

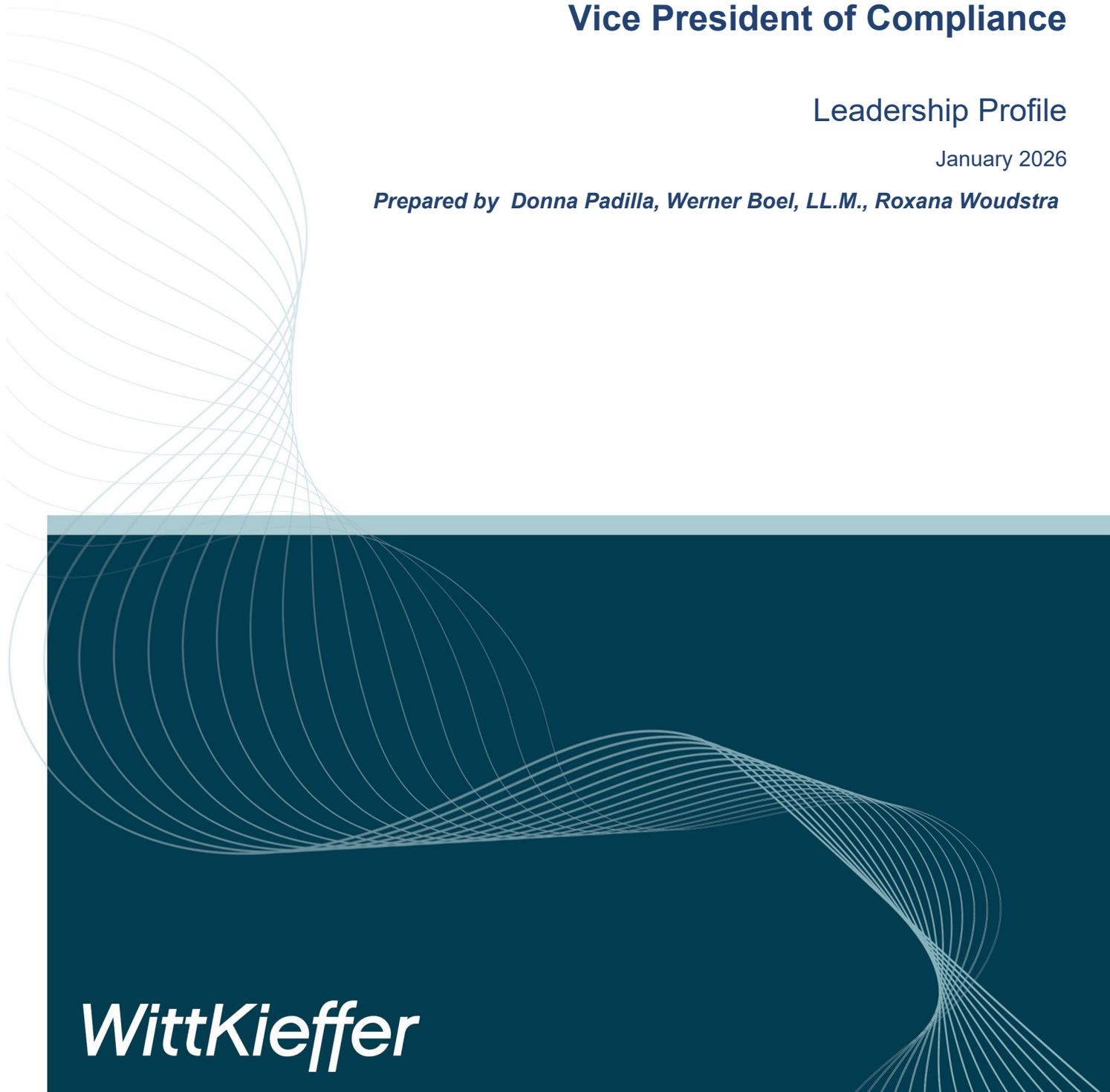


## Vice President of Compliance

### Leadership Profile

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*WittKieffer*

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## The Opportunity

Presbyterian Healthcare Services seeks a strategic and collaborative executive to serve as its next Vice President of Compliance. This is a unique opportunity at one of the most respected healthcare institutions in the U.S.

