



Vice President, Care Management

Leadership Profile

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The Opportunity

Wellstar Health System is seeking a Vice President of Care Management for a newly created, inaugural leadership role based in Marietta, Georgia. This is a compelling opportunity to help redefine how care management operates across a large, complex health system at a moment of intentional change.

Wellstar Health System is one of the largest nonprofit health systems in Georgia, serving communities across the state through an integrated network of 11 hospitals, more than 300 medical office locations, and a broad continuum of care settings. Headquartered in Marietta, Georgia, Wellstar includes nationally recognized flagship facilities such as Wellstar Kennestone Regional Medical Center and supports care delivery through cancer centers, urgent care sites, rehabilitation facilities, hospice, and senior living services. The system employs more than 34,000 team members and physicians and operates at a significant regional scale, with many hospitals managing high-acuity, high-occupancy, and complex patient flow environments. Known for strong operational leadership and a willingness to invest in improvement, Wellstar combines the reach and sophistication of a large health system with a clear commitment to local accountability and community-based care.

The Vice President of Care Management will serve as the system's subject-matter expert and trusted advisor, shaping the care management operating model from a centralized to a decentralized function to better support system goals in access, capacity, and patient status conversions. This leader will refine processes, policies, and standards; guide governance; and ensure consistency and rigor across the enterprise, while intentionally avoiding a command and control structure. Influence, credibility, and hands-on partnership will define success in the role.

This is a deeply field-facing position, with an expected on-site presence at hospitals approximately four days per week. Early priorities will include building strong relationships with hospital administrative teams, CFOs, and CMOs, and working side-by-side with local care management leaders to address performance gaps. The role requires a practical, operationally disciplined leader who is highly fluent in patient status determination, medical necessity, length-of-stay management, throughput, and total cost of care. While quality remains important, the primary mandate is to improve flow, efficiency, and financial performance, not to build a layered functional hierarchy.

The opportunity is further shaped by clear, measurable system challenges identified through an external review, including issues with observation-to-inpatient conversion, avoidable days, and sustained capacity pressure across several hospitals. The Vice President of Care Management will play a central role in addressing these priorities by improving patient status accuracy, reducing opportunity days, and unlocking capacity to support access and flow across the system. As Wellstar's care management governance continues to evolve, this leader will also help define how emerging capabilities, such as ED-based care management and clinical documentation improvement, are appropriately integrated into the model.

Wellstar is seeking an experienced care management leader with a strong operational and financial orientation, credibility with hospital CFOs and physician leaders, and comfort operating in accountability-driven environments. Success will be measured by tangible, sustained performance improvement and a clear operational impact across the enterprise. For the right leader, this role offers a rare opportunity to shape a systemwide care management model and drive meaningful, measurable change within a large, mission-driven organization positioned for continued evolution.

Organization Overview

Wellstar Health System

Nationally ranked and locally recognized for high-quality care, inclusive culture, and exceptional doctors and caregivers. With over 30,000 team members, Wellstar Health System is one of Georgia's largest and most integrated healthcare systems.

State-of-the-art facilities include:

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

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:

- 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)
- Fortune 100 Best Companies to Work For® 2025
- 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 treats over 600,000 emergency patients annually—more than any health system in Georgia—with North Fulton operating the state's busiest ER

To see a complete list of awards and recognition, click [here](#)

Wellstar Kennestone Regional Medical Center

Wellstar Kennestone Regional Medical Center (Kennestone) 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, and a regionally recognized NICU. The hospital also includes the only designated Level I Trauma Center in northwest Atlanta and is one of the busiest in the state. Kennestone is led by a highly talented leadership team

and nearly 6,000 dedicated team members, as well as 198 GME Residents. Included in the Kennestone operations are three (3) health parks, one (1) LTACH, and a 20-bed Inpatient Rehab Unit.

Wellstar Kennestone Regional Medical Center has been recognized as one of Healthgrades 100 Best Critical Care Hospitals and 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.

Kennestone Statistics:

- 152,000 ED visits
- 347,000 outpatient visits
- 1,500-member medical staff
- 23,000 surgical procedures
- 38,000 admissions
- 6,500 births
- 4,000 trauma patients

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 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 healthcare 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 their 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, transplants, 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 – Augusta University's Health Sciences Campus is composed of the Colleges of Allied Health, Dental Medicine, Graduate Studies, and Nursing, and the Medical College of Georgia. The Medical College of Georgia is the nation's 13th-oldest and sixth-largest medical school, with an average of 264 students per year and a total of 930 medical students.

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

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

Wellstar Columbia County Hospital

Wellstar Columbia County Medical Center, currently under construction in Grovetown, Georgia, will be a 100-bed acute care hospital featuring a Level II Trauma Center within its emergency department. The facility will encompass approximately 250,000 square feet and is scheduled to open in August of 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.

