



Senior Vice President & Chief Physician Executive

Leadership Profile

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WittKieffer

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The Opportunity

Valley Children's Healthcare seeks a collaborative, relational, and compassionate physician leader to serve as its next Senior Vice President & Chief Physician Executive (CPE). Reporting to the President and Chief Administrative Officer, the CPE is responsible for leading a nationally distinguished clinical enterprise to the highest levels of pediatric care across the region.

Valley Children's Healthcare was founded more than 70 years ago by five visionary mothers who dreamed of establishing a children's hospital to provide high-quality healthcare for the Valley's children close to home. Over the last 70 years, that vision has grown into one of the largest pediatric healthcare networks in the nation, seeing over 600,000 patients across the spectrum of care. Valley Children's offers highly specialized medical and surgical services to care for children with conditions ranging from common to the highly complex at the 358-bed stand-alone children's hospital that includes 28 regional NICU beds, seven regional specialty care centers, nine pediatric primary care practices and women's health services.

In addition to providing services throughout the Central Valley in its own locations, Valley Children's partners extensively with hospitals and referring providers throughout the region to enhance care for kids in their local communities. This includes providing pediatric hospitalists, neonatologists, pediatric intensivist, Maternal Fetal Medicine physicians, cardiologists, and telemedicine support in numerous hospitals throughout the Valley. In addition, Valley Children's has developed both inpatient and outpatient clinical partnership programs to work with community hospitals and referring providers to improve the care they provide. These programs include clinical education, guidelines, CME, policy and procedure support and numerous other activities.

From performing the first open-heart surgery in the Central Valley to being the first children's hospital west of the Rockies to receive the prestigious Magnet Nursing designation to being recognized by *U.S. News & World Report* as a best children's hospital, Valley Children's Healthcare has an unwavering commitment to providing the best care for kids. This is exemplified by an uncompromising commitment to quality and safety, reflected in its rigorous clinical standards and culture of continuous improvement. The organization has earned repeated Leapfrog "A" Hospital Safety Grades and recognition as a Leapfrog Top Children's Hospital.

As the key physician executive within Valley Children's, the CPE will be an important contributor to the future strategic vision and leadership that delivers nationally leading care that is unified across the clinical enterprise. The CPE is an instrumental driver in designing, strategizing and implementing a centralized approach in advancing excellence in clinical care and care delivery. The CPE will have oversight for matters related to provider performance and will enhance a culture that promotes the highest quality of care across all sites. Creating a structure and plan for clinical service delivery, this physician leader will be responsible for developing new care models that transcend settings, promoting care access and enhancing the patient and family experience across the clinical enterprise. Additionally, the CPE will represent Valley Children's as the sole representative for the Specialty Physician's Group.

The CPE will be an innovative leader, responsive to the changing dynamics of the care delivery model. They will be committed to a data-driven approach to decision-making that incorporates analytics, technology, systems and processes to achieve institutional goals. The CPE will have an understanding of managing clinical operations and driving performance within a matrixed and continuously evolving environment and have leadership experience within a fast-growing market. Excellent interpersonal skills and a reputation of trust, credibility, fairness and high standards of professionalism are necessary for this physician leader. Candidates must possess an M.D. or D.O. degree with appropriate board certification. Candidates must also be eligible for a medical license in the state of California.

Organization Overview

Valley Children's Healthcare was founded more than 70 years ago by five visionary mothers who dreamed of providing high-quality healthcare for the Valley's children close to home. Today, with more than 670 physicians and 3,500 staff, Valley Children's provides comprehensive care to more than 1.3 million children in Central California. As one of the largest pediatric healthcare networks in the nation, Valley Children's offers highly specialized medical and surgical services to care for children with conditions ranging from common to the highly complex at the 358-bed stand-alone children's hospital that includes 28 regional NICU beds, regional specialty care centers, pediatric primary care practices and women's health services.



Valley Children's Healthcare FY24 Data:

- Beds: 358
- Discharges: 10,336
- Specialty Care & Complex Pediatric Visits: 217,111
- Emergency Department Visits: 97,172
- Total Patient Encounters: 606,891
- Pediatric Residents & Fellows: 290
- Medical Students: 109
- Non-physician Clinical Students: 1000+

Valley Children's Healthcare provides the highest quality care for children and their families. With commitment to excellence, compassionate care, and innovation, Valley Children's is the top choice for pediatric healthcare in Central Valley.

