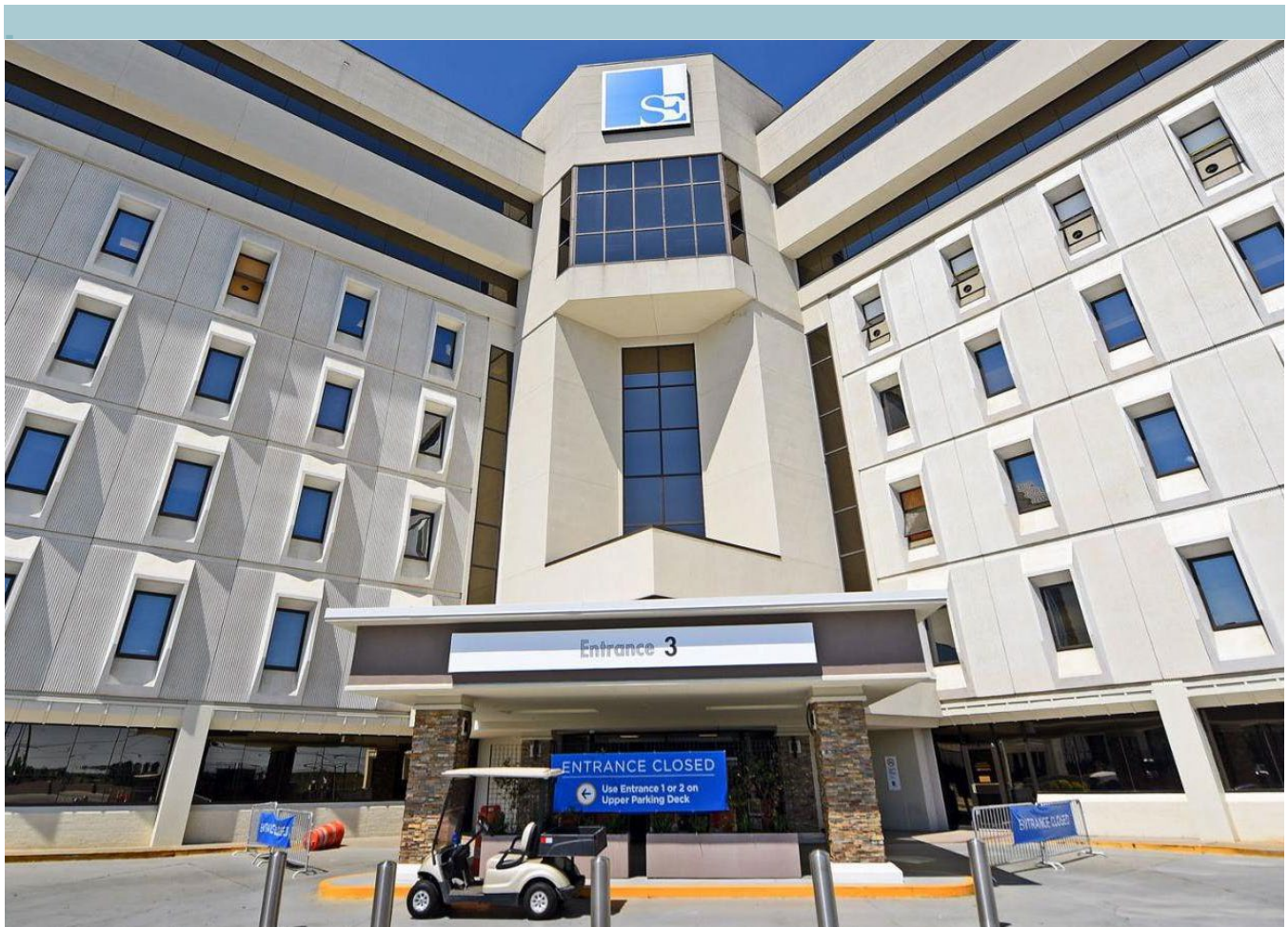




Chief Medical Officer

Leadership Profile
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The Opportunity

Southeast Health, located in Dothan, Alabama and serving patients in southeast Alabama, southwest Georgia, and the Florida Panhandle, is seeking an experienced physician executive to serve as the organization's next Chief Medical Officer (CMO).

