

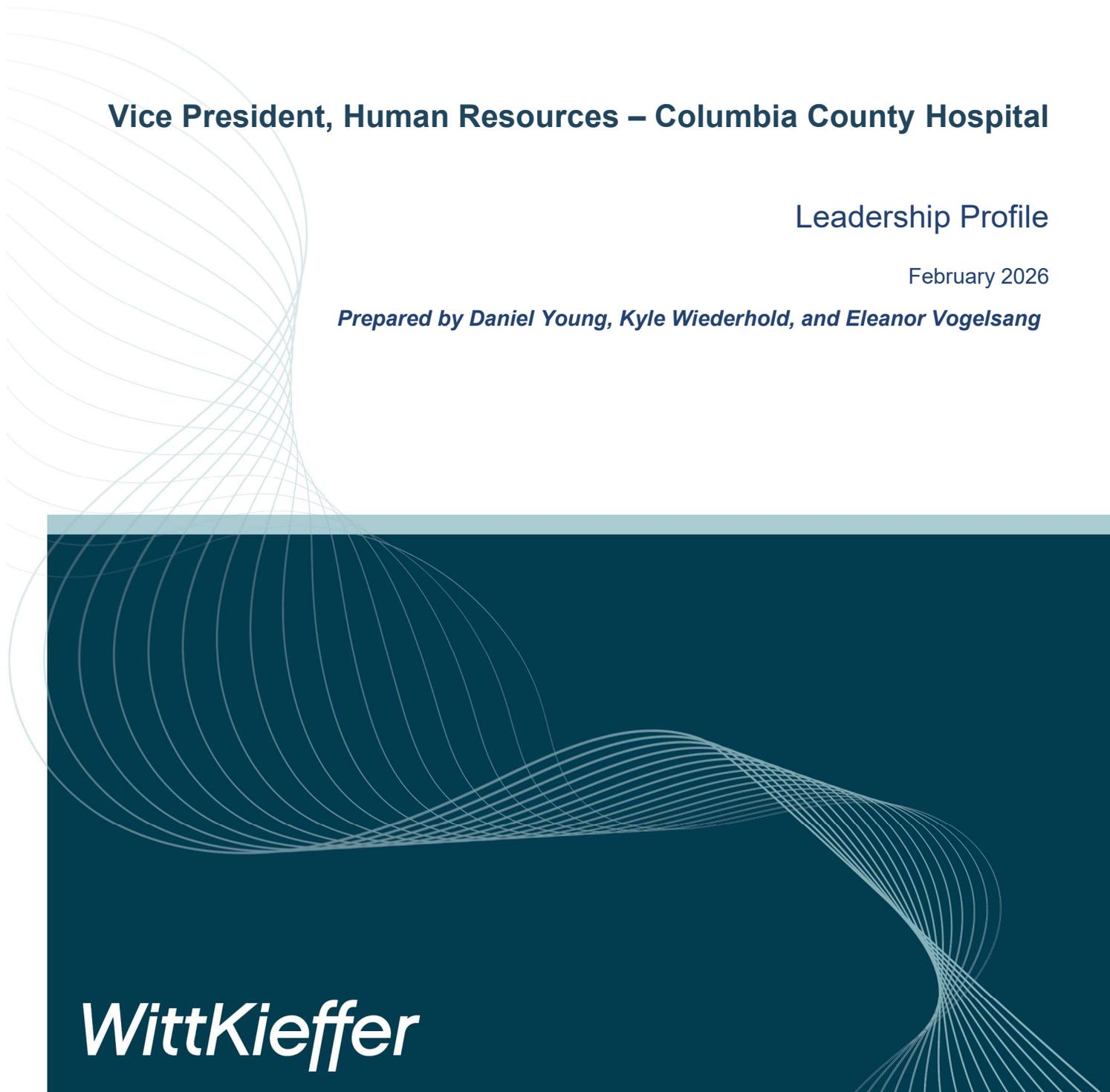


# Vice President, Human Resources – Columbia County Hospital

## Leadership Profile

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*Prepared by Daniel Young, Kyle Wiederhold, and Eleanor Vogelsang*

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**WittKieffer**

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## The Opportunity

This is an exciting opportunity to join Wellstar Health System, one of Georgia's largest and most respected not-for-profit health systems and lead the ground-up opening of its Columbia County Hospital. You will serve as the strategic HR partner, helping to shape this brand-new hospital's organizational culture and workforce from its ongoing planning stages through its grand opening and sustained operations. This high-profile role reports directly to the Senior Vice President, Human Resources and demands an experienced, agile healthcare HR leader ready to build a premier patient care environment from scratch.

The successful opening and clinical excellence of Columbia County Hospital hinges entirely on the strength of its people, and this role is the linchpin of that success. As Vice President, Human Resources (VPHR), you will be deeply embedded with operational leadership, forging a true partnership with hospital executives to translate strategic vision into actionable workforce plans. This includes partnering with COE colleagues around innovative talent acquisition and retention strategies in a competitive healthcare market, establishing robust employee relations processes, and implementing performance management systems that foster a culture of PeopleCare, Wellstar's commitment to placing people at the center of everything they do. This is a chance to move beyond transactional HR and deliver truly transformative value as a key business driver.