Valley Children's Healthcare (VCH) at a Glance:

Specialized pediatric care: Valley Children's is comprised of a diverse team of pediatric subspecialists dedicated to delivering comprehensive healthcare services tailored to the unique needs of children, from birth to young adulthood.

State-of-the-art technology and facilities: The organization offers cutting-edge medical technology at the forefront of pediatric healthcare innovation. In addition, VCH facilities and support programs are designed specifically for kids, easing the hospital experience for young patients and their families.

Compassionate, family-centered approach: VCH prioritizes the physical, emotional and psychological well-being of patients and families by providing a welcoming and supportive environment, and by putting the child and their family at the center of all efforts.

Advanced training for pediatric residents and fellows: VCH has a robust Pharmacy Residency and Fellowship Programs, Pediatric Residency Program, and Hospital Medicine Fellowship Program train the next generation of pediatric specialists, building on a legacy of excellence in pediatric healthcare.

Special focus on giving back to the community: Honoring the VCH mission and the founding mothers' vision, VCH is deeply committed to serving the children and families of the Central Valley, regardless of their ability to pay, and to giving back to the communities through education and kid-centered, community-based programming.

Since first opening in 1952, Valley Children's Healthcare has grown into a nationally recognized children's hospital known for pioneering firsts and clinical *breakthroughs*. From performing the first open-heart surgery in the Valley to being the first children's hospital west of the Rockies to receive the prestigious Magnet Nursing designation to being recognized by *U.S. News & World Report* as a best children's hospital, the Valley Children's Healthcare history is a testament to the organizations unwavering commitment to providing the best care for kids.

Mission, Vision, and Values

Mission: to provide high-quality, comprehensive healthcare services to children, regardless of their ability to pay, and to continuously improve the health and well-being of children.

Vision: to provide the nation's best healthcare for kids and to become the nation's best children's hospital.

Values:



- **Integrity:** We are honest and ethical, and we take responsibility for our actions.
- **Collaboration:** We promote teamwork and positive working relationships.
- **Compassionate Care:** We respond to others with warmth and kindness.
- **Innovation:** We continuously seek ways to improve and solve problems.
- **Excellence:** We are dedicated, disciplined and strive to be the best in everything we do, demonstrating high standards and dedication.
- **Stewardship:** We manage our resources effectively to achieve the best outcomes.

VCH Specialty Care Network:

The Extended Physician Network and ChildNet program connects Valley Children's with more than 450 board-certified primary and specialty physicians throughout Central California. This collaboration ensures that children have streamlined access to subspecialists while maintaining strong ties with their local pediatricians and family doctors for coordinated care.

Valley Children's offers a comprehensive range of specialty care services, including oncology, neurology, cardiology, orthopaedics, gastroenterology, maternal-fetal medicine, and neonatology. To expand access, the organization launched a telemedicine program in 2014, designed to bring pediatric specialists within "30 miles or 30 minutes" of families across the region. Using advanced diagnostic tools such as remote otoscopes, stethoscopes, and high-resolution cameras, clinicians can conduct virtual consultations and triage patients effectively, reducing travel burdens for families in rural areas.

