

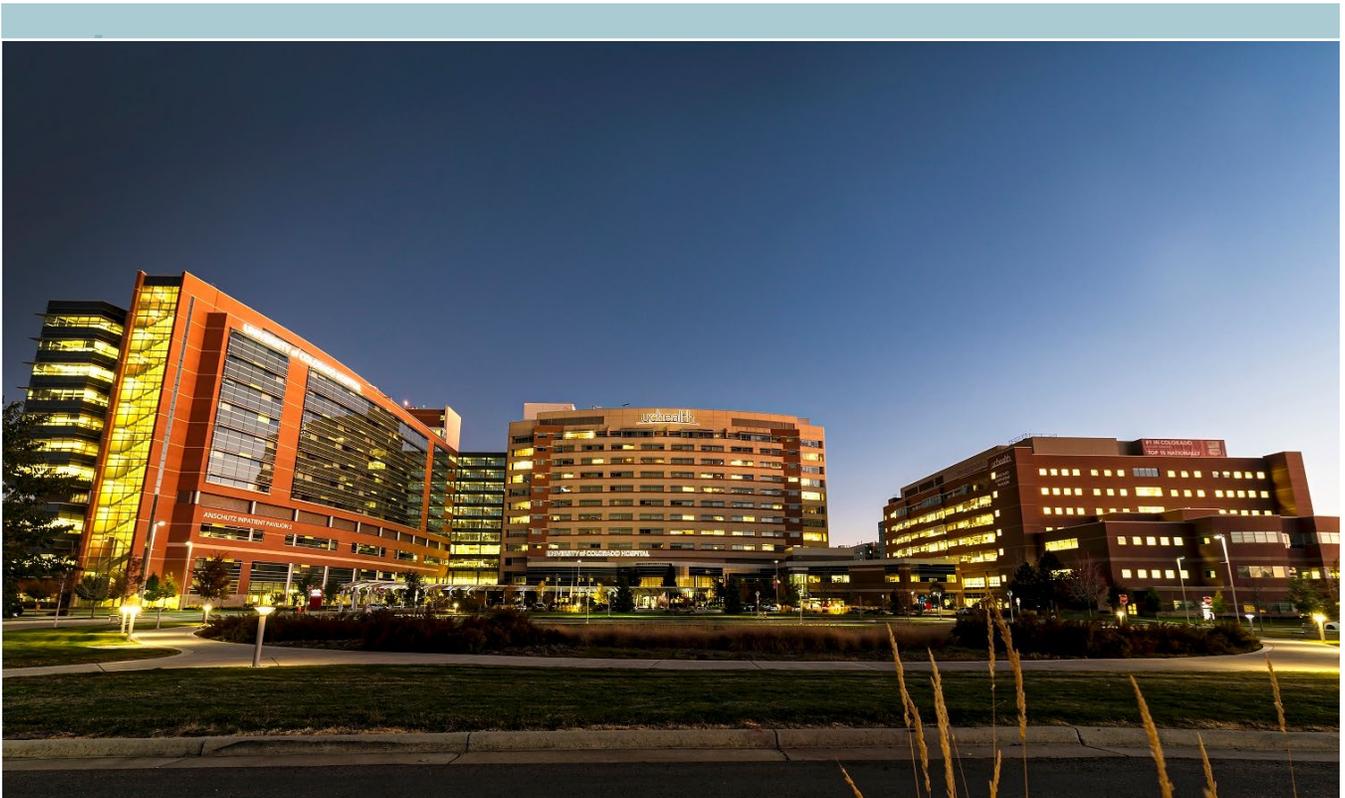


Chief Financial Officer, UCHealth Medical Group

Leadership Profile

October 2025

Prepared by Mark Andrew



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The Opportunity

UCHealth seeks an accomplished, experienced finance leader to serve as its next Chief Financial Officer (CFO) for UCHealth Medical Group. This is an outstanding opportunity to join a top-tier multispecialty physician-led group practice owned by UCHealth. This position is part of a high-performing, quality-focused senior leadership team in a results-driven, growing health care system. The new Chief Financial Officer must advance the vision of "From Health Care to Health" by forging strong relationships with the health system enterprise, UCHealth Medical Group physicians, and physician leadership to create an overall entity unparalleled in the United States today.