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 offers 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 amenities such as labor and delivery, recovery rooms, 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, 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 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 patients with cardiac conditions. They have earned the Healthgrades Patient Safety Excellence Award, 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 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 community's overall health and wellness, not only through clinical services but also through 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 in which hospital-employed physicians work together with System leaders toward 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

Wellstar has made significant strategic investments in population health, analytics, and digital infrastructure to support value-based care and risk-based reimbursement models across its service area. Serving a population of approximately 1.2 million people, many of whom already receive care through Wellstar providers and facilities, the health system is focused on improving quality, affordability, and care coordination for patients and communities.

Through more than \$500 million in investment in digital capabilities and operating infrastructure, Wellstar is strengthening its ability to support advanced care management, data-driven decision-making, and future payer collaborations. These capabilities position Wellstar to partner effectively with employers, government programs, and health plans to address unmet needs in the market while delivering high-quality, patient-centered care at a sustainable cost.

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>.

Position Summary

The Vice President (VP) of Care Management provides System strategic leadership of inpatient care coordination and transitions of care at Wellstar Health System. This role reports directly to the Executive Vice President (EVP) and Chief Clinical Financial Officer and will serve on key strategy leadership councils across the System.

The VP provides executive leadership for the strategic planning, implementation, and monitoring of processes and systems to ensure the quality of services and the achievement of patient care objectives through case management and integrated care management services. Wellstar envisions integrated processes and transitions of care throughout the hospital, which are fully aligned with pre-and post-hospital components of care, inclusive of all acute care facilities, long-term care, ambulatory centers, medical groups, and partnerships. The VP is expected to successfully collaborate with others on quality and performance improvement, and on clinical variation management, to ensure care management programs are synergistic and optimally support improved quality and reduced variation.

The Vice President leads the development and oversight of Wellstar Health System's care coordination functions, including system-wide operations and best practices across care management, continuity of care, and clinical outcomes. This role oversees case management and social services across inpatient and outpatient settings, including palliative care, utilization review, referrals and authorizations, discharge planning, and social services.

The VP drives the spread of best practices across the network, promotes personalized care, and ensures organizational alignment around care management. This role is accountable for delivering measurable improvements in length of stay, operational efficiency, and overall outcomes for patients, caregivers, and consumers.

The VP is responsible for implementing, directing, and supporting the robust system-wide continuum of care program, starting with our consumers, and demonstrating personal leadership at the strategic and operational levels to facilitate interdisciplinary support and program development across all entities and locations within the organization.

Responsibilities

The successful Vice President, Care Management candidate will:

Enterprise Care Management Leadership

- Serve as the systemwide subject matter expert for care management and care coordination, providing strategic direction, governance, and oversight across a decentralized operating model spanning inpatient and post-acute settings.
- Define and advance enterprise standards, policies, and best practices across care management, utilization management, transitions of care, social services, and physician advisor functions.
- Lead the evolution and implementation of the system's care coordination and transitions of care operating model, ensuring alignment with organizational goals for quality, cost, and patient outcomes.
- Partner with executive leadership and clinical stakeholders to reduce variation, improve quality, and accelerate length of stay (LOS) improvement and overall system performance.
- Influence performance through partnership and alignment, working across solid and dotted line relationships rather than direct operational ownership.

Hospital Partnership and Field Engagement

- Maintain consistent, visible engagement across hospitals, partnering closely with CFOs, CMOs, care management leaders, and administrative teams.
- Serve as a trusted advisor on patient status, medical necessity, throughput, discharge planning, and capacity optimization.
- Support hospital and regional leadership in addressing real-time operational challenges while reinforcing system-wide expectations and standard work.
- Facilitate alignment across hospitals, medical groups, and post-acute providers to ensure coordinated transitions across the continuum of care.

Care Coordination Operations and Continuum Integration

- Provide leadership across the full continuum of care coordination, including utilization review, discharge planning, social services, referrals and authorizations, and palliative care.
- Ensure integration of pre-acute, acute, and post-acute care processes to support seamless patient transitions and continuity of care.
- Oversee development of workflows, tools, and protocols supporting patient flow, clinical review, escalation processes, denial management, and payer communication.
- Promote adoption and dissemination of best practices across all entities to drive consistency and improved outcomes.

Utilization, Throughput, and Capacity Optimization

- Lead efforts to improve observation-to-inpatient conversion accuracy, reduce avoidable days, and strengthen medical necessity determination.
- Drive improvements in patient flow, discharge efficiency, and LOS performance to optimize capacity across the system.
- Align utilization management practices with clinical decision-making, ensuring effective collaboration with physician advisors and medical staff.
- Advance strategies to reduce readmissions, variation, and inefficiencies while improving overall care delivery performance.

