidisciplinary, patient-centered framework that emphasizes coordination across settings, ensuring continuity and accessibility for a regional population of approximately 500,000. Core clinical domains include emergency and critical care, women and children's services, surgical and specialty programs, rehabilitation, and ambulatory care, reflecting a broad and complex nursing practice environment.

Central to patient care at North Oaks is the more than 800 RNs, LPNs, and advanced practice nurses. Present across the entire care continuum, nurses serve as clinical leaders, care coordinators, patient advocates, and trusted partners to patients and families. Nursing is a key driver of quality outcomes, patient experience, and operational performance across all of patient services, critical care, women and children's programs, and hospice.

North Oaks Health has earned a range of statewide and national recognitions that reflect the strength of its nursing practice and patient care delivery, particularly in quality, safety, and clinical outcomes. The system maintains The Joint Commission's Gold Seal of Approval and advanced certifications such as Primary Stroke Center designation, alongside recognition as an IDSA Antimicrobial Stewardship Center of Excellence, underscoring its commitment to evidence-based, high-quality care. Nursing-driven service lines have received notable distinctions, including *U.S. News & World Report's* "High Performing in Maternity Care" and Maternity Care Access Hospital designations, as well as Blue Distinction® Center+ for Maternity Care, highlighting strong outcomes in women's and children's services. Additional honors from the American Heart Association—such as the Get With The Guidelines® Stroke Gold Plus Award and related recognitions—reflect excellence in coordinated, protocol-driven care delivery. At the state level, North Oaks has been recognized through the Louisiana Nightingale Awards as a Hospital of the Year nominee, while internal programs such as Nurse Excellence Awards further reinforce a culture that values clinical excellence and patient-centered care.

Education and Teaching

North Oaks maintains strong affiliations with local nursing schools, functioning as a key clinical training site and workforce partner within the Hammond region. Its most significant relationship is with Southeastern Louisiana University, where it collaborates with the School of Nursing to provide clinical rotations, experiential learning opportunities, and access to high-fidelity simulation labs that enhance students' clinical readiness. North Oaks also serves as a primary clinical partner for regional programs such as Northshore Technical Community College, enabling LPN and associate-degree nursing students to complete hands-on clinical rotations within its facilities. Collectively, these partnerships create a robust pipeline for developing and recruiting nursing talent, positioning North Oaks as a central hub for nursing education, training, and transition-to-practice in the local community.

The health system also supports nursing education through initiatives such as the North Oaks Medical Staff Nursing Scholarship, which assists nursing students as they enter clinical training. A one-year Nurse Residency Program is designed to support nursing school graduates as they

transition from the classroom setting to their first professional nursing role. The Program includes all RNs and LPNs with six months or less of acute care experience. The Program features monthly four-hour seminars that incorporate dedicated “Clinical Reflection Time,” allowing nurses to engage in guided discussions about their experiences, identify learning needs, and support ongoing professional growth. Participants benefit from structured mentorship and support from experienced nurses, educators, nursing leaders, and the interdisciplinary team. Program content focuses on strengthening critical thinking, clinical skill development, and service excellence, with core topics established while remaining adaptable to evolving learning needs throughout the Program.

Additionally, the Nursing Clinical Advancement Program at North Oaks Health is designed to promote professional growth, recognize clinical excellence, and support long-term career development within the nursing workforce. The program provides a structured pathway for nurses to advance based on demonstrated competencies, experience, leadership, and contributions to quality patient care, rather than tenure alone. It emphasizes the development of key domains such as clinical expertise, critical thinking, patient outcomes, teamwork, and service excellence, aligning closely with the organization’s broader focus on safety, quality, and patient experience.

Through this Program, nurses are encouraged to engage in ongoing education, participate in quality improvement initiatives, pursue certifications, and take on mentorship or leadership roles within their units. Advancement is typically tied to measurable achievements, including contributions to evidence-based practice, interdisciplinary collaboration, and organizational initiatives. Overall, the Program reinforces a culture of accountability and continuous improvement, while helping to retain high-performing nurses and strengthen the overall quality of care delivered across the North Oaks Health system.





POSITION SUMMARY

The Chief Nursing Officer provides executive leadership for nursing services across the system, directing the delivery of high-quality, patient-centered care and establishing comprehensive guidelines, policies, procedures, standards, and staffing plans to support clinical excellence. In alignment with North Oaks' strategic priorities, the CNO sets the vision for nursing practice and develops and executes a strategic plan in collaboration with the executive team, Medical Executive Committee, and key system-wide committees. As a full member of the leadership team, the CNO plays a critical role in organizational planning, resource allocation, and the development of clinical and administrative nursing goals, while ensuring effective systems and processes are in place to achieve desired patient and family outcomes.