This is a unique opportunity to lead in a best-in-class integrated health system that cares for Coloradans across the state and be part of a high-performing, quality-focused leadership team in a results-driven, growing health system. The CFO will be an integral member of the leadership team and critical to the continued financial success of the medical group's mission and organizational objectives. The CFO will provide leadership and direction for the medical group's financial performance and collaboratively develop short- and long-term goals and strategies. They will oversee all financial functions for the medical group while working collaboratively with the UCHealth leadership team.

UCHealth is an innovative, non-profit health care system serving the greater Rocky Mountain region. With \$9 billion in operating revenue and 14 acute-care hospitals, including University of Colorado Hospital, the region's only adult academic medical center, UCHealth is positioned as one of the leading health systems in the United States. UCHealth prides itself on its commitment to personalized patient care, evidence-based medicine, and advanced medical research. UCHealth stands as a significant contributor to Colorado's economy and public health, with 36,000 employees providing nearly 9.4 million outpatient visits and over 197,000 inpatient admissions each year. The system is committed to improving lives through an uncompromising pursuit of excellence in patient care, exemplifying the health system's dedicated stride towards creating a healthier, happier community. UCHealth Medical Group is a top-tier, multispecialty group with 1,800 providers practicing at 200 clinics and 4,800 employees.

The CFO will report directly to the UCHealth Chief Financial Officer with a dotted line to the Chief Executive Officer of UCHealth Medical Group (UCHealthMG) and is responsible for the financial operations of physician services, including accounting, financial reporting, patient financial services, budgeting, and financial analysis to support the continued growth and standardized culture of the medical group. The CFO will directly influence improved productivity and access, benchmarking of physicians and staff, and physician compensation models to support value based care and population health initiatives.

The successful candidate will be an operationally focused, results-oriented finance executive with a substantive track record of leadership in a complex healthcare delivery system. Candidates should be well versed in contemporary healthcare financial management in ambulatory and physician practice settings and should have significant experience leading finance teams in a similarly complex environment.

This opportunity is available due to the planned retirement of the current medical group CFO.

Organization Overview

UCHealth, headquartered in Aurora, Colorado, is an innovative, non-profit health care system offering a wide range of medical services across the Rocky Mountain region. With \$9 billion in operating revenue, over 36,000 employees, and 14 acute-care full-service hospitals, including University of Colorado Hospital, UCHealth is positioned as one of the leading health systems in the United States.

About UCHealth Medical Group

With a world-class team of nearly 1,800 physicians and providers, UCHealth Medical Group (UCHealthMG), the multi-specialty physician-led group practice serving UCHealth hospitals and clinics in Colorado and Wyoming, provides a full continuum of medical care and the highest level of expertise.

UCHealth clinics, staffed by UCHealthMG physicians, are an integrated, multi-specialty physician and health system partnership. Physicians who are employed by UCHealth practice at over 200 clinics as well as hospitals along the Front Range of Colorado.

Academic providers are affiliated with the CU School of Medicine and operate independently from UCHealthMG, yet they work together effectively and coordinate patient care whenever necessary.

UCHealth

UCHealth is a 501(c)(3) health system formed in 2012 to deliver the highest quality patient care with the highest quality patient experience. Organized through a joint operating agreement, the partnership combines Poudre Valley Health System (PVHS), one of the top-performing community health systems in the nation, having won the Baldrige Award in 2008, with University of Colorado Hospital (UCH), a nationally recognized academic medical center, into an organization dedicated to building a healthier community and providing unmatched patient care in the Rocky Mountain West. Together, UCH and PVHS are founding organizations in UCHealth. In late 2012, Memorial Health System (MHS) joined the organization through an affiliation and lease operating agreement with the City of Colorado Springs.

The system has now grown to include 14 hospitals and more than 200 clinic locations. The network of nationally-recognized hospitals, clinics, and health care providers extends throughout Colorado, Wyoming, and western Nebraska, delivering excellent care close to home throughout the region, and is driven to improve and optimize health care.

