

ORLANDO
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Sebastian
River
Hospital

Chief Operating Officer, OH Sebastian River Hospital

Leadership Profile

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WittKieffer

Contents

The Opportunity	01
Organization Overview	02
Position Summary	06
Goals and Objectives	08
Candidate Qualifications	10
The Community	11
Procedure for Candidacy	12

The Opportunity

Orlando Health Sebastian River Hospital, located in Sebastian, Florida, along the state's Treasure Coast, seeks a collaborative, strategic executive to serve as its next Chief Operating Officer (COO). Reporting to the President, the COO will play a critical role in advancing the hospital's strategic and operational priorities, ensuring high-performing, efficient operations while aligning day-to-day execution with the broader Orlando Health vision.

Orlando Health Sebastian River Hospital is a 145-bed, full-service medical and surgical facility serving Indian River County and the greater Treasure Coast region. Known for its commitment to high-quality, patient-centered care, the hospital provides a comprehensive range of services, including emergency care, surgical services, heart and vascular care, diagnostic imaging, and rehabilitation. As part of Orlando Health, a leading not-for-profit health system, the hospital benefits from substantial system resources while maintaining a strong and deeply rooted community identity.

The COO will provide executive oversight for a broad portfolio of clinical, operational, and support services, including Surgical Services, Cath Lab, Respiratory Therapy, Radiology, Laboratory, Rehabilitation, Facilities, Biomedical Engineering, Security, Environmental Services, Food and Nutrition, and Volunteers, Guest Services, and Patient Transport. With direct and delegated responsibility for hospital operations, this leader will ensure that the needs of patients, physicians, and team members are consistently met while fostering a culture of accountability, innovation, and continuous improvement.

Key priorities for the COO include driving outpatient procedural growth, strengthening physician relationships to support recruitment, retention, and performance, and partnering closely with the Chief Nursing Officer to advance patient safety, quality outcomes, throughput, and the overall patient experience. The COO will also lead capital planning and execution, maintain oversight of all construction projects, and ensure operational readiness for future growth.

A visible and engaged leader, the COO will translate strategy into decisive action, optimize workflows, and deliver measurable results across quality, safety, efficiency, and growth. This role is responsible for leading teams to achieve goals established at the system, Eastern Region, and Sebastian River Hospital levels through disciplined execution and collaborative leadership.

This is a compelling opportunity for an experienced healthcare executive to join a mission-driven health system and make a meaningful impact on the delivery of care and the long-term performance of Orlando Health Sebastian River Hospital in Sebastian, Florida.

Organization Overview

Orlando Health Sebastian River Hospital



Orlando Health Sebastian River Hospital is a not-for-profit, acute care hospital located in Sebastian, Florida, serving the communities of Indian River County and the greater Treasure Coast region. The hospital has been a trusted provider of healthcare services to the region for more than 50 years, offering comprehensive inpatient and outpatient care to a growing population of residents and seasonal visitors.

The hospital is a 145-bed, full-service medical and surgical facility that provides 24/7 emergency care and a broad range of clinical services. Core specialties include heart and vascular care, orthopedics, surgical services, digestive health, spine care, and stroke services, supported by advanced diagnostic and imaging capabilities. The Joint Commission accredits the organization and holds advanced certification as a Primary Stroke Center, reflecting its commitment to quality, safety, and clinical excellence.

Orlando Health Sebastian River Hospital joined the Orlando Health system in October 2024, following the system's acquisition of several Florida hospitals. This transition represents a significant milestone, connecting the hospital to one of the nation's leading, private, not-for-profit healthcare systems. Orlando Health is a large, multi-hospital network with a strong reputation for high-quality care, innovation, and academic partnerships, providing the hospital with expanded resources, operational expertise, and access to a broader continuum of services.

The hospital has experienced ongoing investment and facility enhancements, including a major expansion that added private patient rooms, increased surgical capacity with modern operating suites, and upgraded clinical technology. These advancements position the organization to meet the evolving healthcare needs of its community while enhancing patient experience, quality outcomes, and operational efficiency.