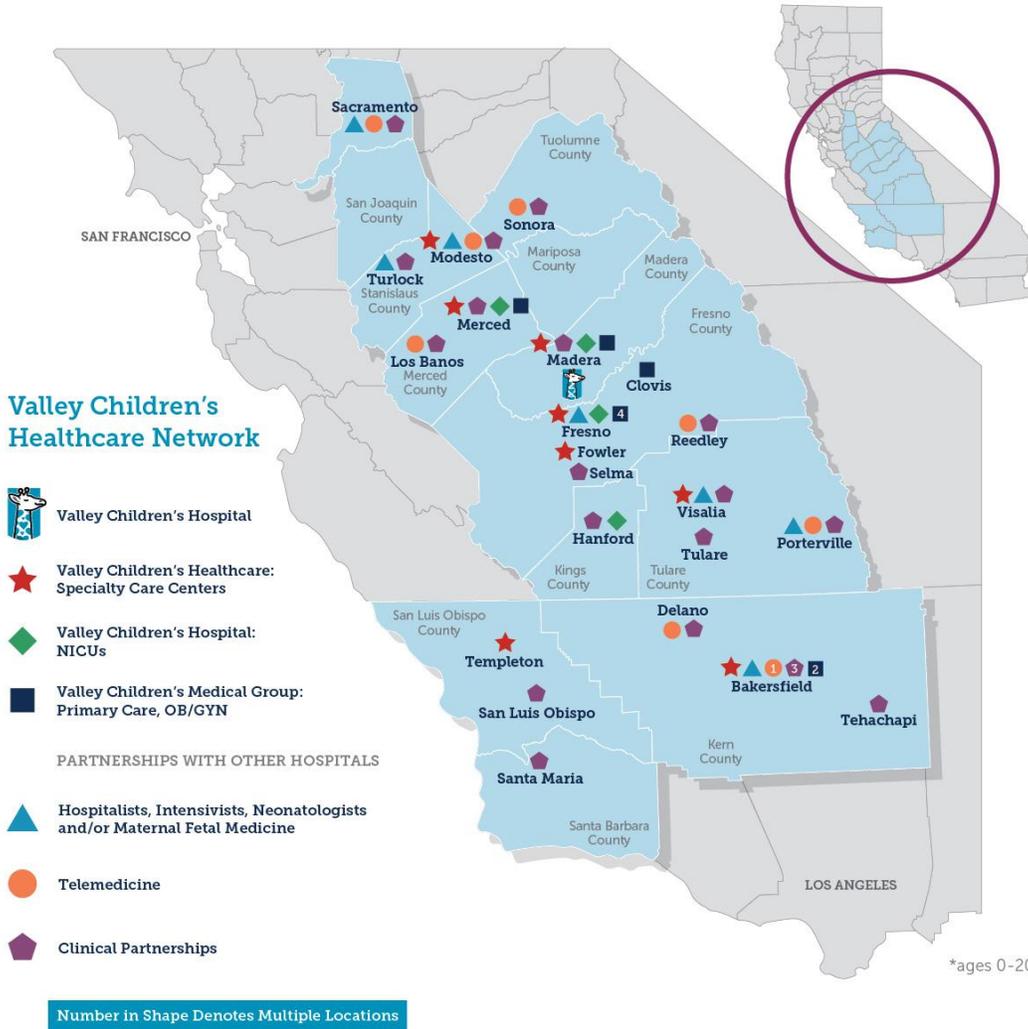
Valley Children's also prioritizes community engagement and strategic health planning through its Community Health Needs Assessment (CHNA), which identifies key health priorities for its 12-county service area. These initiatives include education, outreach, and partnerships with local organizations to address gaps in pediatric health and improve outcomes for underserved populations.

As Central California's only comprehensive pediatric health system, Valley Children's stands out as a leader in specialized care. With an integrated approach combining hospital-based services, regional clinics, telehealth, and community programs, makes VCH one of the largest and most advanced pediatric networks in the United States, dedicated to improving children's health from prenatal stages through young adulthood.



Our Specialty Care Network

Access to care closer to home for **1.3 million** children*



Main Campus 559-353-3000 • Access Center 866-353-KIDS (5437) • eReferral [ValleyChildrens.org/Refer](https://www.valleychildrens.org/Refer)

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Commitment to Quality Care and Patient Safety

Valley Children's provides nationally recognized care to the 1.3 million children in the Central Valley. In the past, rankings for children's hospitals relied largely on reputation and academic contributions to calculated rankings. But as data related to clinical quality and patient safety are more readily available, it has become increasingly important in assessing the quality-of-care children receive. For this reason, Valley Children's works hard to bring these results to the community.

Additionally, VCH has implemented the following organizational efforts to support a culture of safety and the goal of zero preventable harm – because zero harm is better when it comes to quality and patient safety.

Healthcare networks across the country are guided by best practices – known as systems or pillars of safety – to provide the highest level of care. In fact, quality in a hospital setting is measured by a variety of these systems that anticipate and prevent a medical error before it causes harm to a patient. These systems follow six domains identified by The Institute of Medicine to ensure the quality of healthcare: safe, effective, patient-centered, timely, efficient and equitable.



As the trusted champion for kids in the Central Valley, VCH works collaboratively across all disciplines to identify new and innovative ways to enhance these systems to ensure families can continue to count on the VCH organization. At Valley Children's, everyone makes a personal commitment to safety, is accountable for clear and complete communication and supports a questioning attitude.