UCHealth Includes:

- Broomfield Hospital
- Grandview Hospital
- Greeley Hospital
- Highlands Ranch Hospital
- Longs Peak Hospital
- Medical Center of the Rockies
- Memorial Hospital Central
- Memorial Hospital North
- Parkview Medical Center

- Parkview Pueblo West Hospital
- Pikes Peak Regional Hospital
- Poudre Valley Hospital
- University of Colorado Hospital
- Yampa Valley Medical Center
- UCHealth Medical Group

Affiliated Hospitals:

- Cheyenne Regional Medical Center, Cheyenne, WY
- Ivinson Memorial Hospital, Laramie, WY
- Regional Medical Center, Sidney, NE
- Campbell County Health, Gillette, WY

Separately, our institutions provide superior care to patients and are committed to service the communities we are honored to serve. Together, we push the boundaries of medicine as we improve health through innovation. Our specialty practices have rapidly gained a reputation for excellence nationwide. Our unique combination of academic-based and community-focused medicine brings innovative and leading-edge care to patients throughout the Rocky Mountain region.

At UCHealth, we measure success first by patient outcomes and satisfaction. With an academic medical center at our core, we have at hand the newest technologies and the latest proven treatments - but those advantages mean little unless we have helped you regain a level of wellness that opens you to life's possibilities.

We serve the people of Colorado and the nation with the very latest in patient and family-centered care and service. Over the years, UCHealth facilities and programs have earned—and continue to earn—numerous awards and recognitions:

- Five consecutive Magnet designations by the American Nursing Credentialing Center (Poudre Valley Hospital and University of Colorado Hospital), an accomplishment fewer than 30 hospitals worldwide have achieved. Medical Center of the Rockies is also a Magnet designated hospital.
- Multiple rankings among the best hospitals in the country by U.S. News & World Report, other rating services, and healthcare organizations that closely examine medical specialties
- Multiple Nightingale Award winners for excellence in nursing care
- Medical outcomes above state averages in many areas
- Deep involvement in implementing Institute for Healthcare Improvement, patient safety, and clinical quality initiatives

UCHealth has a strong financial profile, benefiting from a track record of very robust operating margins and the system's growing share of a growth market anchored by its position as the only academic medical center (AMC) system in the state. For FY25, UCHealth's total operating income was \$451.4 million, operating revenue totaled \$8.7 billion with a net income of \$1.1 billion.

Organizational Governance

UCHealth is governed by an 11-member fiduciary Board of Directors. Entity-specific hospital boards remain to oversee medical staff and credentialing, quality, joint commission, and oversight of other day-to-day operating activities. UCHealth is not an agency of the state government and is not subject to administrative direction or control by the Regents of the University of Colorado (the Regents) and is not financially accountable to the Regents, although the State of Colorado reports UCHA as a component unit. Hence, maintaining positive working relationships with the Regents is critical.

CU Medicine

University of Colorado Medicine (CU Medicine) is dedicated to providing business operations and administrative support to nearly 3,000 active University of Colorado School of Medicine clinical healthcare providers. CU Medicine offers a variety of administrative and healthcare support career opportunities and serves as a resource for patients and physicians seeking information about the University of Colorado network.

Competitive Landscape

UCHealth is now the largest health system in Colorado with a 29% market share, including dominant market positions in both northern Colorado and Colorado Springs. UCHealth's principal competitors include, but are not limited to, five health systems comprised of large and small hospitals, none with academic medical centers. CommonSpirit Health operates 11 hospitals in Colorado. Health One (for-profit, part of HCA) operates seven hospitals in Colorado. Intermountain operates seven hospitals in Colorado. Banner Health, with thirty hospitals total, operates three hospitals in Colorado, and Advent Health operates five hospitals in Colorado. Kaiser Permanente also has a large market presence and has relationships with several health systems, including UCHealth in Denver and Colorado Springs.

UCHealth mission, vision, values

Our mission

We improve lives. In big ways through learning, healing and discovery. In small, personal ways through human connection. But in all ways, we improve lives.

Our vision

From health care to health.

Our values

Patients first
Integrity
Excellence

For more information, consult www.uchealth.org.