With a dedicated team of physicians, nurses, and healthcare professionals, Orlando Health Sebastian River Hospital is focused on delivering compassionate, patient-centered care while advancing clinical quality and service excellence. As part of the Orlando Health system, the hospital is poised for continued growth, integration, and transformation, offering expanded opportunities to strengthen access, enhance service lines, and improve the overall health of the communities it serves.

Services and Specialties

To meet the evolving healthcare needs of Sebastian, Vero Beach, and the greater Indian River County Treasure Coast region, Orlando Health Sebastian River Hospital offers a comprehensive range of inpatient and outpatient services. Supported by advanced technology and a highly skilled multidisciplinary team, these programs are designed to deliver high-quality, patient-centered care across the continuum.

Core clinical services and centers of excellence include:

- **Emergency Care:** 24/7 emergency services providing rapid assessment and treatment for acute and life-threatening conditions
- **Heart and Vascular Care:** Comprehensive cardiovascular services, including diagnostic, interventional, and preventive care
- **Stroke Care:** Advanced stroke treatment as a designated Primary Stroke Center, focused on rapid response and improved outcomes
- **Surgical Services:** Broad surgical capabilities, including minimally invasive procedures and expanded operating room capacity
- **Orthopedics and Spine Care:** Integrated musculoskeletal services addressing joint, bone, and spine conditions with a focus on mobility and recovery

Specialty and support services include:

- **Digestive Health:** Evaluation and treatment of gastrointestinal conditions with advanced diagnostic capabilities
- **Weight Loss and Bariatric Surgery:** Accredited program offering surgical and non-surgical weight management solutions
- **Primary Care Services:** Preventive and ongoing care to support community health and wellness

Together, these service lines reflect Orlando Health Sebastian River Hospital's commitment to clinical excellence, coordinated care delivery, and the improvement of the overall health of the communities it serves.

Orlando Health

Orlando Health is a private not-for-profit, integrated academic healthcare system with \$12 billion of assets under management that serves the southeastern United States, including Florida, Alabama, and Puerto Rico. With corporate offices in Orlando, Florida, the system provides a complete continuum of care across a network of medical centers and institutes, community and specialty hospitals, physician practices, urgent care facilities, skilled nursing facilities, home healthcare, and long-term and behavioral health care services. The organization has pioneered life-changing medical research, and its Graduate Medical Education program hosts more than 355 residents and fellows.

Founded over 100 years ago, Orlando Health's mission is to improve the health and quality of life of the individuals and communities they serve. The 5,650-bed system includes 25 hospitals, 11 free-standing emergency rooms, and 9 Hospital Care at Home programs. Recognized as one of Fortune's 2024 America's Best Places to Work in Health Care, more than 5,200 physicians, representing more than 100 medical specialties and subspecialties, have privileges across the Orlando Health system, which employs more than 36,000 team members. Orlando Health serves more than 242,000 inpatients and 6.9 million outpatients annually. Last year, the healthcare system provided nearly \$1.7 billion in community impact through community benefit programs and services, Medicare shortfalls, bad debt, community-building activities, and capital investments.



Mission, Vision, and Values

Mission

To improve the health and quality of life of the individuals and communities they serve.

Vision

A trusted leader inspiring hope through the advancement of health.

Values

People

- They are committed to excellence in serving and supporting their patients, their physicians, their guests, and fellow team members.
- They not only care for people, they care about them.
- They will do everything in their power to ensure that all people are treated with respect, dignity, kindness, and compassion.
- They will listen intently to their customers and each other with open minds and with open hearts.
- They will make a positive difference in the lives of the people they serve.

Quality

- They will never compromise on quality.
- Their team will provide the highest quality of care and service in everything they do.
- They will take responsibility for conserving time, money, and resources.
- They will be creative and versatile as a team in their solutions.

Community

- They are proud to serve the people of this community.
- They will never lose sight of the fact that they are a community-owned organization.
- They will demonstrate, in their words and actions, the highest level of commitment to each community they serve.