Columbia County, Georgia, and the surrounding Augusta-Richmond County Metropolitan Area offer an exceptional quality of life and a highly educated talent pipeline. Known for its award-winning public school system, beautiful parks, and proximity to major attractions like Clarks Hill Lake and the Savannah River, Columbia County is consistently ranked as one of the best places to live in Georgia for families. The area benefits from a dynamic economy and a strong sense of community, which is further enhanced by a significant military presence. Your challenge will be to leverage these local assets—the community spirit, high standards of living, and diverse talent pool—to attract and retain the very best physicians, nurses, and support staff, thereby positioning the new hospital as the employer of choice in the region.

You will be joining a system with a powerful mission: to enhance the health and well-being of every person they serve. Wellstar Health System operates across a vast network that includes hospitals, medical office locations, and specialized centers, united by a commitment to pursue excellence and honor every voice. Wellstar reinvests thoughtfully in prevention, wellness programs, and charity care, reinforcing its non-profit commitment to the communities it serves. This is your opportunity to carry that legacy forward in a brand-new hospital, embedding Wellstar's values—Compassion, Excellence, and Integrity—into the DNA of the Columbia County Hospital staff. Your leadership will ensure the hospital's workforce is not only highly skilled but deeply aligned with its vision to deliver world-class healthcare to every person, every time.

If you are a proven HR leader with a deep background in the complex, high-stakes environment of healthcare, and if the thought of building a hospital's team and culture from the ground up excites you, then this is your next career step. This VPHR role offers the unique professional satisfaction of being a founding executive on a major healthcare project in a rapidly growing and attractive part of the South. You will have the resources of a major health system behind you, the strategic mandate to innovate, and the autonomy to create a best-in-class operational HR model. Seize this chance to make an indelible impact on patient care and the lives of thousands of team members in Columbia County.

## Organization Overview

### Wellstar Columbia County Medical Center

Wellstar Columbia County Medical Center, currently under construction in Grovetown, Georgia, is set to be a 100-bed acute care hospital featuring a Level II Trauma Center within its emergency department. Columbia County is directly adjacent to Richmond County, where the current Wellstar MCG Health location is located. The facility will encompass approximately 250,000 square feet and is scheduled to open in September 2026. Adjacent to the hospital, a 90,000-square-foot medical office building will offer services in women's health and other specialties.

This development addresses the healthcare needs of Columbia County, one of the fastest-growing counties in the state of Georgia. Wellstar Health System is investing approximately \$400 million in capital dollars in Columbia County with the new hospital, adjacent Medical Office Building, and planned Evans Health Park (Lite). Additionally, there has been a recent acquisition of three urgent care locations in Columbia County

## Expanding Access to Care in Columbia County



**Wellstar Columbia County Medical Center** marks the next chapter in Wellstar's ongoing commitment to expand access to world-class care across Georgia. **Opening fall 2026**, the **six-story, 254,000-square-foot hospital** will bring full-service acute care closer to home for people in Columbia County and surrounding communities. Residents of Richmond County and neighboring areas can continue to receive the same high-quality care at our downtown Wellstar MCG Health Medical Center campus.

### Wellstar Columbia County will include:

- 100 inpatient beds – 16 intensive care and 84 medical-surgical
- Two catheterization/interventional radiology rooms
- 19-room Emergency Department – expected to become a Level II Trauma Center
- On-site pharmacy with Meds-to-Beds program
- Six operating rooms
- Two endoscopy rooms
- Helipad for rapid critical care transport

### Comprehensive care – all in one place

Adjacent to the hospital, the **four-story, 92,000-square-foot medical office building** will offer convenient outpatient access to:

- Primary Care
- Oncology
- Neurology
- Urology
- Obstetrics & Gynecology
- Cardiology
- Gastroenterology
- General Surgery
- Orthopedics
- Pulmonology
- Ear, Nose & Throat (ENT)

The connected building design brings care teams together in one place, creating a **seamless experience for patients and families** across the region.

### Designed with people in mind

Local patients, families, and clinicians helped shape the hospital's layout and features, resulting in a space that enhances care through:

- Inclusive design that supports people at every age and stage of life
- Adaptable spaces that evolve with new technologies and care needs
- Modular construction that allows the hospital to grow alongside the community
- Advanced technology and future-ready operating rooms to optimize workflows, safety, and surgical excellence

### Partnering for Columbia County's future

Currently, **Columbia County is the largest county in Georgia without its own hospital**. The new medical center reflects years of collaboration and vision from community leaders, including Augusta University, University System of Georgia, Columbia County management team, Board of Commissioners, and Columbia County Hospital Development Authority.