Fact Sheet FY 2025¹

UCHEALTH

CHAIR: Richard L. Monfort
 PRESIDENT AND CEO: Elizabeth B. Concordia

UCHEALTH BOARD OF DIRECTORS:

- Richard L. Monfort, Chair
- Michael J. Long
- Chris Osborn, Vice Chair
- John Sampson, MD
- Ray Baker
- Laurie Steele
- Elizabeth B. Concordia
- Theresa Peña
- Don Elliman
- Todd Whitsitt, MD
- April Jones

UCHEALTH INCLUDES:

- Broomfield Hospital (BH)
- Grandview Hospital (GVH)
- Greeley Hospital (GH)
- Highlands Ranch Hospital (HRH)
- Longs Peak Hospital (LPH)
- Medical Center of the Rockies (MCR)
- Memorial Hospital Central (MHC)
- Memorial Hospital North (MHN)
- Parkview Medical Center (PMC)
- Parkview Pueblo West Hospital (PPW)
- Pikes Peak Regional Hospital (PPRH)
- Poudre Valley Hospital (PVH)
- UCHealth Medical Group (UCHealthMG)
- University of Colorado Hospital (UCH)
- Yampa Valley Medical Center (YVMC)

AFFILIATED HOSPITALS:

- Campbell County Health, Gillette, Wyoming
- Cheyenne Regional Medical Center, Cheyenne, Wyoming
- Iverson Memorial Hospital, Laramie, Wyoming
- Sidney Regional Medical Center, Sidney, Nebraska

36,173 employees
 Metro Denver 16,056
 Northern Colorado . . . 9,808
 Southern Colorado . . . 10,309

2,561 available beds

UCH 829	MCR 193
HRH 147	LPH 89
MHC 404	BH 38
MHN 140	GH 92
PPRH 13	GVH 22
PVH 270	YVMC 34
PMC 269	PPW 21

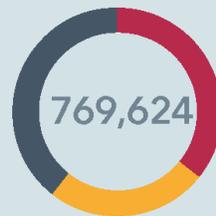
¹ Annual totals based on UCHealth fiscal year ending June 30, 2025.
² Available Beds include Med/Surg, ICU, OB, NICU, Psych and Rehab beds.
³ Outpatient visits include clinic, urgent care, procedural and ancillary visits.
 Last revision date: 8.7.2025.

Learn more at uchealth.org.

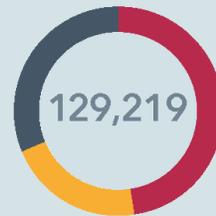
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Babies delivered:



ED visits:



Surgeries:



Inpatient admissions and observation visits:



Outpatient visits:

Metro Denver includes UCH, HRH, BH, LPH. Surgery locations include Inverness Orthopedics and Spine Surgery Center, Longs Peak Surgery Center and Cherry Creek North Surgery Center.
 Northern Colorado includes PVH, MCR, YVMC, GH.
 Southern Colorado includes MHC, MHN, GVH, PPRH, PMC, PPW. Surgery location includes Eastview Surgery Center.



FACT SHEET

UCHEALTH MEDICAL GROUP

UCHealth President and CEO

Elizabeth B. Concordia

UCHealth Medical Group

President and CEO

David M. Williams, MD, MMM, CPE, FAAP

Chief Medical Officer

Scott Smith, MD

Chief Financial Officer

Steve Schwartz

Chief Nursing Officer

Jenny Kaufman, RN

Advisory Board

- Ethan Ellis, MD
- Mollie Harsch, FNP
- Jennifer Hendrick, MD
- Sarah Jones Ketter, DO
- Cyndi Loffler, ANP-BC
- George Meyers, MD
- John Prucha, MD
- Keyan Riley, MD
- Steven Schuster, MD, Chair
- Sindhura Trivedi, MD
- Amanda Waugh, PA-C
- Jacob Whitsitt, MD
- David Williams, MD

UCHealth locations

- Broomfield Hospital (BH)
- Grandview Hospital (GVH)
- Greeley Hospital (GH)
- Highlands Ranch Hospital (HRH)
- Longs Peak Hospital (LPH)
- Medical Center of the Rockies (MCR)
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- Memorial Hospital North (MHN)
- Parkview Medical Center (PVMC)
- Parkview Pueblo West Hospital (PPW)
- Pikes Peak Regional Hospital (PPRH)
- Poudre Valley Hospital (PVH)
- University of Colorado Hospital (UCH)
- Yampa Valley Medical Center (YVMC)

Learn more at uchealth.org.