For more information, please visit:

<https://www.orlandohealth.com/facilities/sebastian-river-hospital>

<https://www.orlandohealth.com/>

Position Summary

The Chief Operating Officer (COO) of Orlando Health Sebastian River Hospital, located in Sebastian, Florida, reports directly to the Hospital President, Dan Bowen. The COO is responsible for overseeing the hospital's day-to-day operations while translating the Orlando Health strategic plan into effective operational execution at the hospital level.

The COO provides executive leadership for high-quality, patient-centered, and cost-effective programs and services, ensuring that the needs of patients, physicians, and team members are consistently met. Working closely with clinical and administrative leaders, including the Chief Nursing Officer and Chief Medical Officer, the COO drives operational excellence, performance improvement, growth initiatives, and a culture of accountability, collaboration, and continuous improvement.

Reporting Relationships

The Chief Operating Officer reports directly to the President, Dan Bowen, of Orlando Health Sebastian River Hospital.

The COO provides direct and delegated oversight for hospital operations, encompassing major clinical, diagnostic, and support services. This includes Surgical Services, procedural and diagnostic areas such as Cath Lab, Radiology, Laboratory, Respiratory, and Rehabilitation, as well as key operational and infrastructure functions including Facilities, Biomedical Engineering, Security, Environmental Services, Food and Nutrition Services, and Volunteers, Guest Services, and Patient Transport.

The COO works in close partnership with hospital, regional, and Orlando Health system leaders to ensure operational alignment, performance consistency, and achievement of system-wide objectives.

Responsibilities

The successful Chief Operating Officer will:

- Assume the responsibilities of the President in the President's absence, as required.
- Lead and support the development, execution, and monitoring of the hospital's strategic plan in alignment with the Orlando Health system, Eastern Region, and hospital-specific goals.
- Drive operational performance excellence across quality, patient safety, throughput, patient experience, and financial sustainability.
- Partner with the Chief Nursing Officer to advance patient safety initiatives, quality outcomes, staffing effectiveness, and care delivery performance.
- Strengthen physician relationships to support recruitment, retention, engagement, and performance, working collaboratively with medical staff leadership.
- Lead outpatient procedural growth strategies and operational initiatives that support long-term market competitiveness and service line expansion.
- Participate in the development, oversight, and execution of the hospital's operating and capital budgets.
- Lead capital planning efforts and execution, including oversight of all construction and facility-related projects.

- Develop and implement business strategies to enhance market share, operational efficiency, and overall organizational performance.
- Monitor departmental performance through data analysis, reporting, and performance reviews to ensure quality, cost-effectiveness, and appropriate utilization of services.
- Collaborate with the Chief Medical Officer, medical directors, and medical staff to ensure appropriate clinical input into operations and strategic initiatives.
- Negotiate contracts and vendor agreements as needed to achieve operational and strategic objectives.
- Build, develop, and sustain a high-performing management team with clear accountability, strong leadership capability, and effective succession planning.
- Ensure departments are appropriately structured, staffed, organized, and managed to meet performance goals.
- Foster a culture of customer service, accountability, and continuous improvement across all operational areas.
- Ensure compliance with all applicable local, state, and federal regulations, accreditation standards, and Orlando Health policies.
- Coordinate operational initiatives and priorities with Orlando Health system executives and regional leadership to ensure alignment and consistency.
- Establish and maintain open, transparent communication processes that promote trust, engagement, and a positive experience for patients, families, visitors, physicians, and team members.
- Maintain awareness of healthcare industry trends, regulatory changes, and emerging best practices that may impact hospital operations or strategy.