Reporting to the General Counsel, the Vice President of Compliance provides executive leadership for the compliance function across Presbyterian Healthcare Services' integrated delivery system and Presbyterian Health Plan. This role is responsible for setting the strategic vision for compliance, ensuring adherence to complex healthcare regulations, and fostering a strong culture of ethical conduct across a diverse, highly regulated organization.

The Vice President of Compliance oversees enterprise-wide compliance strategy, policies, audits, investigations, and training, and leads responses to multiple federal, state, and regulatory audits. This role works closely with executive leadership, the Board, and key business partners to manage compliance risk, address privacy and data governance issues, and ensure regulatory readiness across both the delivery system and health plan. As Chair of the Ethical Business Practices Committee, the VP of Compliance provides leadership over high-risk compliance areas including data governance and sharing, AI governance, billing and provider-based compliance, and 340B drug discount programs. The role also oversees conflict-of-interest processes, compliance investigations, and corrective action plans, and supports the Privacy Officer in managing privacy issues and data breach notification requirements.

Founded in New Mexico in 1908, Presbyterian Healthcare Services is a locally owned, nonprofit delivery system that includes nine hospitals (three of which are critical access hospitals), a multi-specialty medical group with more than 900 providers, ambulance services, home health, and hospice operations. As part of an integrated healthcare system, Presbyterian offers patients throughout New Mexico access to dedicated primary care providers, as well as highly specialized care, including cancer care, heart and vascular care, and behavioral health. The Presbyterian Health Plan is a for-profit entity offering Managed Medicaid, Medicare Advantage, Commercial, and Dual Special Needs plans and is subject to frequent and rigorous regulatory oversight.

The successful candidate will have a forward-thinking compliance vision that moves beyond transactional activities, transforming compliance into an engagement tool that fosters trust and drives organizational results. With a strong moral compass centered on patient well-being, the Vice President of Compliance will embody the principles of servant leadership – collaboration, partnership and engagement- to cultivate a thriving compliance program that delivers meaningful and lasting impact.

The ideal candidate will hold a Master's degree or Juris Doctor with compliance and privacy certification and bring deep expertise in healthcare compliance and regulation. They will be a trusted, collaborative executive with the presence and judgment to lead complex, enterprise-wide initiatives in a highly regulated environment

Information about how to nominate a candidate or to apply for this opportunity may be found later in this document in the section titled "Procedure for Candidacy."

For more information on Presbyterian Healthcare Services, please visit <https://www.phs.org/>.

## Organization Overview

Presbyterian Healthcare Services (PHS) exists to improve the health of the patients, members and communities they serve. PHS is a locally owned and operated not-for-profit healthcare system known nationally for its extensive experience in integrating healthcare financing and delivery.

PHS has grown from a small tuberculosis sanatorium founded in 1908, to a system of nine hospitals, a multi-specialty medical group with more than 900 providers and a statewide health plan, serving one in three New Mexicans with healthcare or coverage.

PHS regional hospitals provide both acute and preventive care: from surgical, ambulatory and emergency services to health fairs, fun runs, and prevention and screening programs. PHS seeks to provide the most affordable and effective care possible. To help achieve this goal, PHS continues to look toward the future, making prudent investments in modern equipment and technology that make patient access and care management easier, more convenient and affordable.

PHS is governed by a volunteer Board of Trustees comprised of community leaders. These individuals have included members of the Navajo Nation, theologians, business leaders, educators, medical administrators and others. They donate their time and energy to ensure that we maintain superior caregiving, deliver high-quality healthcare and work tirelessly to create a healthy New Mexico, now and for years to come.

### Presbyterian by the Numbers

**114** years of serving New Mexicans



**9** hospitals in **8** communities



More than **1,200** providers and nearly **3,500** nurses



More than **950,000** individual customers (and counting)



Nearly **13,000** employees – New Mexico’s largest private employer



More than **640,000** Presbyterian Health Plan members



## Purpose and Vision

### The Presbyterian Egg

Since 1995, the Egg has helped guide Presbyterian's decisions and connected to their purpose. This updated Egg will continue to guide through the challenges and opportunities of a new era, with fresh thinking and a focus on what is most important – helping patients and members achieve their best health.