With The Medical Center earning a Five-Star distinction in "Forbes Top Hospitals 2026" and a LeapFrog "A" safety rating for Fall 2025, Southeast Health is a not-for-profit, regional referral community health system dedicated to improving the health and quality of life of those they serve. Through innovation and sustained performance, Southeast Health, since opening its doors in 1957, has achieved the reputation of providing exceptional diagnostic, clinical, surgical, and patient care services.

Southeast Health's flagship hospital is licensed for 420 beds, and the system has more than 3,000 employees. Their active medical staff of nearly 300 physicians represents virtually every medical specialty including, but not limited to, key service lines in cardiology, oncology, neuroscience, women's services, general surgery and orthopedics.

In addition to the flagship hospital, Southeast Health operates a free-standing pain management center, wound care center, and two rehab services centers. The organization is a joint venture partner in an outpatient surgery center, a home healthcare company, and they have recently received a CON to develop a freestanding endoscopy center. The health system employs almost 200 providers through the Southeast Health Medical Group, which is the region's largest multi-specialty group with 13 primary care and specialty care clinics. Specialties include urology, general and vascular surgery, EP cardiology, cardiovascular surgery, emergency medicine, hospital medicine, psychiatry, neurology, and primary care among others. In addition to its main campus and physician practice division, Southeast Health owns and operates one of the only colleges of osteopathic medicine started by a health system.

As the senior physician executive, the CMO plays a critical role in the strategic growth and development of all clinical programs. The CMO uses evidence-based best practices to support and promote patient safety, continuous performance and quality improvement, risk management and efficient resource utilization. The CMO is a substantive contributor to creating relationships, systems, processes and incentives that will move Southeast Health towards the goal of highest quality care in an environment that fosters physician, employee and patient engagement and satisfaction.

The CMO will also be on the board of the organization's ACO, the Southeast Health Staterra Network. Qualified candidates will be an M.D. or D.O. with physician leadership experience in a sophisticated hospital or health system. This individual must be process driven and possess the ability to understand the big picture and make difficult decisions, while building strong physician relations to advocate for the medical staff.

Organization Overview

One of the region's only Level Two Trauma Centers, Southeast Health, is a not-for-profit regional, referral community health system dedicated to improving the health and quality of life of the residents of southeast Alabama, southwest Georgia, and the Florida Panhandle. Through innovation and sustained performance, Southeast Health has achieved the reputation of providing the best diagnostic, clinical, surgical, and patient care services available in the region.



Located in Dothan, Alabama, Southeast Health's flagship hospital is licensed for 420 beds, and the system has more than 3,000 employees. Their active medical staff of nearly 300 physicians represents virtually every medical specialty including, but not limited to, key service lines in cardiology, oncology, neuroscience, women's services, general surgery and orthopedics. Over 90 percent of the medical staff at Southeast Health are board-certified. Recently, the organization's medical group has grown to 200 providers, the largest in the region, operating out of five primary care locations. Southeast Health is also currently in the third year of implementing their graduate medical education program, hosting 13 internal medicine residents per year. Currently, an emergency medicine program is being developed as well.

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Key service lines for the system are outlined below.

Heart/Vascular Services

Southeast Health provides its service areas the strongest cardiac care program in the region. The medical center performs more procedures than any hospital in the Tri-State region, seeing more than 4,400 patients a year. Their team of experts – which includes their registered nurses, general surgeons specializing in vascular procedures, vascular surgeons, cardiologists, cardiovascular surgeons, and interventional radiologists – have access to the latest technology at their new heart and vascular facility. In the past few years, the organization has launched a structural heart program and are offering procedures that many organizations are not, specifically Watchman and TAVR. They also have an active EP cardiology program which consists of device implantation and cardiac ablations.