At Valley Children's, advancing health equity is a foundational element of the organization's mission. VCH is dedicated to ensuring that all individuals, regardless of their background, receive the highest quality of care to ensure they have the best outcomes. Through an established Equity Steering Committee, Valley Children's has ensured an equity lens in all clinical care to identify, mitigate and eliminate any disparities, if present, within the network as a measure to promote equitable care for all kids by:

- Establishing foundations to ensure optimal processes for identifying and resolving any safety disparities
- Conducting a gap analysis of solutions to patient safety
- Ensuring that data is complete and accurate as it relates to race/ethnicity
- Adopting metrics for safety disparities data
- Increasing awareness through education
- Promoting policy and processes that support the delivery of equitable care
- Data transparency

Providing the best care for kids in the Central Valley depends on systems that anticipate and prevent errors before they cause harm. Hospital executives, physicians and other bedside staff review, evaluate and address each improvement measure on a regular basis. Benchmarking activities at Valley Children's range from national patient satisfaction comparisons to national service benchmarking groups and can include honors and designations like the Magnet Recognition Program®.

As a member of Solutions for Patient Safety, Valley Children's has implemented the best safety practices as recommended by this network of 144 hospitals across the nation. By coming together to eliminate harm to patients, Valley Children's Healthcare is putting the needs of patients first.

As shown by patient outcomes, Valley Children's is ranked among the best in the nation in quality and patient safety and has been recognized as one of the nation's Top Children's Hospitals by The Leapfrog Group in 2019, 2020, 2022, 2023 and 2024.

Accreditations, Awards & Recognition

Valley Children's is committed to providing the best care and doing no harm in the process. In effort to ensure that current care processes are among the best in the nation, VCH turns to transparency and reporting. Valley Children's is currently accredited and recognized by many agencies and organizations, including:

- *U.S. News & World Report's* 2024-2025 Best Children's Hospitals has ranked Valley Children's Hospital as one of the best children's hospitals in the country in Pediatric Orthopedics, Pediatric Pulmonology & Lung Surgery and Pediatric Urology. The rankings rely on clinical data and an annual survey of pediatric specialists.
- The Pediatric Intensive Care Unit (PICU) at Valley Children's Hospital earned the Beacon Award for Excellence from the American Association of Critical-Care Nurses (AACN).
- Valley Children's is a recipient of the Eureka Silver Award for Performance Excellence, the highest level of statewide recognition awarded to an organization in 2024. This notable achievement comes from the California Awards for Performance Excellence (CAPE) Program, administered by the California Council for Excellence. Valley Children's is only one of two organizations to receive this most advanced honor — and the only children's hospital in the state.
- Valley Children's has been nationally recognized for effectively using technology information management to improve patient safety and outcomes. In their 2024 Digital Health Most Wired Survey, the College of Healthcare Information Management Executives (CHIME) awarded Valley Children's a level eight achievement for Acute and Ambulatory services, signifying that VCH has not only implemented advanced technologies, but are also leveraging these technologies in innovative ways and have encouraged deep adoption across the entire network.
- The only free-standing pediatric rehabilitation center in California accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF), Valley Children's is one of only two free-standing pediatric rehab centers on the West Coast certified by CARF.
- Valley Children's Hospital is a Joint Commission Accredited Hospital and Home Care Agency. The Joint Commission's accreditation is a nationwide seal of approval. Valley Children's was re-accredited in 2021, meeting all Joint Commission standards in safety and quality of care.
- Valley Children's has been ranked a Top Children's hospital by The Leapfrog Group for the fifth time, highlighting its nationally recognized achievements in patient safety and quality. Top Hospitals have better systems in place to prevent medication errors and provide higher quality of care. As only one out of eight children's hospitals in the nation exceed the toughest standards in healthcare, Valley Children's is proud to be ranked among the best in the nation for exceptional performance and for putting patients first.
- The American Nurses Credentialing Center has recognized Valley Children's for quality patient care, nursing excellence and innovations in professional nursing practice with four consecutive designations beginning in April 2004. Valley Children's was the first pediatric hospital west of the Rockies to receive Magnet® designation and has remained in the elite group of less than seven percent of hospitals nationwide for the past decade.
- Valley Children's is the only hospital in Central California to be named a Level 4 epilepsy center by the National Association of Epilepsy Centers (NAEC). Level 4 epilepsy centers have professional expertise and facilities to provide the highest level medical and surgical evaluation and treatment for patients with complex epilepsy.