24-MG-5660-1

*Totals through October 2025 include employee headcount.

<p>980 EMPLOYED PHYSICIANS</p>	<p>806 ADVANCED PRACTITIONERS</p>
<p>3,113 STAFF MEMBERS</p>	<p>4,899 TOTAL EMPLOYEES</p>

Clinic locations

- | | | |
|---|--|---|
| <p>Colorado:</p> <ul style="list-style-type: none"> • Arvada • Aurora • Boulder • Broomfield • Castle Rock • Colorado City • Colorado Springs • Cripple Creek • Denver • Englewood • Erie • Estes Park • Falcon | <ul style="list-style-type: none"> • Firestone • Fort Collins • Fort Morgan • Fountain • Greeley • Greenwood Village • Highlands Ranch • Johnstown • Littleton • Lone Tree • Longmont • Loveland • Monument | <ul style="list-style-type: none"> • Parker • Pueblo • Steamboat Springs • Sterling • Thornton • Timnath • Windsor • Woodland Park <p>Nebraska:</p> <ul style="list-style-type: none"> • Scottsbluff <p>Wyoming:</p> <ul style="list-style-type: none"> • Cheyenne • Laramie |
|---|--|---|

Outreach locations

- | | | |
|---|--|--|
| <p>Colorado:</p> <ul style="list-style-type: none"> • Cañon City • Eads • Fort Morgan • Holyoke • Julesburg • La Junta | <ul style="list-style-type: none"> • Lamar • Springfield • Trinidad • Walsenburg • Yuma | <p>Nebraska:</p> <ul style="list-style-type: none"> • Alliance • Bridgeport • Imperial • Sidney <p>Wyoming:</p> <ul style="list-style-type: none"> • Casper |
|---|--|--|



Position Summary

The Chief Financial Officer, UCHealth Medical Group will be a key figure in the leadership team, steering the strategic vision and fiscal management of physician services. This role will involve setting immediate and strategic future goals and plans, focusing on aspects such as productivity and access, benchmarking of physicians and staff, the self-funded health plan, credentialing and payer enrollments, and physician compensation. Additionally, the medical group CFO will act as a resource in the realm of value-based purchasing agreements and population health initiatives.

Reporting Relationships

The CFO of UCHealth Medical Group reports to the Chief Financial Officer, UCHealth with dotted line reporting to the Chief Executive Officer of UCHealth Medical Group.

Responsibilities

The successful Chief Financial Officer, UCHealth Medical Group candidate will:

- Develop and execute financial strategies aligned with the health system's mission, growth goals, and physician enterprise priorities.
- Design and manage physician compensation models that support value-based care, access, and productivity goals.
- Lead the development of operating and capital budgets for the medical group, ensuring alignment with system-wide financial targets.
- Lead capital investment planning and resource allocation decisions to support strategic growth and clinical priorities.
- Build strong relationships with physician leaders, system executives, and external partners to align financial goals and drive collaboration.
- Support financial modeling and contracting for value-based purchasing agreements and population health initiatives.
- Collaborate with revenue cycle leaders to improve collections, payer enrollments, credentialing, and billing efficiency.
- Identify and implement operational improvements, including labor and FTE optimization, to close financial gaps.
- Ensure accurate financial reporting, internal controls, and compliance with regulatory and audit requirements.
- Monitor and improve financial performance through productivity analysis, cost containment, and benchmarking of physicians and staff.