Oncology



The Southeast Health Cancer Center provides compassionate, attentive care for newly diagnosed cancer patients each year as well as recurrent cancer patients with ongoing treatment needs. An experienced team of board-certified physician specialists and oncology professionals provide an array of cancer diagnosis and treatment options to meet the wide-ranging needs of cancer patients and their families. Through their affiliation with the University of Alabama at Birmingham (UAB) Cancer Network, cancer patients in this area have access to leading-edge clinical trials not typically offered outside of an academic medical center.

Neurosciences & Comprehensive Stroke Center

Over the past 10 years the health system has made significant investments in their neuroscience service line and has been recognized as one of only two comprehensive stroke centers within the state of Alabama. The organization partners with Grady Memorial Hospital in Atlanta to provide tele-neurology for stroke patients, in turn offering these services to other hospitals in the area through their Stroke Network. A 10 bed Neuro Critical Care Unit offers specialized care for brain and spine patients.

In addition, the Southeast Health NeuroSpine Center offers a comprehensive array of neurosurgery, neurology, and physical medicine and rehabilitation services. Southeast Health is a top choice among area residents for brain and spine care services.

Women's and Children's Services

The Southeast Health Women's Center delivers more than 1,500 babies annually and offers services that include a level 3 neonatal intensive care unit (NICU). The NICU was the first of its kind in the region and has grown to include neonatal transport services. This allows medically fragile babies to be transferred from rural hospitals to the Southeast Health NICU.



Southeast Health Service Area

Southeast Health's primary and secondary service area includes a population of approximately 460,000 residents across 13 counties. This includes eight counties in Alabama, three counties in north Florida, and two counties in west Georgia and covers an estimated 50-mile radius. The primary service area includes Houston and Henry counties with an estimated population of 150,000 residents. Southeast Health enjoys a dominant market share position in almost every service line with opportunities for growth. Since launching the comprehensive stroke center, the organization attracts patients throughout the entire states of Alabama, Florida and Georgia.

The Alabama College of Osteopathic Medicine (ACOM)

ACOM is a comprehensive, four-year osteopathic medical college located in Dothan. It is the academic division of Southeast Health, which is governed by the Houston County Health Care Authority and is one of 36 accredited osteopathic colleges in the nation. It is the first osteopathic college to open in Alabama and the first osteopathic college to be developed by a regional health system. ACOM's ground-breaking took place in January 2012, and the 15-month construction project was completed in May 2013.

Southeast Health Foundation

The Foundation was founded in May 2006 as a 501 (c)(3), not-for-profit public charity governed by a volunteer board. Its purpose is to engage partners in healthcare philanthropy, leverage resources and relationships, and support programs and services designed to advance healthcare and promote wellness in the communities served by Southeast Health and its academic division, the Alabama College of Osteopathic Medicine (ACOM).

Through financial strength, Southeast Health has met the needs of its patients since 1957. Today, the 420-bed regional referral center faces a growing demand from an aging population, declining reimbursement and rising uncompensated and charity care. Through community support, the Foundation provides equipment and technology, as well as the expansion of life-saving treatments.

Southeast Health Statera Network

Established in Dothan, Alabama in 2015, Statera Network was formed by a group of physicians, Southeast Health and the Houston County Health Care Authority. These entities had a vision to provide quality patient care at the most efficient cost under the new era of value-based reimbursement.

The founders envisioned a provider and hospital network with leading technology that aligns providers, hospitals, payors and employers, and provides incentives to these disparate entities to share clinical information to optimize patient outcomes at the most efficient cost.