### PURPOSE

*Presbyterian exists to ensure all of the patients, members, and communities we serve can achieve their best health.*

The patients and members are the reason we come to work every day. The updated purpose statement expresses commitment to health equity, respect for individual health journeys, and an understanding that patients and members play an active role in their health.

### VISION

*Earning the letter through the Presbyterian Promise: Dear Presbyterian, Thank you for respecting me as an individual and supporting my health journey by providing compassionate, safe, high-quality care and coverage. Presbyterian makes healthcare easy and affordable for me and my family. – Patients and Members*

The vision is a letter written from the viewpoint of a patient or member we serve and reflects what they expect from Presbyterian.

## CULTURE

*How we work matters here. Built on a legacy of CARES Commitments, together, we create a reliable and just culture where every person belongs, contributes, feels safe, is respected and experiences joy. We value trust, communication and each individual's dignity and well-being. We are One Presbyterian – a diverse, connected community where teamwork makes the difference.*

The Egg includes a culture statement that reinforces a strong belief that the people are at the heart of how Presbyterian delivers on their purpose. This means creating an environment where all feel they belong and can contribute in meaningful ways.

## STRATEGY

*Create an easier, better way for members to achieve their best health by integrating and innovating healthcare and health coverage. We will lead the nation in better health and healthcare by delivering the Promise to patients and members, supporting our workforce to Thrive, and committing to Grow in and outside of New Mexico.*

The strategy is how we sustain this organization in the short term and for generations to come. Integration is at the core of our strategy and enables us to provide the right care in the right setting at the right time.

## CODE OF CONDUCT

In addition to the Presbyterian Egg, the Code of Conduct describes the behavior expected of the Presbyterian workforce in providing services to patients and members. Leaders, employees, independent providers, contractors, volunteers, students, vendors, and board members are accountable for these core responsibilities.



## Hospitals

### Presbyterian Hospital

Located in the heart of Albuquerque, Presbyterian Hospital offers a wide range of specialized care, including heart care, vascular care, women’s care, children’s care and neuroscience care. As the needs of our community continue to evolve, we’ve increased access to care with the opening of a new 11-story patient care tower. Once remodels to existing buildings are complete, Presbyterian Hospital will have a 600 private room capacity – the largest in New Mexico.



### Dr. Dan C. Trigg Memorial Hospital

Located in Tucumcari, New Mexico, Dr. Dan C. Trigg Memorial Hospital is an acute care hospital that offers a range of services, including emergency medicine, home healthcare and hospice, and primary care. A not-for-profit hospital with 25 licensed beds, Dr. Dan C. Trigg Memorial Hospital serves patients in the Quay County community.



### Lincoln County Medical Center

Lincoln County Medical Center has served the Ruidoso and Lincoln County community since 1950. Owned by the County of Lincoln, Lincoln County Medical Center has been leased and managed by Presbyterian Healthcare Services since 1972, greatly aiding in its growth and advancement. Opened in May 2020, the new \$38.1 million Lincoln County Medical Center is 70,000 square feet and offers 25 private patient rooms. Our spacious and welcoming medical center provides a range of services focused on improving quality, enhancing the patient experience and lowering the total cost of care.



### Plains Regional Medical Center

Plains Regional Medical Center is an acute care hospital located in Clovis, New Mexico, about 90 miles from Amarillo and Lubbock, Texas. As a not-for-profit hospital with 106 licensed beds, Plains Regional Medical Center serves communities in both Eastern New Mexico and West Texas. Plains Regional Medical Center offers a wide range of services including cancer care, home healthcare and hospice, as well as primary and specialty care.



### Presbyterian Española Hospital

Located in Española, New Mexico, Presbyterian Española Hospital offers a wide range of services including emergency medicine, sleep medicine, and primary and specialty care. Presbyterian Española Hospital serves the Northern New Mexico community. As a not-for-profit hospital with 80 licensed beds, Presbyterian Española Hospital is made possible by a unique partnership between the County of Rio Arriba, a local Board of Trustees, and Presbyterian Healthcare Services, which has owned and managed hospital operations since 1977.