### Wellstar Columbia County will strengthen care and create new opportunities:

- **More than 1,200 new jobs** created in the region, with team members hired from the Augusta area and throughout the country. To join our team, visit: [www.careers.wellstar.org](http://www.careers.wellstar.org).
- **Partnership with Augusta University and Medical College of Georgia** to expand teaching, research and clinical excellence
- **Graduate Medical Education programs** that help train and retain new physicians to serve the region
- **Employment opportunities for veterans and service members**, recognizing the valuable experience they bring to healthcare

This collaborative approach embodies what Wellstar stands for – **compassionate, world-class care for every person – what we call PeopleCare.**

### Wellstar Medical College of Georgia

The most recent addition to Wellstar Health System is Augusta University Health (AU Health), a world-class healthcare network located in Augusta, Georgia. AU Health will now be known as Wellstar MCG Health (WMCG). WMCG offers the most comprehensive primary, specialty, and subspecialty care in the region. WMCG provides skilled, compassionate care to its patients, conducts leading-edge clinical research, and fosters the medical and clinical education and training of tomorrow's health care practitioners, including physicians, nurses, and allied health trainees.

Being an academic health center, WMCG has three primary missions: patient care, education, and research. It provides a full range of clinical services and maintains the infrastructure to foster education and research.

Physicians have been recruited from across the country to provide outstanding world-class care due to their most up-to-date knowledge and training. Many of our healthcare professionals train the next generation of caregivers, while others conduct pioneering research that improves medical diagnosis, treatments, and technology, bringing the medicine of tomorrow to patient care today, with an emphasis on patient- and family-centered care.

Outstanding clinical service lines have been focused on oncology, neurology, cardiology, pediatrics, and orthopedics. Other services include neurosciences, transplant, digestive care, women's health, and virtual care. Given its location and the surrounding rural counties, several rural health initiatives are available.

In addition to providing care in the Augusta area, WMCG physicians travel to satellite practice sites throughout Georgia, demonstrating the organization's commitment to caring for people across the state and region. The

affiliation with Wellstar Health is expected to enhance healthcare access and expand physician training opportunities across Wellstar Health facilities.

WMCG's thriving academic health center is affiliated with the following entities:

**Augusta University** – The Health Sciences Campus of Augusta University comprises the Colleges of Allied Health, Dental Medicine, Graduate Studies, and Nursing, as well as the Medical College of Georgia, the nation's 13th oldest and sixth-largest medical school, with an annual enrollment of 264 students and a total of 930 medical students.

**Graduate Medical Education** – The Medical College of Georgia, along with its affiliation with teaching hospitals, trains approximately 572 residents and fellows.

**Faculty Group Practice Plans** – Group Practice Plans include AU Medical Associates, the AU Dental Associates, the Allied Health Practice Group, and the School of Nursing Faculty Practice Group.

## Overview of Services

- 478-bed Wellstar MCG Medical Center (providing tertiary and quaternary care)
- 412-staffed adult beds
- ACS-accredited Trauma Center with a dedicated OB Emergency Department
- 21 operating rooms
- Critical Care Center, housing a 13-county regional Level I Trauma Center
- 154-bed Children's Hospital of Georgia – the second largest Children's Hospital in Georgia
- 112-staffed pediatric beds
- 60 pediatricians, specialists, and sub-specialists
- 8 dedicated operating rooms
- Designated as the state's regional perinatal center with Level IV NICU
- ACS-designated pediatric Level II Trauma Center
- Georgia Cancer Center
- Provides comprehensive and multi-disciplinary care, innovative research, and support services.
- Pursuing NCI-designated Comprehensive Cancer Center designation
- Only Bone-Marrow Transplant and CAR-T Transplant Center outside of Atlanta
- 21 medical oncologists, 7 surgical oncologists, 4 radiation oncologists
- Roosevelt Warm Springs Rehabilitation Center and Specialty Hospital
- 32-bed acute care hospital
- 52-bed inpatient rehabilitation hospital
- 20 physicians provide care to 615 patients annually
- More than 80 outpatient practice sites in one Medical Office Building
- Critical Care Center
- 13-county regional Level I Trauma Center
- Development of an extensive ambulatory network of locations in Richmond and Columbia counties and Aiken County, South Carolina
- 100-bed Columbia County Community Teaching Hospital (Under Construction)
- AirCare
- Launched in 2021 to support adult and children's critical care units

## Wellstar Health System

One of the largest health systems in Georgia is recognized nationally for its innovative care models, which focus on quality improvement and increased access to healthcare. Staying ahead of the technology curve has enabled Wellstar to be a leader in both the diagnosis and treatment of a wide range of health conditions. Serving a diverse population, Wellstar consistently focuses on total patient wellness and works to ensure that all systems support this focal point.

At Wellstar, patients are the center of everything. Nationally ranked and locally recognized for high-quality care, inclusive culture, and exceptional doctors and caregivers, Wellstar Health System is one of Georgia's largest and most integrated healthcare systems. Our state-of-the-art facilities include:

- 11 hospitals
- 329+ medical offices
- 90+ rehabilitation centers
- 2 senior living centers
- 20 urgent care locations
- 2,729 licensed beds
- 11 cancer centers
- 3 hospice facilities
- 35 medical imaging centers
- 5 health parks

Every day, our team of over 30,000 healthcare professionals provides personalized care for patients at every age and stage of life.