Governance and Model Development and Change Management

- Design and mature governance structures within a decentralized framework, including escalation pathways and system-level oversight.
- Define roles, accountabilities, and performance expectations across system and hospital teams while preserving local ownership.
- Lead change management efforts related to care management transformation, including staffing models, workflows, and process redesign.
- Partner with leadership to incorporate emerging capabilities (e.g., ED care management, CDI integration) into the broader model.

Performance Measurement and Continuous Improvement

- Establish and monitor key performance indicators across care management functions, including LOS, opportunity days, readmissions, and utilization of metrics.
- Develop dashboards, reporting tools, and real-time decision support capabilities to enable effective performance management.
- Translate internal and external assessments into actionable improvement plans at both hospital and system levels.
- Communicate performance trends, progress, and outcomes to executive leadership and key stakeholders.

Cross-Functional, Clinical and External Collaboration

- Support alignment between clinical, operational, and financial priorities in an accountability-driven culture.
- Build strong partnerships with physician advisors, nursing, finance, operations, compliance, and medical group leadership.
- Foster multidisciplinary collaboration to ensure consistent approaches to patient status, discharge planning, and transitions of care.
- Partner with compliance, HIM, and coding to ensure regulatory alignment, documentation accuracy, and adherence to payer requirements.
- Maintain awareness of industry trends, regulatory changes, emerging best practices, and drive adoption across the system.

Financial, Resource, and Organizational Stewardship

- Support development of operating and capital plans aligned with care coordination priorities and organizational goals.
- Drive efficient use of system resources by reducing waste, duplication, and variability in care delivery.
- Ensure compliance with regulatory requirements and reporting related to utilization management and care coordination practices.
- Advocate for technology, analytics, and informatics capabilities necessary to support high-performing care management operations.

Goals and Objectives

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

Reset and strengthen the care management model by supporting Wellstar's shift to a decentralized, hospital-led approach that balances local control with clear systemwide standards and expectations.

Improve patient status accuracy and utilization performance, with a particular focus on fixing observation-to-inpatient conversion issues and reducing avoidable and opportunity days.

Unlock hospital capacity and improve flow by driving better length-of-stay management, discharge efficiency, and real-time decision-making in high-occupancy environments. The system goal is to reduce capacity from 95% to 80%.

Partner closely with hospital leadership, including CFOs, CMOs, and care management directors, serving as a trusted advisor rather than a centralized operator.

Establish practical governance and accountability within a model that is still evolving, clarifying roles, escalation paths, and oversight without adding unnecessary structure.

Shape how emerging capabilities evolve, including ED-based care management and clinical documentation improvement, ensuring they support throughput, cost of care, and operational goals.

Deliver measurable, visible results, building a clear performance story over time through sustained improvement in utilization, capacity, and care management effectiveness.

Candidate Qualifications

Education/Certification

- Bachelor's degree in nursing is required
- Master's degree is preferred
- Case Management Administrator Certification (CMAC) preferred
- Registered Nurse (RN) licensure and/or clinical background preferred
- National certification in nursing administration or a related clinical specialty preferred

Knowledge and Work Experience

- Experience and skill in hospital care management/coordination; health care financial management; strategic planning; and relationship management required.
- Travel to system hospitals is required.
- 15+ years of healthcare experience within a hospital or health system, including progressive senior leadership experience in complex, multi-hospital environments.
- 7+ years of direct experience in care coordination, care management, or related functions across the continuum of care.
- Experience and skill in hospital operations management, health care financial management, strategic planning, and relationship management required.
- Demonstrated experience leading care coordination and transitions of care programs, including integration across inpatient, ambulatory, and post-acute settings.
- Strong understanding of utilization management, discharge planning, clinical documentation, payer interactions, and regulatory requirements.
- Experience designing and implementing large-scale performance improvement initiatives, including quality, LOS, and throughput optimization.
- Executive-level interpersonal skills and the ability to work effectively within a highly matrixed environment.
- Excellent communication and presentation skills, both written and verbal.
- Experience leveraging data, analytics, and performance dashboards to drive decision-making and operational improvement.
- Working knowledge of clinical informatics, EMR systems (Epic preferred), and clinical decision support tools.
- Track record of building strong rapport with physicians and clinical staff and being viewed as a credible clinical and operational partner.
- Experience improving clinical performance and applying quality improvement methodologies (e.g., Lean, process redesign).