### Presbyterian Kaseman Hospital

Located in Albuquerque's northeast heights, Presbyterian Kaseman Hospital serves the greater Albuquerque and east mountain communities. Presbyterian Kaseman Hospital is a satellite medical campus providing a wide range of medical care, including cancer care, primary and specialty care, sleep medicine, behavioral health, emergency care and support services.



### Presbyterian Rust Medical Center

Presbyterian Rust Medical Center is conveniently located for patients and members living on Albuquerque’s west side and in Sandoval County, offering patient-centered, innovative care. Presbyterian Rust Medical Center offers a wide range of services including emergency care, labor and delivery, cancer care in the Ted and Margaret Jorgensen Cancer Center, breast care and a wide range of outpatient specialty care.



### Presbyterian Santa Fe Medical Center

Presbyterian Santa Fe Medical Center and its Physician Office Building provides a range of services for patients in Santa Fe and its surrounding areas, including a family birthing unit, inpatient and surgical care, including orthopedic surgery, lab and imaging services, primary and specialty care, rehabilitation services and emergency care. With hiking and biking trails, a healing pathway, a community teaching kitchen, a rooftop healing terrace and community meeting spaces, the medical center is designed to be a beautiful and inviting place where community members can pursue their health and wellness goals.



### Socorro General Hospital

Located in Socorro, New Mexico, Socorro General Hospital is a 24-bed, critical access hospital that offers a wide range of general acute care and specialty services.

Socorro General Hospital is made possible through a partnership between Socorro County, a local Board of Trustees, and Presbyterian Healthcare Services, which has owned and operated hospital operations since 1976. Over the years, Socorro General Hospital has expanded to meet the growing needs of Socorro and Catron counties and the surrounding area.



## Commitment to Quality

### Recent recognitions of our work include:

- National recognition for hospitals and care from U.S. News & World Report and Healthgrades.
- Recognized by the New Mexico Hospital Association for ongoing initiatives that improve patient safety and quality.
- Offering a Joint Commission-certified stroke center.
- Earned the prestigious Baby Friendly Hospital™ recognition.
- Designation as an LGBTQ+ Healthcare Equality Leader in the Human Rights Campaign Foundation’s 15th annual Healthcare Equality Index (HEI).

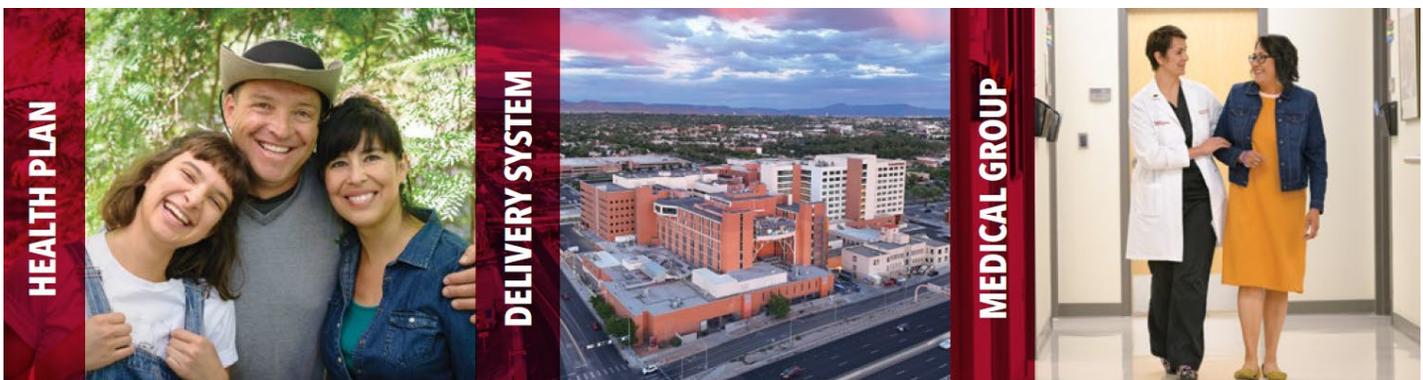
## Supporting Community Health in New Mexico

Presbyterian Healthcare Services envisions a healthy New Mexico, and we exist to improve the health of the patients, members, and communities we serve.