Goals and Objectives

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

- Establish personal and professional credibility, gain respect, and build trust with senior leadership and physicians. The executive will be recognized as a collaborative and visible member of the UCHealthMG leadership team.
- Integrate the financial components of UCHealthMG with the broader UCHealth system in a true clinically integrated fashion to support population health initiatives with the Clinically Integrated Network.
- Evaluate opportunities to enhance revenue cycle operations for UCHealthMG and provide leadership in optimizing the revenue cycle function in partnership with system colleagues.
- Engage with providers, system leaders, and payers to ensure equitable and maximized contracts with payers.
- Create discipline around financial operations within UCHealthMG. Create expectations and demonstrate by leading through values and modeling expected behaviors.
- Partner with providers to evaluate growth opportunities, pro forma development, acquisition strategies, and service line development.
- Set clear expectations around process improvement, practice optimization and, where appropriate, practice standardization. Hold self and team accountable communicating the "why" related to creating efficiency.
- Enhance data, analytics and reporting so that management and health system partners are able to make sound business decisions.
- Set a tone of leadership in areas of responsibility that is collaborative in nature, which focuses on analytical decision-making and emphasizes individual and collective accountability for the financial integrity and strength of physician services.

Candidate Qualifications

The culture at UCHealth is results driven, and each member has high expectations for themselves as well as those with whom they partner and lead. This individual will be joining a high-performing, fast-paced team and, as such, these outlined characteristics describe the ideal candidate for the Chief Financial Officer, Physician Services role:

- Within scope of job, requires critical thinking skills, decisive judgment, and the ability to work with minimal supervision. Must be able to work in a fast-paced environment and take appropriate action.
- Comprehensive and thorough understanding of all elements of health care delivery, including strategy, business planning, construction and capital projects, operations, and finances, coupled with an ability to effectively respond to elements that drive competitive advantage under dynamic conditions, such as health care industry changes, competitor actions, legal/regulatory changes, and technological trends.
- Ability to drive results and effectively integrate functions with financial plans. Consistently demonstrates and encourages a commitment to quality, patient-centeredness, productivity, and continuous improvement.
- Leadership style that builds and maintains a climate of caring, excellence, integrity, respect, and trust, and inspires commitment from others to achieve organizational objectives. Manages ambiguity and complexity with skill and equanimity.
- Effectively manages and interacts with diverse groups both within and outside of the health system.
- Demonstrates ongoing commitment to meeting diversity, equity, and inclusion goals in recruitment, selection, and development of staff.

Education/Certification

- Master's degree in finance, health care administration, or related field preferred
- CPA preferred

Knowledge and Work Experience

- Minimum of five years of progressive financial leadership, with a proven record of success.
- Experience as a finance executive in a large, complex health system preferred or large multi discipline medical group.
- Experience in matrixed reporting relationships and possess strong collaboration skills to foster relationships across UCHealth.

The Community

Denver, Colorado

The city and county of Denver is the largest city and the capital of Colorado. Metro Denver has a population of 2.7 million, with a growth rate that consistently outpaced the national rate every decade since the 1930s. The region continued to grow steadily during the past decade, averaging two percent population growth each year from 1997 to 2007. By 2030, Metro Denver's population is anticipated to increase by nearly 50 percent to almost 3.9 million, with 800,000 new jobs being created. Denver has one of the nation's strongest metropolitan economies and has the largest percentage of college graduates of any major metropolitan area in the United States.



Scratch the veneer of the new-West look of urban Denver, and you will also get a glimpse of the Old West. Sitting at 5,280 feet above sea level and framed by the Rocky Mountains, the Mile High City is a study in contrasts. Cowboy-hat-wearing ambassadors greet travelers at the city's state-of-the-art airport. The golden dome of the state capitol overlooks downtown, where renovated historic buildings and architecturally striking modern structures stand side by side. Classic steak houses sit comfortably next to innovative eateries, with bold, young chefs creating culinary masterpieces. Denver is one of only two cities in America with eight professional sports teams. Upscale hotels, a thriving arts and culture roster, family attractions, professional sports, the region's premier shopping areas, 850 miles of paved off-road biking trails, and quick access to some of Colorado's major ski resorts and national parks keep visitors coming back again and again.

More information about Denver can be found at: <http://www.denvergov.org/>, <http://www.denver.org/>.

Procedure for Candidacy

Please direct all applications, nominations, and inquiries to Mark Andrew and Melaney Mooradian 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.