The goal is for physicians to practice preventive medicine to keep people healthy while providing significant cost savings for their provider, hospital and payor partners. Statera Network is a "Clinically Integrated Network Organization", approved by the Federal Trade Commission, and the Department of Justice. They are also an "Accountable Care Organization" approved by Health and Human Services, and the Centers for Medicare and Medicaid Services. Their collaborative approach among healthcare providers and payors has successfully achieved improved patient-centered care and healthcare cost efficiency.

Statera Network has achieved significant health plan savings for their health plan partners and improved the quality of life for the employees and members of their health plan partners.

Mission, Vision and Values

Southeast Health exists to promote healing, prevent disease, educate medicine's brightest minds, and bring wellness and prosperity to the region.

Financial Information

Southeast Health Medical Center	FY 2024
Operating Revenue	\$567,962,006
Operating Expenses	\$529,720,844
Operating Income	\$38,241,162
Non-Operating Income	\$31,977,271
Excess Revenue over Expenses	\$70,218,433
Operating Margin	7%
Days Cash on Hand	250

For additional information, please visit: <https://www.southeastHealth.org/> and <https://vimeo.com/user29464751>.

Position Summary

Reporting Relationships

Reporting to the Chief Executive Officer, direct reports include:

- Director, Medical Staff Services
- Director, Case Management
- Director, Quality & Regulatory Programs
- Legal Claims and IRB Manager
- Director, Health Systems Engineering
- Director, Graduate Medical Education

Responsibilities

The successful Chief Medical Officer candidate:

Quality

- Oversees all aspects of clinical quality including but not limited to: Clinical Quality Assessment and Improvement, Infection Control, Performance Improvement, Social Services, Case Management, Patient Safety, Risk Management, Compliance with Regulatory and Accrediting Bodies, Professional Performance Evaluation and Patient Advocacy.

Resource Management

- Oversees development and implementation of effective clinical resource management processes. Implements additional programs based on patient need and scope of services. Works with department chairs, medical directors and physician leaders to develop, implement and utilize appropriate admissions, discharge and triage guidelines and processes for the patients and/or units within medical services.

Patient Experience

- Oversees all aspects of the patient experience as relates to services provided by credentialed practitioners. In concert with Human Resources, develops and implements programs designed to improve patient satisfaction and experience.
- Promotes a positive hospital image (patient/customer relations) and handles complaints utilizing service recovery principles. Promotes optimal relations with medical staff and referring physicians.

Medical Staff Office/Medical Staff Affairs

- Responsible for supervising and overseeing employed practitioners and contracted services.
- Attends meetings of the hospital, medical staff, Executive Committee, departments and other established committees.
- Ensures the highest quality of physician practice through the recruitment and retention of outstanding physicians.
- Available to communicate frequently with members of the organized medical staff. Be visible.
- Assists the medical staff organization in its application, credentialing, privileging and reapplication process.

- Monitors and serves as a resource to the medical staff in all medical staff disciplinary matters.
- Assists in developing formal programs of continuing medical education and programs that address changes in care delivery and reimbursement, such as utilization trends and third-party payer requirements.
- Oversees the successful operation of the corporate compliance program by performing and directing investigations, reviewing and updating the compliance program, reporting to the compliance committee and using compliance liaisons and outside consultants.
- Serves as safety officer and provides direction, guidance, and legal advice regarding medical staff bylaws and policies, liability and safety issues, and compliance.
- Responsible for engaging medical staff, assuring their input on new patient care programs, medical equipment requests and selection of general medical supplies.
- Regularly informs the president/CEO of all medical staff activities, plans and issues.
- Develops and maintains an effective, inclusive and fair process for the adjudication of any issues brought through medical staff affairs.
- Supervises staff and activities of the medical staff office.
- Strengthens and aligns the business and clinical objectives of both physicians and the hospital.
- Assures physician compliance with accrediting and regulatory bodies.

Recruiting

- Develops, implements and continuously evaluates strategic and tactical plans for the growth of clinical programs. Assesses current community and hospital needs for medical services and develops plans to address deficiencies.
- Supports the thoughtful growth of the medical staff consistent with strategic plans and furthering plans for regional expansion.
- Responsible for recruitment, evaluation, and ongoing management and development of all employed physicians and mid-level practitioners.