This means a commitment to improving access to health care, behavioral health, health insurance coverage, community supports, healthy food, and opportunities for exercise, and supporting everyone to have the opportunity for good health and well-being in the Land of Enchantment.

Community Health is the bridge between healthcare and community to better understand health, support the conditions to thrive, and reduce inequities.

- Since 2021, The Food Farmacy has distributed over 100,000 lbs. of food with more than 30,000 patient visits.
- The Wellness Referral Center has received more than 15,000 referrals from providers, leading to reduced A1C among patients served.
- Free Healthy Meals for Kids has served nearly 100,350 meals at participating hospital cafeterias.
- Peer Support Workers offered help to more than 1,700 patients and 400 families based on their similar lived experiences.
- Free community vaccination clinics provided more than 5,600 flu vaccines and 6,300 COVID-19 vaccines.
- Outreach events provided more than 4,800 flu vaccines and 1,000 COVID vaccines.
- Presbyterian frontline workers have conducted nearly 2 million social needs screenings and shared information about community resources for each identified need.



## Position Summary

Reporting to the General Counsel, the Vice President of Compliance provides executive leadership for the compliance function across Presbyterian Healthcare Services' integrated delivery system and Presbyterian Health Plan. This role is responsible for setting the strategic vision for compliance, ensuring adherence to complex healthcare regulations, and fostering a strong culture of ethical conduct across a diverse, highly regulated organization.

### Reporting Relationships

Reports to the General Counsel. Supervises 14 full-time employees.

### Responsibilities

- Set the vision and strategic direction for compliance, aligning initiatives with organizational goals.
- Develop, implement, and update compliance policies and procedures.
- Ensure compliance with federal, state, and industry-specific laws (e.g., HIPAA, CMS etc.).
- Oversee response to multiple regulatory audits.
- Oversee internal controls, risk assessments, and compliance audits.
- Lead compliance training and communication initiatives.
- Lead the conflict-of-interest reporting and review process for employees, physicians and board members.
- Manage investigations into compliance violations and implement corrective measures.
- Assist Privacy Officer in addressing privacy issues to include data breach notification.
- Collaborate with executive leadership, legal, HR, IT, and operational teams.
- Report directly to the Board or CEO on compliance status and regulatory changes.

### Organizational Impact:

The Vice President of Compliance chairs the Ethical Business Practices Committee (the organization's compliance committee) and maintains relationships with key stakeholders, such as the Chief Information Security Officer, Internal Audit, and compliance liaisons.

Leadership and oversight of multiple sub-committees focused on high-risk compliance areas, such as:

- Data Governance/Data Sharing
- AI Governance
- Delivery system billing, including Provider-based billing compliance
- 340b drug discounts

### Overview of Privacy Breaches:

PHS/PHP has had 4 large privacy breaches over the past 5 years, impacting over 500 people. PHS/PHP has also had 3<sup>rd</sup> party vendors experience privacy breaches over the past 5 years that involved PHS/PHP data, but the responsibility for notification was with the 3<sup>rd</sup> party vendor.

## Goals and Objectives

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

- Collaborate with senior management and become fully integrated into the leadership team.
- Be a solution-oriented team player who has credibility and integrity, provides counsel, and contributes broadly as a subject-matter leader.
- Work with senior management and other constituencies to develop a strategic plan that will guide the future direction of compliance and align with the overall strategic initiatives of Presbyterian Healthcare Services.
- Partner with senior management and operational leadership and collaborate with internal audit and enterprise risk management teams, to conduct the annual risk assessment and develop the organization's comprehensive compliance plan.
- Continue to lead and strengthen the organizational structure and hire, mentor, and further develop the team as needed.
- Support and continue to build a service-oriented culture within the organization so all employees feel comfortable seeking guidance from the compliance team.
- Evaluate system-wide education programs, policies and procedures to ensure organization-wide compliance with applicable federal and state laws and regulations, especially those relating to coding and billing, and privacy.

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## Candidate Qualifications

### Education/Certification

- Master's degree in a healthcare/related field or Juris Doctor Degree required.
- Compliance and privacy-related certification(s) required.