Wellstar Health System is a nonprofit organization committed to being an engaged community partner. Wellstar thoughtfully reinvests in creating healthier communities each year through prevention and wellness programs, as well as charity care for eligible patients. The Wellstar Foundation supports our mission with funding for equipment, services, programs, and more.

### Decades of Distinction:

Wellstar consistently receives attention and accolades from national organizations that set standards for world-class care. Wellstar has been recognized with awards from organizations such as the Veterans Health Administration (VHA) and the Georgia Hospital Association (GHA), and has been named to the Partnership for Health and Accountability (PHA) Quality Honor Roll. Wellstar has also garnered recognition for exceptional expertise in clinical areas such as heart, cancer, and neurological care. Below are the most recent awards:

- Beacon Award from the American Association of Critical-Care Nurses (AACN) for Critical Care Excellence
- American Association for Respiratory Care (AARC) named Wellstar a Quality Respiratory Care Institution; only 700 of 5,000 U.S. hospitals achieve this distinction
- GHA Circle of Excellence Award, 2021
- [Georgia Trend Magazine Top Doctors](#) (2021) - 130 Physicians Recognized
- [Atlanta Magazine Top Doctors](#) (2020) - 79 Physicians Recognized
- GHA Patient Safety & Quality Summit Award; Medication Safety (2019)
- GHA Patient Safety & Quality Summit Award; Hospital/Health System (2019)
- To see a complete list of awards and recognition, click [here](#)

### Other Major Awards for Wellstar:

- Modern Healthcare's [2021 Top Organizations for Diversity](#)
- Named to Fortune's 100 Best Workplaces for Women, Fortune's Best Workplaces in Healthcare and Biopharma in 2021, and Fortune's 100 Best Companies to Work For in 2021

- Wellstar Cobb Hospital is one of only 6 hospitals in the state of Georgia to achieve the Baby-Friendly designation.
- Every year, Wellstar serves more than 600,000 patients through its emergency departments. Wellstar sees more emergency patients than any other health system in Georgia. Additionally, Wellstar North Fulton operates the busiest emergency department in the state.
- In 2020, Wellstar Paulding Hospital was awarded the Malcolm Baldrige National Quality Award, the nation's highest level of recognition for performance excellence. It is the first healthcare organization in the state of Georgia to ever receive it.

## Other Entities of Wellstar Health System

### Wellstar Kennestone Regional Medical

Wellstar Kennestone Regional Medical Center in Marietta, Georgia, is known as a regional destination for world-class healthcare. The 633-bed flagship facility of Wellstar Health System offers patients a state-of-the-art cardiac program, advanced neurosciences surgery and radiology, innovative cancer treatment, one of the country's only ICU mobility programs, and a nationally recognized NICU. The hospital also includes the only designated Level II Trauma Center in northwest Atlanta and is one of the busiest in the state.

Wellstar Kennestone Regional Medical Center has been recognized with an "A" Hospital Safety Score by The Leapfrog Group, is recognized as one of Healthgrades' 100 Best Critical Care Hospitals, and has been honored with the Academy of Medical-Surgical Nurses PRISM Award. Other Recent distinctions include the prestigious "3 Star" quality rating from the Society of Thoracic Surgeons; designation as an American Heart Association/American Stroke Association Target Stroke Facility; accreditation from the Society of Chest Pain Centers; designation as a UnitedHealth Premium specialty center in total joint replacement; and designation as a Bariatric Surgery Center of Excellence.

### Wellstar Cobb Hospital

Located just 20 minutes outside of Atlanta in Cobb County, Wellstar Cobb Hospital is a leader in healthcare. The 387-bed facility provides comprehensive services for the entire family, from birth to geriatric care. The Family Birthplace at Wellstar Cobb offers a family-centered approach to care, featuring an outstanding medical team of obstetricians and pediatricians, along with the amenities of Labor and Delivery, Recovery, a Level II Trauma and Burn Center, and a Level III NICU.

### Wellstar West Georgia Health System

Wellstar West Georgia Medical Center, a 276-bed, full-service hospital, has provided healthcare services to residents of West Georgia and East Alabama for over 75 years. In addition to the medical center, the health system includes two skilled nursing facilities with a shared total of 266 licensed beds, Enoch Callaway Cancer Treatment Center, Georgia Heart Clinic, a 92-apartment retirement community, and a 16-bed inpatient hospice home, and a full suite of outpatient services including home health, home hospice, laboratory, occupational medicine, rehabilitation and wound care. Recently, Wellstar West Georgia Medical Center was named one of the nation's 100 Top Hospitals by Truven Health Analytics, now part of Watson Health. Wellstar West Georgia Medical Center is a Level IV Trauma Center. West Georgia Medical Center's Emergency Department has received accreditation as a Chest Pain Center with Percutaneous Coronary Intervention (PCI) from The Joint Commission, recognizing the excellent and comprehensive care provided to cardiac patients. They have earned the Healthgrades Patient Safety Excellence Award, Ranking in the Top 10% in The Country.

## Wellstar North Fulton Medical Center

Wellstar North Fulton Medical Center has served North Fulton and the surrounding communities since 1983. Licensed for 218 beds, it is a state-designated Level II Trauma Center that provides a wide continuum of services, including neurosciences, women's health, orthopedics, rehabilitation, stroke care, surgical services, gastroenterology, and oncology.