- Experience presenting at medical staff committees, performance improvement meetings, and executive leadership forums.
- Knowledge and understanding of the patient care process, interdisciplinary care models, and care coordination best practices.
- Willingness to travel across a multi-site system environment

Leadership Skills and Competencies

- Highly credible leader with the ability to earn trust and respect across clinicians, executives, and frontline teams.
- Strong customer and patient-centered focus with a collaborative, solutions-oriented mindset.
- Comfortable operating in a decentralized and matrixed environment, influencing outcomes without direct authority.
- Hands-on, “roll-up-your-sleeves” leadership style with a focus on execution and operational impact.
- Self-starter with strong critical thinking skills; able to analyze complex challenges and develop actionable solutions.
- Results-oriented with a demonstrated ability to lead through change and drive measurable performance improvement.
- Skilled change agent with experience leading transformation initiatives and aligning stakeholders across functions.
- Strong interpersonal and relationship-building skills, with the ability to influence diverse stakeholder groups using diplomacy and collaboration.
- High degree of integrity, accountability, and professionalism, with the ability to inspire and motivate teams.
- Contemporary leadership style, emphasizing empowerment, coaching, mentoring, and team development.
- Strong organizational, financial, and operational acumen, with attention to detail and follow-through.

The Community

Marietta, Georgia

Wellstar Health System is headquartered in Marietta, Georgia, the county seat of Cobb County, located approximately 15–20 miles northwest of downtown Atlanta. Founded in 1834, Marietta is one of Georgia's most established cities and serves as a major suburban hub within the Atlanta metropolitan region. The city offers convenient regional access via Interstate 75, U.S. Highway 41, and multiple state routes, connecting residents and businesses efficiently throughout metro Atlanta and the Southeast.

Marietta blends historic character with a strong quality of life, featuring preserved neighborhoods, walkable streets, parks, and a revitalized downtown centered around Marietta Square. Cultural attractions, festivals, outdoor recreation, and a growing mix of dining, retail, and professional services contribute to the city's appeal for both residents and employers. According to the U.S. Census Bureau, Marietta's population was 60,972 at the 2020 census, placing it among the largest principal cities in the Atlanta metropolitan statistical area.

The Atlanta metropolitan area is one of the largest and fastest-growing regions in the United States, with a population exceeding 6.4 million residents. Atlanta functions as a major national and global center for healthcare, logistics, corporate headquarters, technology, and life sciences. The region is anchored by Hartsfield-Jackson Atlanta International Airport, which remains the world's busiest airport, serving more than 100 million passengers annually and providing unmatched domestic and international connectivity.

Together, Marietta and metro Atlanta offer a compelling combination of scale, accessibility, economic strength, and quality of life—making the community an attractive location for senior healthcare leaders seeking both professional impact and long-term personal opportunity.

Atlanta, Georgia

Atlanta, Georgia, situated in the geographic center of the Southeast, is one of the largest metropolitan areas in the United States and boasts the world's busiest airport. The city of Atlanta is home to more than 520,000 people, and over 6.1 million reside in the greater Atlanta metro area.

Metro Atlanta is a regional, national, and global hub for business operations, home to over 137,000 businesses. With a gross domestic product (GDP) of \$570 billion, Atlanta has the tenth-largest economy of cities in the United States and the 20th largest in the world. Its economy is considered diverse, with dominant sectors in industries including transportation, aerospace, logistics, healthcare, news and media operations, film and television production, information technology, finance, biomedical research, and public policy.

Atlanta is truly a world-class city, offering a diverse range of living options that span from the bustling downtown area to more rural areas just a short distance away. There is something for everyone: dining, culture, arts, and professional, collegiate, and amateur sports. With its delightfully mild, four-season climate and forested topography, it's no wonder that people are continually drawn to call it home. A short drive from Atlanta reveals natural wonders like Stone Mountain Park, Providence Canyon State Park, and Lake Lanier. Atlanta is the gateway of the New South, offering a unique blend of big-city entertainment and Southern hospitality.

For those seeking a more relaxed lifestyle outside Atlanta proper, there are numerous communities to suit one's preferences. Alpharetta, Marietta, Buford, and Sandy Springs all offer easy access to Atlanta without the city's bustle and feature abundant beautiful scenery. The areas surrounding Atlanta encompass a diverse range of attractions, from national parks (Kennesaw Mountain National Battlefield Park, Amicalola Falls) to beautiful lakes (Allatoona Lake, Lake Sidney Lanier), art museums, fine dining, and world-class barbecue.

Atlanta's vibrant economic growth attracts hundreds of companies and thousands of well-educated job seekers annually. The area's low cost of living, high employment, and strong, diverse industry base will ensure its continued record-setting growth.

Procedure for Candidacy

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

	Title	Phone
Tom Quinn	Senior Partner, Search	(781) 564-2628
Dan Young	Senior Partner, Search	(615) 800-2296
Taeler Kaufmann	Senior Associate, Search	(630) 575-6157

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