



Executive Medical Director, Cardiovascular Service Line

Leadership Profile

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A decorative graphic consisting of numerous overlapping, light blue, curved lines that create a sense of motion and depth, flowing from the left side of the page towards the right.

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The Opportunity

St. Charles Health System (St. Charles) is seeking a forward-thinking, mission-aligned physician executive to serve as Executive Medical Director of Cardiovascular Services (EMD), a transformative leadership role focused on reimagining heart and lung care for Central and Eastern Oregon.

This is more than a traditional clinical leadership position. It's a chance to architect a next-generation cardiovascular model grounded in whole-person care, health equity, and system integration. As the only integrated health system in the region, St. Charles is uniquely positioned to deliver high-impact, value-based care to a diverse and growing population across geographies, modalities, and points of access.

The EMD will co-lead the Cardiovascular Service Line in a dyad with the Service Line Administrator, guiding strategic and operational transformation across multiple disciplines including general cardiology, interventional, electrophysiology, structural heart, cardiothoracic surgery, pulmonary, and anti-coagulation care. This leader will be charged with modernizing clinical operations, driving innovation in clinical, technology and data use, and elevating the voice of caregivers in system decision-making.

At this pivotal moment, the successful candidate will lead efforts to:

- Expand regional access and outreach by developing scalable care delivery models
- Embed digital health tools such as remote monitoring and decision support into care pathways
- Design inclusive strategies for recruiting, retaining, and mentoring high-performing physician teams
- Strengthen quality performance and safety standards through system-wide alignment and transparency
- Build a shared culture that fosters collaboration, accountability, and community connection

This is a highly visible and strategic role requiring a proven cardiovascular leader who brings a blend of clinical credibility, operational insight, and transformational innovative thinking. The ideal candidate will be a board-certified cardiologist or cardiothoracic surgeon with demonstrated success leading multidisciplinary teams in complex integrated healthcare settings.

St. Charles invites candidates who are energized by complexity, inspired by purpose, and ready to co-create a bold vision for cardiovascular health in one of the country's most dynamic outdoor communities.

Organization Overview

St. Charles Health System

St. Charles Health System is a private, nonprofit, integrated delivery system headquartered in Bend, Oregon, serving over 240,000 people across Central and Eastern Oregon. With four hospitals and over 48 care locations, St. Charles provides comprehensive care across primary, specialty, and surgical services.

The system includes:

- St. Charles Bend – a 292-bed regional referral center and the only Level II trauma center east of the Cascades in Oregon
- St. Charles Redmond – a 48-bed community hospital with a growing footprint in cancer care and outpatient services
- St. Charles Madras – a critical access hospital serving Jefferson County and the Warm Springs Reservation
- St. Charles Prineville – a 16-bed critical access facility with expanded outpatient and specialty care access

St. Charles employs approximately 4,900 caregivers and 425 medical providers and has earned national recognition for its digital infrastructure, including a Level 10 Gold Star Rating from Epic for EHR optimization.

With a mission of “In the spirit of love and compassion, better health, better care, better value,” the organization is guided by its values: Accountability, Caring, and Teamwork—and a vision of “Creating America’s healthiest community, together.”

Cardiovascular Services

The Cardiovascular Service Line is a high-performing, multidisciplinary program comprising:

- 16 general cardiologist cardiologists
- 5 interventional cardiologists
- 3 electrophysiologists
- 3 cardiothoracic surgeons
- 3 pulmonologists
- 28 advanced practice providers

With a grand total vision of 76 providers by 2030.

St. Charles’ heart and lung services include:

- General cardiology (with sub specialization areas)
- Interventional cardiology and structural heart procedures
- Electrophysiology
- Cardiothoracic surgery
- Vascular diagnostics and intervention
- Non-invasive imaging, stress testing, and heart failure management
- A focus on rapid response and outcomes backed by system-level commitment and community trust, the Cardiovascular Service Line is poised for strategic growth, regional outreach, and innovation in clinical, digital health and multidisciplinary care models.

Position Summary

The Executive Medical Director (EMD), Cardiovascular Services, is the clinical and strategic leader responsible for shaping the future of heart and pulmonary care at St. Charles Health System. As the senior-most physician voice for the service line, this individual will drive the advancement of integrated, patient-centered, and innovative cardiovascular care across a four-hospital system serving over 240,000 residents.

Operating in a dyad partnership with the Cardiovascular Service Line Administrator, the EMD will oversee all facets of the division, including clinical strategy, physician alignment, quality and safety, operational performance, and workforce development. The EMD will play a central role in aligning the service line's vision with system-wide goals, bringing fresh energy to how cardiovascular services are delivered, scaled, and experienced.