The hospital is certified as a Primary Stroke Center by the Joint Commission, is fully accredited, is an ACS Verified Trauma Center, and is also recognized by the American College of Surgeons' Commission on Cancer as an Accredited Cancer Program.

Wellstar North Fulton Medical Center is the first hospital in Georgia to offer parents a private live stream of their baby in the Neonatal Intensive Care Unit (NICU), enabling them to see their baby at all times when they are unable to be present.

## Wellstar Spalding Regional Hospital

Wellstar Spalding Regional Hospital (SRH) includes the regional medical center and a critical access hospital. SRH is a 160-bed acute care facility that has been serving the residents of Spalding, Pike, Lamar, Butts, and Henry counties for over 100 years. Services include joint replacement, Primary Stroke Center, interventional cardiology, imaging, radiology, oncology, and other outpatient services.

## Wellstar Windy Hill Hospital

Wellstar Windy Hill Hospital is a 115-bed facility located in Marietta, Georgia. The hospital is known for its Long-Term Acute Care (LTAC) program, specialized surgical services, and interventional radiology expertise, which includes its minimally invasive Center for Fibroid Care. In addition, Windy Hill's orthopedic center offers comprehensive outpatient care, including total knee and hip joint replacements, as well as world-class pediatric orthopedic services.

## Wellstar Paulding Medical Center

Firmly rooted in Paulding County and proudly integrated into the community's history, Wellstar Paulding Medical Center is a 112-bed hospital designed with patient care in mind, offering the region's safest, most sustainable care. Filled with natural light and featuring innovative, safety-oriented design, the new eight-floor, 295,000-square-foot hospital is one of the first in the country to utilize a geothermal energy system, harnessing the heat from below the Earth's surface to provide heating and cooling for the hospital. Wellstar Paulding is a full-service acute care hospital offering a range of services, including Cardiovascular Services, Emergency, Neurosciences, Oncology, Orthopedics, Radiology, Rehabilitation, Critical Care/ICU, Inpatient Surgery, and more.

## Wellstar Douglas Hospital

Located in Douglasville, Georgia, Wellstar Douglas Hospital continues to rise to the healthcare demands and needs of the community's population of more than 120,000 residents. With 102 beds, state-of-the-art medical services and facilities, and a medical staff specializing in a wide variety of fields, the capabilities of this community-based hospital are exceptional.

## Wellstar Sylvan Grove Hospital

Wellstar Sylvan Grove Hospital is a 25-bed critical access hospital that has been serving the medical and health needs of residents in Butts County for 50 years. Sylvan Grove Hospital offers a 24-hour emergency room, rehabilitation services, outpatient diagnostic tests, physical/occupational/speech therapies, as well as other services.

## Wellstar Health Parks and Ambulatory Care Centers

Wellstar's Health Parks initiative involves the development of community-based outpatient care centers to be strategically located for convenient access within the northwest Atlanta metro area. Each Health Park may be slightly different in the services provided, but should contain some or all of the following: office space for primary care, pediatric and specialty physicians, outpatient surgery, diagnostic imaging and lab services, urgent care, primary care and specialty outpatient services such as cardiac, oncology, physical rehabilitation, and women's health. The system also plans to focus on the overall health and wellness of the community, not only through clinical services but also by providing services such as chronic disease management, complementary medicine, screenings, fitness programs, and education.

Currently, there are five large full-service Health Parks, including the Acworth Health Park, the East Cobb Health Park, the Vinings Health Park, the Avalon Health Park, and the Cherokee Health Park. Additional facilities and services include 17 urgent care centers and 20 diagnostic imaging centers. Many of these are integrated with Wellstar Medical Group clinic sites.

## Wellstar Medical Group

With more than 400 locations, Wellstar Medical Group is a physician-led medical group that includes over 2,000 community-based, employed providers representing 40+ specialties. In fiscal year 2023, Wellstar Medical Group had 2.8 million patient encounters, with over 40 percent occurring in primary care, 35 percent in medical and surgical specialties, and the balance in hospital-based specialties

The roots of the medical group date back to 1994, when Wellstar Health System launched Wellstar Physicians Group with the goal of creating a truly integrated health system where hospital-employed physicians work together with System leaders towards common goals. As a commitment to its physicians, the Physician Leadership Academy provides support in developing the next generation of physician leaders.

More than two decades later, the Wellstar Medical Group serves as a seamless continuum of healthcare services, including primary and specialty care, acute care, and ambulatory care, set in easily accessible ambulatory locations. For the patient, this means better care coordination, the convenience of scheduling, co-location of specialties, and the elimination of duplication through the sharing of key demographic and clinical information.