Medical Staff Quality

- Directs clinical quality efforts for medical staff issues including establishment, implementation and evaluation of quality indicators, quality improvement initiatives and excellence in clinical practices for medical services, evidenced-based practice and the principles of continuous quality improvement.
- Assures that all medical care evaluation and utilization review and management functions are performed.
- In partnership with the CEO, ensures that the organization's clinical, financial and benchmarking systems provide reliable information toward the end of reducing patient care variation and improved outcomes.

Community Relations/Effectiveness

- Is a positive and effective liaison among physicians in the community.
- Represents the hospital in the community by promotional or public relations efforts, particularly as they relate to medical staff services and professional relationships.

Fiscal Responsibilities

- Participates in planning and budget activities for assigned areas.
- Serves as a general resource to other members of the senior staff for items in the budgeting process relating to medical staff issues.

General

- Participates in administrative calls.
- Other duties as assigned by the CEO, including Board of Trustees meetings, as requested.
- Serves as Chair of the Institutional Review Board and assures that all reported human subject research is conducted according to FDA guidelines.

Goals and Objectives

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

- Integrate into the formal administrative team and learn the culture of Southeast Health.
- Be a leader in the efforts to galvanize the organization around the stretch goal of becoming a Truven Top 100 hospital and top decile performance. Working in partnership with the clinical engineer, establish policies and protocols to decrease variation.
- Assess current performance benchmarks and identify opportunities for short and long-term improvement. Work with other formal and informal physician, administrative, and associate leadership to create performance goals, associated action plans and incentive alignments.
- Become a trusted partner and advisor to physicians practicing at Southeast Health. Be an advocate who can help them improve their practice operations, outcomes, patient, staff and personal engagement and satisfaction.
- Coordinate the development, advancement and integration of the quality and safety agenda. Assess where best practices and evidence-based guidelines are already in use and effective. Build cross discipline teams to remedy where they are not. Working with the CIO, hardwire quality into systems and processes to decrease avoidable error.
- Serve as a clinical advisor and board member for the Statera Network, achieving desired results and demonstrating an understanding of ACO models and the necessary business acumen.
- Establish good working relationships with nursing leaders; collaborate with them as important, equal drivers of quality improvement.
- Be visible and regularly interact with Southeast Health senior leaders to actively solve problems and clearly articulate achievement and progress toward quality objectives.
- Demonstrate transparency of information; help all Southeast Health team members understand the challenges, goals and resources, and their importance in the mission. Celebrate successes.

Candidate Qualifications

Education/Certification

- M.D. or D.O. from an accredited medical school.
- The ideal candidate preferably should have an M.H.A., M.B.A., or M.P.H. degree, offering a strong business acumen and understanding of financials.
- Board Certification and eligibility for licensure in the state of Alabama (preferably in Internal Medicine).
- Familiarity with AMA ethical standards, The Joint Commission medical staff and leadership standards, state and federal regulations/laws governing medical staff, and FDA guidelines for human subject research.

Knowledge and Work Experience

- A minimum of five years of clinical practice and strong credibility as a clinician. Previous health system CMO or VPMA experience is strongly preferred.
- A minimum of five years of leadership experience with demonstrated expertise in administering quality improvement efforts, safety, clinical services and regulatory compliance programs, ideally in a high performing hospital or health system. Can make hard decisions.
- Working knowledge of applicable standards and requirements of regulatory, accreditation and licensing agencies.
- Understands managed care concepts and has practiced or managed in a competitive managed care environment.
- A passionate quality and safety expert. Has led organization-wide initiatives focused on structure and process change to improve outcomes and reduce variations in patient care across the continuum.
- Knowledge of national trends and key issues related to quality, performance improvement and patient safety.
- Process driven with a record of accomplishment of embedding quality improvement into operations.
- A successful track record of building and maintaining strong physician relationships. Can engage and motivate physicians to action. Understands how to create a burning platform around quality and safety with clinicians and staff. Ability to advocate for physicians at all levels of the organization.
- Experience developing and executing strategy. Understands the big picture and considerations when building an organizational program, department or approach, including infrastructure requirements and reporting mechanisms to measure performance.
- Substantial leadership experience building, leading and motivating teams around a common set of goals.