Other questions may be directed via email to mmooradian@wittkieffer.com.

All inquiries, applications, and nominations will be held in the highest confidence.

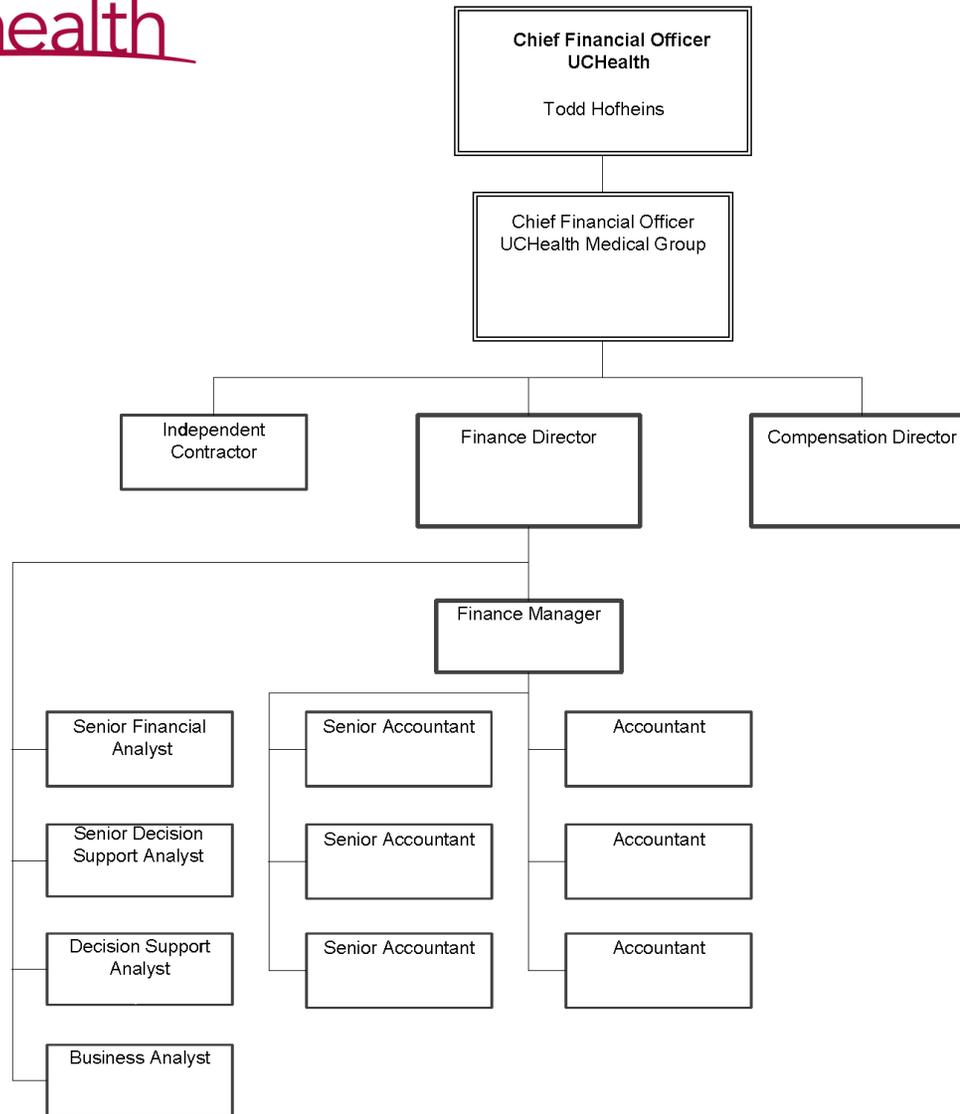
UCHealth, and its associated facilities, complies with applicable federal and state civil rights laws and does not discriminate on the basis of race, color, national origin, language, culture, ethnicity, age, religion, sex, mental or physical disability, sexual orientation, gender expression, gender identity, veteran status, socioeconomic status, or any other characteristic prohibited by federal, state, or local 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 UCHealth 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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UCHealth Medical Group
Finance Department



As of 09/09/2025



WittKieffer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit healthcare delivery, science, and education – the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better.

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