Included are the following:

- 400+ patient care locations
- Over 2,000 employed providers
- Approximately 5,300 total employees
- Over 40 specialties
- 18 urgent care centers
- Outpatient services including medical imaging, wound care, physical and cardiac rehabilitation
- On-site employee childcare center

## Wellstar Health Partners (Clinically Integrated Network)

Wellstar Health Network has been selected to participate in the Medicare Shared Savings Program, Accountable Care Organization (ACO), a multifaceted new program sponsored by the Centers for Medicare and Medicaid Services (CMS). Through the Shared Savings Program, Wellstar Health Network will collaborate with CMS to deliver high-quality services to Medicare fee-for-service beneficiaries. It includes both Wellstar Medical Group physicians and non-employed physicians who wish to participate with Wellstar in these initiatives.

## Wellstar Mayo Clinic Care Network

Wellstar has joined the Mayo Clinic Care Network, a growing network of like-minded organizations that share a commitment to better serving patients and their families. Wellstar providers will now have round-the-clock access to Mayo-vetted medical information and guidelines through a web-based provider resource.

## Wellstar Health Plan

In 2023, Wellstar made a strategic decision that the time was right to launch its own health plan. The population in Wellstar's service area is approximately 1.2 million, many of whom use Wellstar providers and sites for their healthcare needs. Wellstar believes its own health plan can address an unmet need in the marketplace for a high-quality plan at a reasonable cost, leveraging its broad network of services and providers. Wellstar has invested over \$500 million in its digital operating model, which the health plan can leverage to better serve patients and members through its product offerings.

## Wellstar Research Institute

Wellstar's clinical research program strives to improve the lives of its patients, physicians, and community. Since 2011, the Wellstar Research Institute (WRI) has been the centralized research administration arm of Wellstar Health System. Its work contributes to the development of innovative therapies and the overall advancement of medical science. WRI supports all Wellstar team members and its Wellstar Clinical Partner (WCP) affiliates who conduct research. WRI also advocates for the protection of patients who heroically volunteer as research subjects in clinical trials. Wellstar team members have extensive experience in research, and these studies have led to significant advancements in disease treatment and clinical practice. Today, more than 100 Wellstar team members and affiliate partners are involved in more than 300 research projects.

## Wellstar Foundation

For over 15 years, the Wellstar Foundation has served as a supporting organization for Wellstar Health System. As a not-for-profit health system, it is its responsibility to give back to the community. They do this by providing quality care to their patients and through the support of the Foundation. Of the tax-deductible contributions made to the Foundation, 100 percent is reinvested into services and programs for the underserved in their communities, as well as enhancing the facilities at Wellstar.

## How Wellstar Gives Back

[Wellstar Foundation](#) - Since 1985, the community has invested millions of dollars through the Foundation to ensure every Georgia resident has access to quality care. As a not-for-profit health system, our passion for people extends beyond our walls and into the communities we serve. Our vision is to ignite the passion of donors and partners, accelerating healthcare **innovation** and **wellness** to **create a healthier future for all**.

Wellstar provides more than \$950 million annually in unreimbursed care to the community - a number that is expected to increase with Wellstar's expanded footprint.

Through its robust Community Education & Outreach Department, Wellstar connects with more than 200,000 community members annually at Wellstar health fairs, mobile markets, school health programs, car seat safety checks, and other community events.

For additional information, visit <http://www.Wellstar.org>.

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## Position Summary

The Vice President, Human Resources (VPHR) is expected to be a credible leader and an engaged partner with the leadership teams of Wellstar Health System. Leading Human Resources means developing and maintaining a high-quality, comprehensive HR program that supports the institution's mission, values, and strategic plan.

This is a high-visibility, hands-on leadership role with an opportunity for significant organizational impact.

The VPHR reports to the Senior Vice President, Human Resources and will be dedicated to the day-to-day partnership with the leadership team of Columbia County Hospital.

The VPHR oversees and implements successful programs for employee relations, employee/management counseling and coaching, employment and onboarding, EEOC charges, unemployment hearings, legal issues, employee complaint investigations, employee activities, exit interview process analysis, and human resources-related metric analysis, such as turnover analysis. Expertise in all HR functional areas, including change management, performance management, talent management, engagement strategies, and process improvement, is required. Responsible for strategic and tactical balance, and achievement in driving HR service delivery and operational excellence.

### Key Initiatives

- Developing an HR Strategic Plan
- Creating a more effective human resource organization
- Achieving HR Service Delivery & Operational Excellence
- Building Organizational Capability and Talent Bench Strength
- Workforce Planning & Management
- Driving an "Employer of Choice" initiative

### Core Responsibilities

- Accountability for human capital, financial, programmatic, and quality performance, regulatory oversight, and standardization related to human resources.
- Sets prioritization of operations to achieve system objectives while assuring continuous quality improvement and outcome excellence for the Human Resource function.
- Develops operating and capital budgets; monitors to ensure variance analysis and resolution.
- Identifies high-risk areas for regulatory compliance; trains staff, monitors, and ensures compliance.
- Monitors HR performance outcomes via benchmark analysis and facilitates accountability via defined expectations and goals.
- Develops departmental/Division strategic plans and works with leadership to facilitate goal achievement.