### Essential Skills and Qualifications

- Deep knowledge of healthcare laws, privacy standards, and anti-corruption regulations.
- Proven leadership and team management experience.
- Strategic thinking and risk assessment capabilities.
- Exceptional written and verbal communication skills.
- Strong analytical and problem-solving skills.

### Knowledge and Work Experience

- Minimum of ten years in progressively responsible corporate compliance roles within the healthcare industry required, preferably for a large, complex multi-hospital system or academic medical center.
- Strong working knowledge of performing auditing and monitoring of system-level compliance and privacy issues.
- Expert knowledge of aspects of Medicare, Medicaid, and government health insurance reimbursement and fraud and abuse laws.
- Experience and comfort working with joint ventures representing multiple partners and operating models
- Demonstrated knowledge in compliance process improvement. Experience building and leading a transformational compliance program within a large, rapidly growing healthcare organization.
- Knowledgeable regarding the Anti-Kickback Statute, the Stark Law, EMTALA, provider licensures, HIPAA and other healthcare laws and regulations.
- Knowledge of the issues and challenges facing the clinical and research components of a complex health institution with a full understanding of, and ability to adopt corporate compliance and privacy efforts to effectively respond to changes in healthcare and research practices, legal/regulatory changes and technological trends.
- Ability to identify and assess potential concerns across numerous risk dimensions by rubric and impact to the organization.
- Accomplish results and effectively integrate functions across units with business plans amid competing priorities in a complex organization.
- Strong leadership skills; a leader who has demonstrated ability to guide and develop the talents of all team members. Crucial to have the skill and desire to lead and inspire by example.
- Demonstrate ongoing commitment to values of diversity and an institutional culture of inclusiveness, including in the areas of recruitment, selection, and development of staff.

- Strong analytical skill set with sound judgement and the ability to make recommendations on regulatory issues. Must be a critical thinker, capable of discerning the nuances and subtleties of complex compliance issues.
- Capable of multi-tasking, working through complex issues, and handling conflicting demands and highly confidential information.
- Ability to work independently yet collaboratively, display traits of sound measured judgment, emotional maturity, and intelligence.

## The Community

### Albuquerque, New Mexico

At the heart of New Mexico beats the pulse of a vibrant city. In Albuquerque, [diverse cultures](#), [authentic art](#), and dynamic traditions have helped shape our centuries-old story. No matter your interests, the city has countless opportunities for you to explore. Sample traditional New Mexican cuisine that takes minutes to make and hundreds of years to prepare, experience world-class museums, stroll along Central Avenue under the vintage neon glow of Route 66, or soar high above the city in the hot air ballooning capital of the world — a sight sure to change your perspective.

The one-of-a-kind character of Albuquerque is the result of many different forces, perhaps none as important as the centuries of history that have shaped the city. Starting with the Native Americans who have lived here for thousands of years, and continuing through Albuquerque's official founding in 1706, the city has grown into a multicultural metropolis of nearly a million people. While the modern city of Albuquerque is a center of high-tech industry and research, it retains vital connections to the past, such as the ancient rock carvings at Petroglyph National Monument, the historic Old Town Plaza, and the trail of vintage neon signs along Route 66.



For more information visit: <https://www.visitalbuquerque.org/>

## Procedure for Candidacy

Applications, nominations and inquiries are invited. This search will be conducted with respect to the confidentiality of candidates; references will not be contacted without prior knowledge and approval of the candidate. The search process is underway and will continue until the position is filled. Interested parties can apply directly by sending resumes, nominations, and inquiries to Donna Padilla, Werner Boel, and Roxana Woudstra via email: [rwoudstra@wittkiewer.com](mailto:rwoudstra@wittkiewer.com)

<p><b>Donna Padilla</b> <b>Executive Partner</b> <b>630.853.5698</b></p>	<p><b>Werner Boel</b> <b>Senior Partner</b> <b>678.848.3000</b></p>	<p><b>Roxana Woudstra</b> <b>Senior Associate</b> <b>781.564.2638</b></p>
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*Presbyterian Healthcare Services complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex including sex characteristics, including intersex traits; pregnancy or related conditions; sexual orientation; gender identity, and sex stereotypes. Presbyterian Healthcare Services does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.*

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