Position Summary

As the top physician executive within the executive team, the CPE will be an important contributor to the future strategic vision and leadership that delivers nationally leading care that is unified across the enterprise. The CPE is an instrumental driver in designing, strategizing and implementing a centralized approach in advancing excellence in clinical care and care delivery. They will play a key role in the further integration of coordinated clinical service delivery that maximizes efficiency, enhances quality and continuously optimizes care.

This physician leader will have oversight for matters related to provider performance and will enhance a culture that promotes the highest quality of care across all sites. The CPE will lead the alignment of clinical services to provide consistency in care while advancing growth and complexity of the care delivered. This physician executive will formulate and implement a strategy to guide clinical quality across the enterprise and will operationalize key objectives in concert with the executive leadership.

The CPE will take a collaborative and pragmatic approach to achieving organizational goals that will position Valley Children's among the top pediatric institutions in the nation. Critical to achieving these goals is developing a comprehensive understanding of the underlying mechanisms and dynamics of the organization.

Working within a rapidly growing and dynamic system, the CPE will lead the development of physician leaders and will be committed to a culture that is supportive of physicians. They will build relationships in order to best serve patients and will work in tandem with other leaders. Part of managing relationships will be leading the continued unification and alignment across a pluralistic medical staff of faculty and employed and independent physicians.

Reporting Relationships

Reports to: President & Chief Administrative Officer, Valley Children's Hospital

Direct Reports: President, Valley Children's Specialty Medical Group

VP, Medical Group and Ancillary Services

VP, Medical Affairs, Physician Wellness & Development

Director, Quality, Patient Safety and Clinical Value

Residency Program Director

The position requires the ability to work effectively with many different constituencies, both internally and externally, and represents Valley Children's Healthcare regarding medical affairs in national, regional, state and local associations and planning agencies. In conjunction with the President & CAO, this position serves on the Joint Performance Improvement Committee and fosters communication and coordination between the hospital and the medical staff.

Essential Functions and Responsibilities

The following represents essential functions and responsibilities for the CPE. They are not listed in any particular order of priority.

- Actively participates in the development of system vision and strategy for creating an integrated system of care aligned with the goals and needs of the mission that results in optimal financial, clinical and operational performance.

- Leads and models a culture that is patient-centered, mission-driven, and grounded in Valley Children's freestanding children's hospital identity and strong community roots.
- Strategizes and drives process improvements focused on innovative care delivery and operating models designed to improve clinical services, outcomes and promote a patient-centered environment.
- Partners with administrative leaders to design and implement structures, processes, and governance for service lines that require immediate attention.
- Leads the management, growth and stability of clinical services and programs. Provides effective leadership to engage and involve physician leaders in organizational strategy, execution of initiatives and evaluation of efforts.
- Oversees efforts to continually improve safety, effectiveness, efficiency, patient centeredness and timeliness of healthcare for all patients in all care settings.
- Partners closely with the physician and clinical leaders in matters related to clinical operations, quality, safety and strategy.
- Monitors priority projects and initiates with a focus on identifying emergent issues and risks to the executive team, with the ability to influence executive leaders to ensure initiatives reach successful completion.
- Works closely with other executives in a highly collaborative environment where decisions are thoughtful rather than reactive, and where the CPE functions as a key partner rather than an isolated change agent.
- Bring credibility as an experienced practicing physician who understands workforce shortages, burnout symptoms, and day-to-day clinical realities.
- Uses data and clinical information to inform decisions, support healthy disagreement, and move the organization toward continuous improvement.
- Support the development, integration, and performance of complex programs in collaboration with service line and departmental leaders.
- Collaborates with community regional medical centers and other hospitals to ensure timely access to pediatric specialty care across the valley.
- Promotes a collegial, non-competitive atmosphere in which teammates feel valued, understand expectations, and are held accountable for their actions.
- Help clarify and reinforce accountability and reporting relationships for medical directors.

Goals and Objectives

The following represent areas in which the CPE is expected to make significant progress within the first 18 to 24 months.