## HR Consulting

- Lead and align the training and development of Wellstar’s supervisors, managers, directors, and senior leadership
- Proactively analyze the root causes of issues (before they become major or spread). Build open and strong relationships with line management, performing ongoing assessments and organizational diagnoses, and implement strategies and tactics appropriate to OD interventions to address and measure the effectiveness of HR work. Through careful analysis of trends, treat the problem (not symptoms) and resolve issues before they negatively impact business operations (i.e., recruitment, staffing, retention, conflict resolution, labor cost escalation, and productivity goals), and in order to improve and positively impact Wellstar’s performance
- Strategically partner with other HR & System leaders, especially in the areas of Benefits, Compensation, HRIS, Learning, Quality, Cultural Competence, Compliance, and Recruitment in developing, communicating, and “championing” programs designed to achieve system and operational objectives
- Promote integrated system focus (we/we = win/win), while balancing operating unit needs.
- Establish a mechanism for ongoing and effective communication to leaders on key organizational or site-specific initiatives

## Core HR Functions

- Regularly assess HR departmental operations’ effectiveness, including constantly surveying and improving customer satisfaction.
- Ensures compliance with EEO, OSHA, Immigration Laws, FLSA, JCAHO, and other regulatory bodies.
- In conjunction with the above, monitor the effectiveness and impact of Human Resource policies. Provide supervision and counsel to HR Consultant staff for employee relations and policy interpretation issues.
- Assume line management department responsibilities for Wellstar and HR (budget) operations.
- Provide leadership and creativity, and innovation for Wellstar recognition programs and other employee functions, including measuring the effectiveness of such programs.
- Participate in workforce development activities, i.e., long-range recruitment and retention strategies.

## Other

- Maintain metrics to determine the effectiveness of HR programs.
- Hold monthly department meetings with HR teams.
- Assist organizational leaders with town halls and other presentations as they relate to overall staff knowledge and engagement.
- Participate in multi-disciplinary teams to improve performance as indicated.
- Establish department-specific recruitment, retention, and staff engagement plans.
- Interact in a professional and positive manner with all levels of health care providers, including physicians.
- Create an atmosphere of accessibility and availability as a subject matter expert on HR issues, including legal, risk management, and other disciplines as appropriate in HR matters that impact organizational risk.

## Goals and Objectives

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

- Build a reputation as an experienced professional and trusted leader within the Wellstar Health System and local community. Establish a style that is visible, approachable, and team-oriented, in a way that makes the VPHR appear as a good steward of the organization.
- Collaborate with system HR colleagues, market leadership, and CCH's local leadership team to ensure a successful opening of Columbia County Hospital, ensuring the new facility starts off with the right people, culture, and operational foundation.

Develop, in partnership with the Senior Vice President of Human Resources and operational leadership, a human resources strategic plan. Lead the execution of the strategic plan at Columbia County Hospital, monitoring and adjusting as needed.

- Implement effective human resource support and services, ensuring a customer-focused model of business partnership. Demonstrate the ability for HR to move the needle on key business objectives through a partnership model.
- Achieve HR service delivery and operational excellence through an HR business partner model. Providing data and telling the story to support and understand the data.
- Build organizational capability and talent bench strength, and increase organizational trust.
- Partner with the administrative team to deliver high-quality patient services and a world-class patient experience.
- Champion and sustain the "Employer of Choice" initiative, which is a Wellstar Health System imperative.
- Oversee and implement successful programs for employee relations, employee/management counseling and coaching, employment and onboarding, EEOC charges, unemployment hearings, legal issues, employee complaint investigations, employee activities, the exit interview process analysis, and human resources metric analysis, such as turnover analysis, etc.

## Candidate Qualifications

### Education/Certification

- Bachelor's degree is required, master's degree preferred. Must have or obtain SHRM – SCP or SPHR within 6 months of hire.

### Knowledge and Work Experience

- At least nine years of progressive human resources leadership experience in a similarly complex healthcare environment.
- Experience opening a new hospital to include strong project management, workforce planning, and operational discipline is preferred.
- Background in complex and consensus-oriented environments is valued.
- Experience with all facets of HR, including but not limited to employment practice, Joint Commission requirements, immigration, recruiting, employee development, employment law, and workforce planning.
- Excellent written and verbal communication skills.

### Leadership Skills and Competencies

The core competencies required are integrity, teamwork, and a results-oriented approach, with a strong sense of urgency and responsiveness.

- KSA's proficiency.
- Must possess sound business and financial acumen.
- Ability to navigate a centralized strategic structure balanced with a strong market administration team.
- Demonstrated skills in influence and holding leadership team members accountable.
- Deep understanding of state and federal employment law, Joint Commission requirements, and governance requirements for not-for-profit organizations. Experience in labor relations and union avoidance is preferred.
- Extensive employee relations experience, compliance, regulatory, and management experience.
- Exceptional organizational, critical thinking, and interviewing skills.
- Ability to communicate effectively with all levels of personnel and maintain excellent customer service.
- Must be familiar with employment law, recruiting, performance review programs, and progressive counseling.
- Ability to handle matters in a discrete and confidential manner.
- Must be able to maintain quality documentation of all consulting procedures.

## The Community



### Augusta, Georgia

Situated on the southern banks of the Savannah River, Georgia's second-oldest, second-largest city is a vibrant, progressive community that straddles the line between big-city bustle and small-town charm. A halfway point between the Appalachian Mountains to the north and the Atlantic Ocean to the south, Augusta is affectionately known as the South's Garden City.