Goals and Objectives

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

- Establish strong relationships and gain the trust and endorsement of Orlando Health's corporate and Eastern Region leadership, positioning the COO as a credible, results-oriented operational leader contributing to the performance and growth of Sebastian River Hospital.
- Operate with an enterprise mindset, aligning hospital operations with regional and system-wide priorities while ensuring local operational decisions support Orlando Health's broader strategic, financial, and quality objectives.
- Set clear, measurable operational goals and performance expectations, with particular focus on quality, throughput, outpatient procedural growth, and patient experience. Communicate consistently, collaborate across the system, and hold leaders accountable for results.
- Build strong, transparent, and trust-based relationships with physicians and physician leadership, supporting recruitment, retention, engagement, and performance across key service lines, including surgery, procedural services, emergency medicine, orthopedics, and cardiovascular care.
- Spend meaningful time in clinical and procedural environments, particularly the OR and other outpatient procedural areas, to understand workflows, identify efficiency opportunities, address barriers to growth, and build credibility with frontline teams.
- Partner closely with the Chief Nursing Officer to advance patient safety, quality outcomes, throughput, staffing effectiveness, and the overall patient and family experience across all care settings.
- Provide visible leadership and oversight for all construction and facility-related projects, ensuring operational readiness, minimal disruption to care delivery, and alignment with strategic growth and capital priorities.
- Lead capital planning and execution, prioritizing investments that support procedural growth, operational efficiency, modernization of services, and long-term sustainability.
- Integrate hospital operations and culture with Orlando Health standards and practices, optimizing resources while preserving Sebastian River Hospital's strong community-focused identity and family-oriented culture.
- Partner with regional leadership to develop and execute a clear, actionable operational strategy that aligns hospital priorities with Orlando Health's system and Eastern Region goals.
- Assess local market dynamics and identify opportunities for growth, efficiency, and improved access to care, advocating effectively for the hospital's needs, resources, and strategic initiatives.
- Champion a culture of high-quality, patient-centered care, leading initiatives that improve clinical outcomes, safety, service excellence, and patient satisfaction.
- Develop, mentor, and support a high-performing management team, fostering accountability, empowerment, and continuous improvement, with a focus on building leadership depth in both clinical and non-clinical departments.
- Recognize and protect the hospital's unique culture, which is collaborative, community-oriented, and deeply valued by staff. Build trust through transparency, consistency, and visible leadership, particularly following past organizational transitions.

- Deliver early operational wins, particularly in areas such as OR efficiency, procedural throughput, and project execution, while laying the foundation for sustained long-term improvement.
- Address leadership and capability gaps within non-clinical and support departments through talent assessment, coaching, succession planning, and performance development.
- Maintain a strong presence within the hospital and community, serving as a visible leader who reinforces Sebastian River Hospital's role as a trusted healthcare provider and community partner.
- Serve as a strategic partner to the President, acting as an extension of leadership and helping align efforts across hospital, regional, and system stakeholders.

Candidate Qualifications

Education/Certification

- Master's degree in business, Health Administration, or a related field.

Knowledge and Work Experience

- Minimum of three years of prior experience as an administrator at a senior executive level in a hospital or health care system.
- Eight years of management experience in a hospital setting, to include at least two years as an Administrator.
- Five years of progressive leadership experience in acute care settings, with demonstrated expertise in senior management roles such as Chief Operating Officer, Vice President, or Senior service line executive.
- Proven track record of achieving strong financial, operational, and quality performance, with demonstrated success in patient satisfaction and clinical outcomes.
- Experience building and sustaining collaborative relationships with physicians, including physician recruitment and strategic alignment.
- Demonstrated ability to develop and mentor high-performing management teams that drive operational and clinical excellence.
- Strong financial acumen, including budget development, resource allocation, and achievement of key operational objectives.
- Ability to navigate complex organizational dynamics and competing priorities with sound judgment, political acumen, and strategic foresight.

Leadership Skills and Competencies

- Ability to drive efficiency, streamline processes, and optimize performance across clinical and non-clinical operations.
- Skill in translating organizational goals into actionable plans that support growth, quality, and financial sustainability.
- Strong understanding of budgeting, cost management, and financial performance metrics in a healthcare environment.
- Proven ability to build, mentor, and lead high-performing teams with a focus on accountability and collaboration.
- Ability to foster trust and alignment with medical staff, system leaders, and community partners.
- Expertise in leading through transformation, including cultural shifts, process redesign, and technology adoption.
- Clear, transparent communicator who can inspire confidence and build consensus across diverse groups.
- Commitment to quality, safety, and service excellence that enhances the patient experience and outcomes.