The CNO fosters a culture of continuous improvement, innovation, and accountability by overseeing data-driven evaluation processes, supporting evidence-based practice, and advancing education and professional development for nursing staff. Additionally, the CNO serves as a mentor and role model, promoting leadership development, workforce engagement, and change management, while encouraging interdisciplinary collaboration and incorporating consumer input into care delivery and policy development. The role also ensures compliance with all applicable regulatory, accreditation, and organizational standards.

Reporting Relationships

Reporting to the President and Chief Executive Officer, direct reports include:

- Vice President, Patient Services
- Director, Patient Services
- Director, Emergency Services
- Director, Perioperative
- Medical Director, Emergency Services
- Medical Director, Anesthesia

Principal Duties and Responsibilities

The successful Chief Nursing Officer candidate will:

- Establish guidelines for and direct system-wide delivery of nursing care, treatment, and services.
- Establish and direct the implementation of nursing policies, procedures, standards, and staffing plans.
- Set vision and develop a strategic plan in concert with system plan.

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- Collaborate with the Executive Team, Medical Executive Committee, various nursing committees and system committees, in the development of programs which promote the education and advancement of nursing staff.
 - Develop, maintain, and evaluate patient, client, and staff data collection systems and processes to support the practice of nursing and delivery of patient care.
 - Participate in the administration of nursing healthcare as a full member of the executive team.
 - Participate in the strategic and long-range planning of the organization.
 - Provide leadership in the determination of clinical and administrative nursing goals and directions.
 - Participate in the determination of functions and processes to achieve clinical and administrative goals.
 - Acquire and allocate human, material, and financial resources for specific functions and processes.
 - Evaluate and revise the systems and processes of organized nursing services to enhance achievement of identified desired client- and family-centered outcomes.
 - Provide leadership in critical thinking, conflict management, problem solving, human resource development, and management.
 - Provide opportunities for consumer input into personal health care decisions and policy development.
 - Maintain participation in professional nursing leadership organizations; attend education offered for nurse executives.
 - Ensure ongoing evaluation and innovation of services provided by organized nursing services and the organization as a whole.
 - Facilitate the conduct, dissemination, and utilization of research in the areas of nursing, health, and management systems.
 - Serve as a professional role model and mentor to motivate, develop, recruit, and retain future nurse leaders.
 - Serve as a change agent, assisting all staff in understanding the importance, necessity, impact, and process of change.
 - Follow North Oaks Health's Compliance Program and Federal and State Regulatory guidelines.



GOALS AND OBJECTIVES

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

- Establish oneself as a proactive leader who will actively partner with others to support the overall success of the organization. Establish an open, approachable presence and clear lines of communication with the leadership team, physicians, employees, and community based on trust, collaboration, and mutual support; be viewed as highly engaged, effective, and visible.
- Provide strategic vision for nursing moving forward, identifying and disseminating best practices across the organization. Advance the ability to think about nursing in new and innovative ways which enhance quality.
- Become a trusted leader and representative voice of nursing across North Oaks. Be a visible, present leader at all levels for the nursing staff, including inpatient and outpatient operations. Build relationships and interact with all nursing teams, from bedside to middle-management.
- Cultivate a high-performing nurse leadership team by setting expectations, holding people accountable, and fostering a team environment that supports the continued growth of the organization.
- Establish a culture that will elevate and standardize professional nursing practice at North Oaks to improve quality and safety, create more efficient clinical operations, improve communication, and increase capability, resulting in better clinical outcomes for nurse-sensitive quality indicators.
- Create a close working relationship and collaborative partnership with the rest of the senior leadership team, through direct individual meetings, and working as teams on various issues. Ensure that all North Oaks initiatives are approached in a way that aligns medical, nursing, and operational teams and objectives. Be seen as a trusted advisor to the entire senior leadership team for nursing perspectives and bring an independent executive voice to discussions as an experienced senior health care leader.
- Build strong and productive working relationships with providers that will continue to advance clinical care transformation initiatives. Share accountability for the achievement of clinical excellence and experience across the continuum of care.
- Establish strategies that enhance nurse recruitment, retention, and education. Cultivate and maintain a culture and system for professional development that further advances nursing leadership and staff satisfaction, engagement, and career fulfillment.
- Design, test, and implement innovative staffing models to achieve the most clinically efficient, effective, and safe operations. Stay abreast of research and industry trends related to staffing models and the use of innovations to keep North Oaks at the forefront, such as virtual nursing and artificial intelligence.
- Foster a stabilizing presence across nursing which encourages integration across the full continuum of care. This will include an assessment of the current structure to ensure alignment and a high-performing patient care services team.
- Role model and create the expectation that nursing leaders be engaged in the community and state-wide professional organizations advocating for community health initiatives.