The Community

Dothan, AL

Located in the southeastern corner of Alabama, Dothan offers a perfect blend of southern charm, a growing economy and a pleasant, mild winter climate close to Gulf beaches. The community offers a low cost of living, excellent educational facilities and traditional southern hospitality.



In fact, AdvisorSmith recently ranked 317 U.S. cities to determine the most attractive cities for doctors to pursue their careers, naming Dothan as the top ranked small city. Annual salary, density of jobs, and cost of living were considered, with physician salaries in Dothan averaging 31percent more than the national average, while enjoying an 18percent lower cost of living.

Nestled between nearby lakes and rivers, Dothan is less than 90 miles from some of the world's most beautiful beaches on the Florida Gulf Coast and boasts several public and private golf courses throughout the area. Other area attractions include:

Dothan Area Botanical Gardens: The Dothan Area Botanical Gardens consists of 50 acres of cultivated gardens, nature trails and undeveloped, wooded landscape in southeast Alabama. The DABG seeks to preserve the native plants of the area in an attractive balance with traditional botanical garden elements. A tranquil, paved nature trail meanders through a beautiful rose garden, through herbs, daylilies, camellias, azaleas, past a peaceful pond, Victorian gazebo and a demonstration garden.

World's Smallest City Block: This triangular piece of land, recorded in the Guinness Book of World Records as the "World's Smallest City Block," features a stop sign, yield sign, street signs and even a monument denoting the block's claim to fame.

National Peanut Festival: The National Peanut Festival is held each fall at the fairgrounds to honor peanut growers and to celebrate the harvest season. Numerous fun-filled family events are a part of the festivities, including amusement rides, animal acts, agricultural displays, live music concerts, beauty pageants, arts and crafts displays, contests, food, and a parade. The National Peanut Festival dates to 1938 and has grown from a three-day local event to a celebrated agricultural fair encompassing 10 days of activities for people from throughout the region.

The G.W. Carver Interpretive Museum: This museum is a tribute to Dr. Carver as a catalyst for southern agronomic prosperity and as a symbol of the creative link between science and art. Exhibits reflect the historical scope of contributions and achievements of African and African descended cultures as demonstrated by Dr. Carver.

Ross Clark Circle: State Route 210, also known as Ross Clark Circle, or simply "The Circle" to locals, is a much longer stretch of highway overlaid by U.S. Highways 84, 431/231. The divided four-lane highway encircling Dothan is highly developed and heavily used both by those who live and work in the area and by motorists who use it as a bypass of the city. With a number of antique shops, quaint boutiques and eclectic restaurants lining the thoroughfare, Ross Clark Circle has become a popular retail hub for visitors from Alabama, Georgia and Florida.

Landmark Park: Landmark Park, "Alabama's Official Museum of Agriculture" is a 100-acre park that was built to preserve the natural and cultural heritage of the southeast. Experience history and nature with a walk through the

woods or a stroll via nature trails. The park includes an interpretive center, planetarium to see wildlife exhibits and a picnic area as well.

Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV/resume and a letter of interest. Review of applications has begun and will continue until the position is filled.

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

Please direct all nominations and applications to Brittany Amaral or Holly Nandan through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "Become a Candidate" button.

<p>Nelson Mann, FACHE Senior Partner 832-217-1814</p>	<p>Holly Nandan, FACHE Consultant 312-927-6575</p>	<p>Brittany Amaral Associate 781-564-2618</p>
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Southeast 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.

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 Southeast Health 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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