- Understanding of the hospital’s role within the broader community and ability to represent the organization externally.

The Community

Sebastian, Florida



Sebastian, Florida, is a scenic coastal community on the Treasure Coast of Indian River County. Nestled between the Indian River Lagoon and the Atlantic Ocean, Sebastian offers an exceptional quality of life characterized by natural beauty, a relaxed pace, and a strong sense of community.

With a population of approximately 25,000, Sebastian provides a welcoming, small-town atmosphere while offering convenient access to the amenities of nearby Vero Beach, Melbourne, and the greater Orlando region. The area is known for its waterfront lifestyle, including boating, fishing, and outdoor recreation, as well as miles of pristine beaches, parks, and nature preserves.

Sebastian’s vibrant riverfront district serves as a focal point for community life, featuring local restaurants, shops, cultural events, and live entertainment. The region also benefits from a growing, diverse population, including families, retirees, and seasonal residents, which contributes to a dynamic, evolving community landscape.

Indian River County is recognized for its strong schools, safe neighborhoods, and access to high-quality healthcare. The area continues to experience steady population growth, creating increasing demand for healthcare services and offering meaningful opportunities for providers and healthcare leaders to make a lasting impact.



With its combination of coastal charm, affordability (relative to larger markets), and proximity to major metropolitan areas, Sebastian offers an attractive setting for both personal and professional life.

Procedure for Candidacy

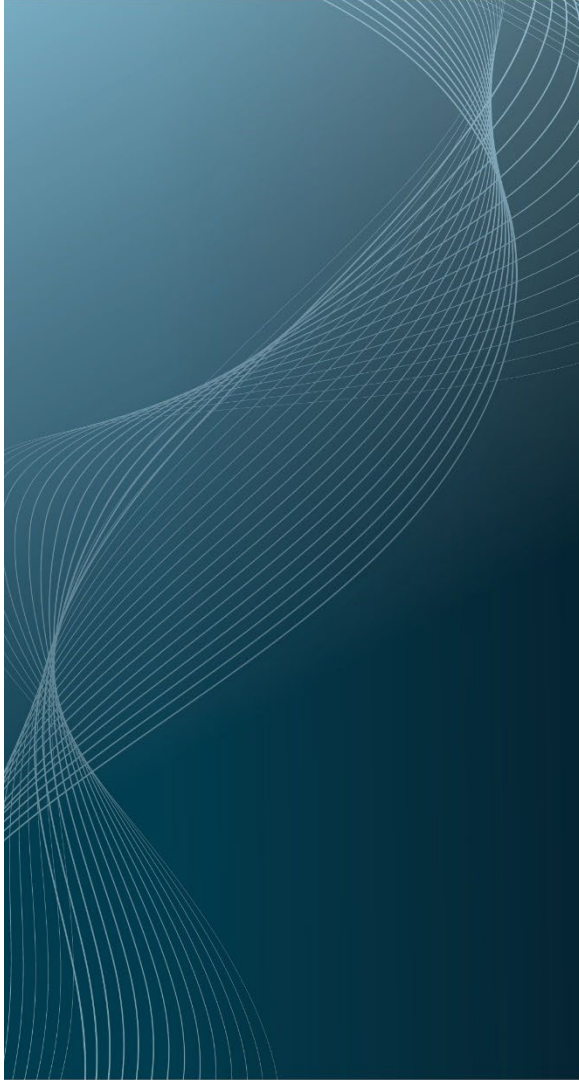
Please direct all nominations and applications to Stephen Davis and Stacy Lind through the WittKieffer Candidate Portal by [clicking here](#). New users should select "Register Here" to create an account before proceeding. After logging in, navigate to "Open Positions," then locate the role by entering the institution's name and clicking the search wheel.

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Orlando Health Sebastian River Hospital 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 Orlando Health Sebastian River Hospital 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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