CANDIDATE QUALIFICATIONS

Education/Certification

- A master's degree in nursing is required and five years of progressive management experience in a comparable-sized health system. Prior experience as a Chief Nursing Officer is preferred.
- Eligible for a current and unencumbered license with the Louisiana State Board of Nursing.

Knowledge, Work Experience, and Leadership Skills

- Strong knowledge of leadership, management, performance improvement, and patient care delivery models, with the ability to develop and implement strategies that enhance quality and outcomes while ensuring compliance with regulatory standards
- Demonstrated management expertise, including problem-solving, communication, human resources oversight, and financial stewardship
- Commitment to continuous professional development, with supervisory experience in nursing administration within an acute care setting
- Proven ability to build and maintain effective relationships across the organization, lead collaboratively, and drive consensus among diverse stakeholders
- Experience in a teaching hospital environment with an understanding of the relationship between medical education and quality of care
- Track record of developing, mentoring, and sustaining strong, cohesive leadership teams
- Up-to-date knowledge of healthcare policy, industry trends, and emerging care delivery models, with active engagement in professional organizations
- Strong financial acumen, including experience with reimbursement, managed care, budgeting, and the development of operating and financial plans
- Progressive clinical leadership style, with the ability to influence across the organization, lead change, and build alignment without direct authority
- Demonstrated success in recruitment, retention, and development of clinical and non-clinical staff, while balancing operational performance and growth
- Ability to lead organizational change and innovation, including advancing continuous quality improvement initiatives and supporting evolving care models
- Proficiency in digital tools and data-driven decision support systems
- Exceptional communication skills, including written, verbal, and active listening capabilities
- Highly organized, adaptable, and results-oriented, with the ability to manage multiple priorities and meet deadlines effectively

THE COMMUNITY

Hammond, Louisiana

Located in the heart of Tangipahoa Parish, Hammond, Louisiana, offers a vibrant blend of small town charm, affordable living, and proximity to major urban centers. With a population of around 21,000–46,000, Hammond provides a welcoming atmosphere, an enriched cultural life, and easy access to both Baton Rouge and New Orleans, each about 45 minutes away.

Hammond's cost of living is approximately 10–12% lower than the national average, and median home values range from \$174,000 to \$254,000, making it an attractive option for families and professionals alike. While employment opportunities may lag the national average, the city scores well for health, safety, commute, and amenities, creating a balanced lifestyle.

Downtown Hammond is renowned for its vibrant, historically preserved district, offering a variety of cafés, boutiques, art galleries, and a year-round farmers' market. The Columbia Theatre for the Performing Arts, a beautifully restored venue, hosts musicals, dance, concerts, and community events.

Nature enthusiasts can explore the North Oaks Scenic Nature Trail as well as the Joyce Wildlife Swamp Walk in the nearby Joyce Wildlife Management Area, where boat-based tours reveal Louisiana's iconic swamp landscapes and wildlife. Chappapeela Sports Park offers an expansive outdoor space with amenities for sports teams and families, including walking trails and a splash pad.

Families enjoy the Louisiana Children's Discovery Center; an interactive museum designed for hands-on learning. For adventurous fun, there's indoor inflatables at Bayou Bounce, Safari Quest Family Fun Center, escape rooms at The Escape Warehouse, and seasonal attractions like Rise Haunted House and Tower Trax ATV Park.

Hammond's food scene centers around Cajun and Creole cuisines, with local favorites serving boiled shrimp, gumbo, boudin, and po'boys. For craft beer lovers, Gnarly Barley Brewing Company provides a welcoming taproom with rotating local brews and live music.

Hammond offers a modern balance of affordability, community engagement, and access to nature, ideal for healthcare professionals and families. The city's cultural vibrancy, recreational diversity, quality educational resources, and proximity to major urban hubs make it an exceptional place to live and work.