- Establish personal and professional credibility as an approachable, credible and effective physician leader. It is essential that the CPE is visible and gains credibility as a leader who champions and advances the clinical delivery model objectives while exhibiting an appreciation for the unique culture and needs of each hospital and the greater physician community.
- Continue the advancement towards top decile performance of pediatric institutions. Become nationally recognized as a sophisticated and leading healthcare delivery enterprise offering reliable and consistent healthcare delivery and having information flow and infrastructure ensuring smooth patient access, service excellence in execution and ultimately exemplary outcomes.
- Provide strategic and visionary input to implement measures to transform and improve clinical quality, patient safety and the patient experience. Develop the foundation and structure to improve care delivery and establish a consistent patient experience by enhancing clinical integration and standardization of care where possible across Valley Children's.
- Champion a data driven environment and lead the ongoing transformation/evolution of the care delivery system. Use data to inform decision making on improving performance, eliminating waste, enhancing safety and improving outcomes.
- Identify and address areas of workforce shortages in order to support the spectrum of care. This includes identifying new models of care and solutions that still maintain the clinical excellence of the service area.
- Develop an infrastructure that promotes physician and clinical leadership and develops others to build internal capabilities and the talent that facilitates succession. Partner with organizational leaders to assess and address physician and advance practice provider engagement, burnout and the practice environment.
- Advance service line growth and program development to meet regional needs and expand access.
- Develop and maintain a culture of service and patient-focused models of practice, which support the achievement of exceptional patient satisfaction. Establish and monitor meaningful performance measures, which ensure and demonstrate excellence in clinical care and delivery of services.
- Translate strategic priorities into operational reality; align communication, accountabilities, resource capabilities, internal processes and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.

Candidate Qualifications

Education/Certification

- An MD or D.O. from an accredited institution with board certification in pediatrics or pediatric based specialty.
- Eligible for licensure in the state of California.
- An advanced degree in healthcare or a business-related field is desirable.

Knowledge and Work Experience

- Demonstrated success as a clinical leader, providing effective administrative and physician leadership, including direct operational oversight of physicians.
- Successful experience in the mentoring and development of physician leaders.
- Must demonstrate the interpersonal skills needed to resolve conflict and to promote partnership with the constituencies.

Leadership Skills and Competencies

- Proven ability to collaborate with multidisciplinary teams.
- Track record of successful project management, demonstrating an innovative mindset with a focus on continuous improvement
- Ability to make critical decisions under pressure, maintain composure, and use sound judgment.
- Must effectively communicate (both written and oral) with peers, staff, legal counsel, board members, and physicians (including large group presentations).
- Requires an exceptional level of people skills, sensitivity, tact, and diplomacy.
- A champion for excellence, one who believes in unwavering patient care and service to the community.
- Possesses the self-confidence, professionalism, and communication skills needed for interacting with all levels of leadership and staff.
- Makes decisions systematically and under pressure, builds consensus, can make difficult/unpopular decisions, and considers the impact of decisions.
- An effective physician leader with a reputation for honesty, integrity, credibility, and the capacity for building strong, trusting relationships with individuals at all levels of the organization. Visible, approachable, and accessible.

The Community

Madera, California

Nestled in the heart of Central California, Madera offers a unique blend of affordability, natural beauty, and economic growth that makes it an ideal destination for professionals and families. Located just 23 miles north of Fresno, Madera serves as a gateway to Yosemite National Park and the Sierra Nevada, providing residents with unparalleled access to outdoor adventures. With a Mediterranean climate and over 260 days of sunshine each year, life in Madera is perfect for those who value an active, outdoor lifestyle.



Community and Quality of Life

Home to approximately 68,000 residents, Madera combines small-town charm with modern amenities. Housing remains significantly more affordable than California's coastal cities, with a median home value around \$311,000, making homeownership attainable for many. The community is family-oriented, supported by the Madera Unified School District and local colleges such as Madera Community College.

Economic Opportunities

Madera's economy is rooted in agriculture, producing almonds, grapes, and wine, while also expanding into healthcare and manufacturing sectors. This growth creates diverse job opportunities and fosters a stable economic environment. Workforce development programs and proximity to major transportation routes make Madera an attractive hub for professionals seeking career advancement without sacrificing quality of life.