In addition to being a haven of technology and the arts, the city is home to some of the nation's most beautiful lakes and trails, offering year-round outdoor adventures. At night, a vibrant community of artists, musicians, food enthusiasts, and ambitious individuals comes to life, offering live music, theater, and culinary delights.

Augusta is home to professional baseball, roller derby, rugby teams, and the annual Masters tournament. Each year during the first week of April, the city becomes the golf capital of the world, drawing local legends and long-time favorites to what many consider the most beautiful golf course in the world.

The Augusta-Columbia County area is not only a hub for healthcare innovation but also an exceptional place to live, work, and raise a family. Augusta is rich in history and natural beauty, offering a low cost of living and a high quality of life. The community is vibrant, with a thriving downtown, a diverse arts scene, and an abundance of outdoor recreational opportunities along the Savannah River and nearby lakes. The area is renowned for hosting the Masters Tournament, which imbues the city with a unique energy and global presence each year. With a growing population, top-rated schools, and a family-friendly environment, this region provides a welcoming and rewarding backdrop for both personal and professional growth.

Learn more about [Augusta](#).

## Procedure for Candidacy

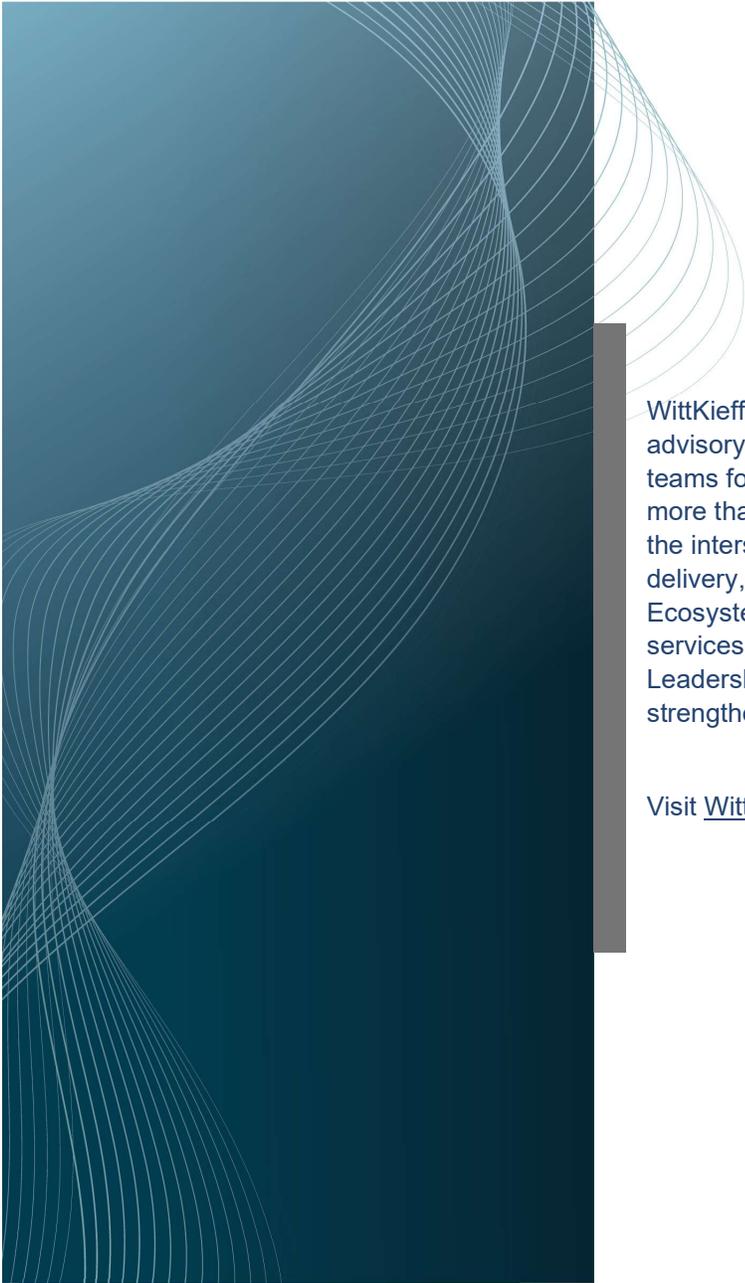
Please direct all nominations and applications to Daniel Young, Kyle Wiederhold, and Eleanor Vogelsang through the WittKieffer Candidate Portal by [clicking here](#).

<p><b>Dan Young</b> Senior Partner 615-800-2296 <a href="mailto:dyoung@wittkieffer.com">dyoung@wittkieffer.com</a></p>	<p><b>Kyle Wiederhold</b> Principal 678-302-1570 <a href="mailto:kwiederhold@wittkieffer.com">kwiederhold@wittkieffer.com</a></p>	<p><b>Eleanor Vogelsang</b> Associate 240-644-6021 <a href="mailto:evogelsang@wittkieffer.com">evogelsang@wittkieffer.com</a></p>
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