PROCEDURE FOR CANDIDACY

Inquiries, nominations, and applications are invited. Applications may be directed to the WittKieffer consultants, Diane Smith, M.P.H, R.N., Tricia Porter, and Toni Davis, through the WittKieffer Candidate Portal ([click here](#)), or via email to tdavis@wittkieffer.com. Review of applications has begun and will continue until the position is filled.

Diane Smith, M.S.N.

Principal
(267) 766-0410

Tricia Porter

Senior Associate
(508) 369-0231

Toni Davis

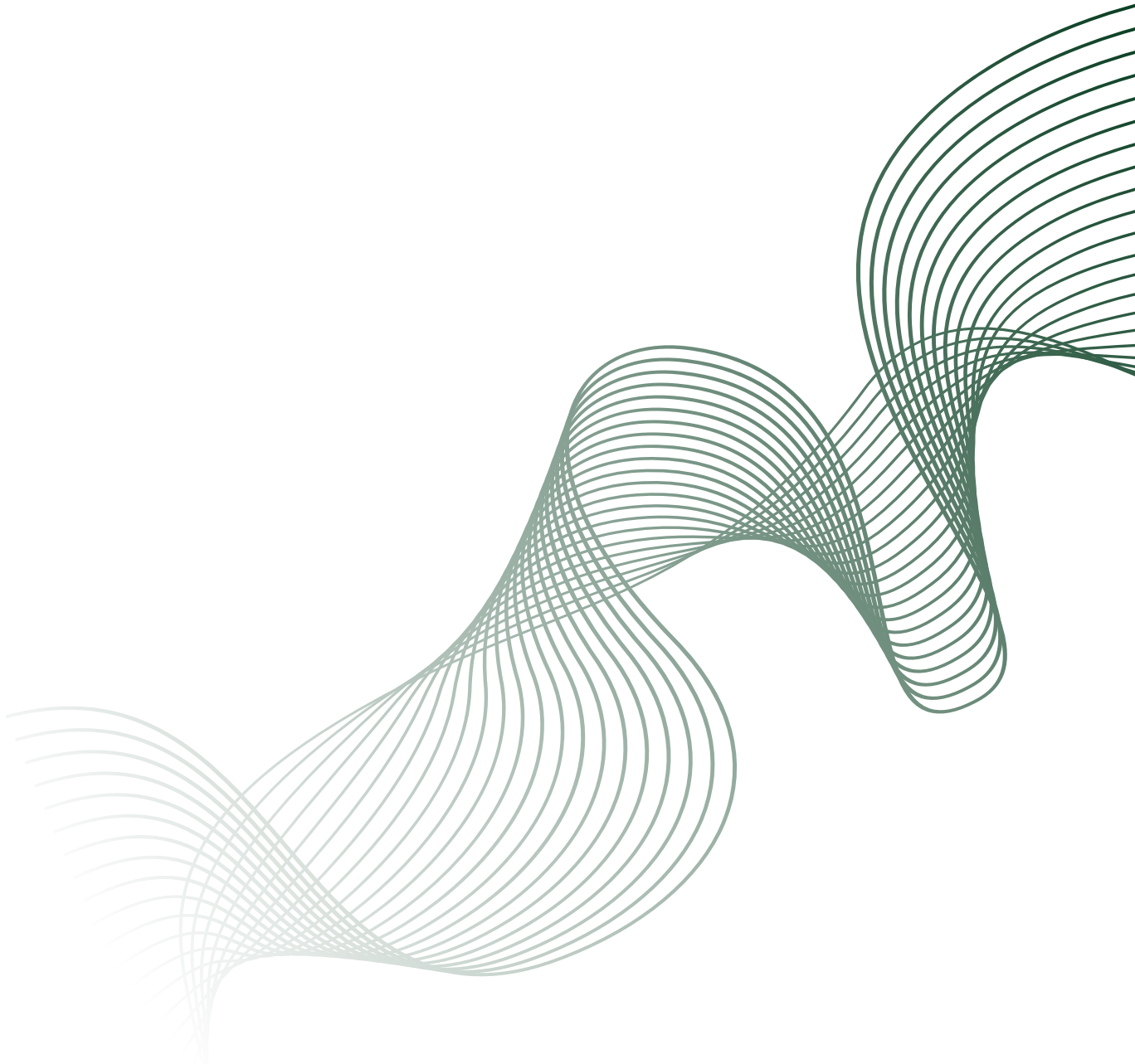
Senior Associate
(678) 302-1554

North Oaks Health 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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