Recreation and Lifestyle

Madera offers a vibrant lifestyle filled with cultural events, outdoor recreation, and family-friendly activities. Residents enjoy local attractions like the Madera County Museum and the renowned Madera Wine Trail, featuring award-winning wineries and tasting rooms. For families, options abound — from Lions Town & Country Park and Skywalk Trampoline Arena to nearby destinations like the Fresno Chaffee Zoo and Rotary Storyland & Playland. Outdoor enthusiasts can explore Nelder Grove's giant sequoias or take day trips to Yosemite, Kings Canyon, and Sequoia National Parks.

Affordable housing, a welcoming community, and proximity to world-class natural wonders make Madera a smart choice for those seeking balance between work and play. Whether you're drawn by career opportunities, family-friendly neighborhoods, or the allure of California's wine country, Madera offers a lifestyle that's both enriching and attainable.

More on Madera, CA & Valley Children's Healthcare

[Follow Your Heart - Physicians](#)

[Physician Recruitment - YouTube](#)

[Physician Jobs | Valley Children's Healthcare](#)

[The Pulse | A Valley Children's Healthcare Publication](#)

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 Valley Children's Healthcare with this recruitment, preferably via e-mail, to bamaral@wittkieffer.com or by phone, 781-564-2618.

Please direct all nominations and applications to Michael Raddatz, Brittany Amaral, Imran Ali 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.

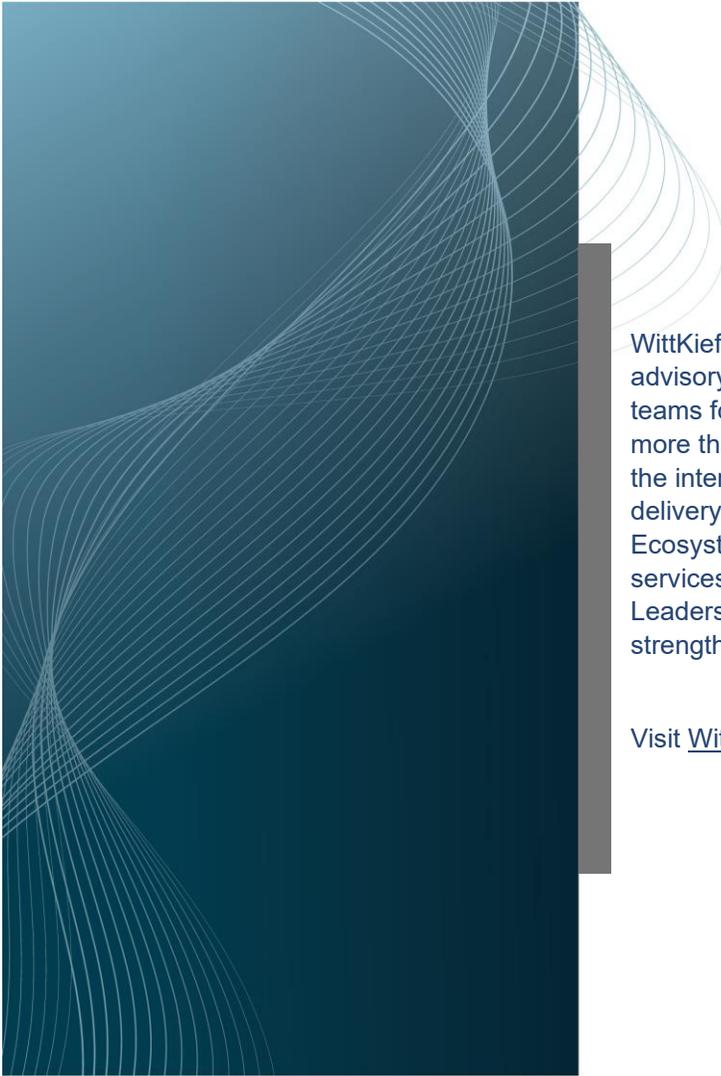
| | | |
|---|---|--|
| <p>Michael Raddatz Senior Partner 630-575-6106</p> | <p>Imran Ali Consultant 630-903-9699</p> | <p>Brittany Amaral Associate 781-564-2618</p> |
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Valley Children's Healthcare values diversity and is committed to equal opportunity 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 base salary range for this position is \$650,000-\$825,000. The salary of the candidate selected for this role will be set based on a variety of factors, including but not limited to qualifications, experience, education, licenses, specialty, and training. The salary hiring range represents the Valley Children's good faith and reasonable estimate of the range of possible compensation at the time of posting.

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 Valley Children's Healthcare 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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