Key to this role is the ability to lead with both clinical credibility and systems thinking. The EMD will champion a culture of excellence, foster multidisciplinary collaboration, and help design scalable, team-based models that meet the region's evolving needs from rural communities to tertiary hubs.

As a visible and accessible leader, the EMD will:

- Serve as a trusted partner to executive and operational leadership across the health system
- Support the design and execution of value-based, longitudinal cardiovascular care models
- Lead physician engagement and promote team cohesion through authentic, transparent leadership
- Guide efforts to optimize access, throughput, and clinical workflows
- Drive continuous improvement in clinical outcomes, patient experience, and financial sustainability
- Advance digital health initiatives and innovation in cardiovascular diagnostics, monitoring, and therapeutics

The EMD reports to the Chief Medical Officer (CMO) and has direct leadership oversight for the Associate Medical Directors in Cardiovascular Surgery, Interventional and General Cardiology, as well as Program Directors in Heart Failure, Structural Heart, Pulmonary and Anticoagulation services.

This is a rare opportunity for a physician executive with vision, heart, and operational acumen to lead a high-performing cardiovascular team and make a region-wide impact on health, access, and quality of life.

Candidate Qualifications

Education/Certification

- Medical degree from an accredited institution
- Board certified in cardiology or cardiovascular/thoracic surgery
- Eligible for licensure in the state of Oregon

Knowledge and Work Experience

- Minimum of 10 years active clinical practice
- Experience in leading a cardiovascular-based program

Leadership Skills and Competencies

- Leads with humility and authenticity, fostering trust through transparency, self-awareness, and a willingness to listen and learn from others.
- Builds strong, genuine relationships across all levels of the organization, grounded in mutual respect, empathy, and shared purpose.
- Creates a culture of accountability by setting clear expectations, following through on commitments, and addressing challenges directly yet constructively.
- Demonstrates deep care for team well-being, investing in professional growth, psychological safety, and work-life balance.
- Elevates team performance by recognizing strengths, encouraging ownership, and empowering individuals to lead from where they are.
- Encourages open, honest dialogue, modeling vulnerability and respect to enable productive conflict resolution and continuous improvement.
- Cultivates a collaborative and inclusive environment where diverse perspectives are valued and every team member feels seen, heard, and supported.
- Holds self and others to high standards while celebrating progress, learning from setbacks, and staying focused on shared goals

The Community

Bend, Oregon



Bend is a city in the geographic center of the state and the county seat of Deschutes County, Oregon. Bend is Central Oregon's largest city and is the de facto metropolis of the region. Bend is a friendly, highly attractive area in an inviting mountain community with cosmopolitan appeal. Majestic, snow-capped peaks adorn the high-desert skyline, making for some of the best weather in Oregon; think sun-drenched days and cool nights, along with endless options for play time. At an elevation of 3,628 feet, Bend enjoys the predominately dry climate of the Great Basin. Sunny days, low humidity and cool nights provide the most common weather pattern.

Dubbed the "outdoor playground of the West," Bend is internationally recognized for both its outdoor pursuits and pristine beauty. One can catch an art exhibit, dine at an award-winning restaurant or climb South Sister, the state's third highest peak. To the east of Bend is high desert vegetation and to the west Bend is surrounded by U.S. Forest Service land. The recreational opportunities are abundant; everything from mountain biking, hiking, rafting, golfing, fishing, rock climbing, camping, downhill and cross-country skiing, snowmobiling, general sightseeing and much more.



There are a variety of communities and housing options one could consider as well as excellent educational options including Oregon State University Cascades.

The Central Oregon economy continues to grow and diversify. Retail, forestry, health care, technology and manufacturing are the leading industries in the region. Deschutes County tax base grew 66 percent from 2014 to 2018, and the County is rated AA1.

For additional information, visit the following websites:



<http://www.visitbend.com/>

<https://www.bendoregon.gov/>

www.bendchamber.org

<http://www.greatschools.org/oregon/bend/>

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, preferably via email, to wkerschner@wittkieffer.com

St. Charles is committed to providing equal employment opportunities to all caregivers. St. Charles seeks to recruit, hire, develop and retain qualified caregivers for the organization. In doing so, St. Charles will recruit, place, promote and determine compensation without regard to gender, race, color, religion, age, disability, national origin, marital status, veteran status, sexual orientation, gender identity or expression, pregnancy, genetic information or any other protected class or characteristic.

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