



KIRBYPARTNERS  
Leaders in Executive Search



Hackensack  
*Meridian Health*

# Position Profile

## Vice President IT Infrastructure & Operations

*Hackensack Meridian Health has retained Kirby Partners to identify, qualify and present individuals for this position. This Position Profile is designed to assist qualified individuals in assessing their interest in the position.*

# Organization Overview

## Hackensack Meridian Health is New Jersey's Largest, Most Comprehensive and Most Integrated Network.

Hackensack Meridian Health is a leading not-for-profit health care organization that is the most comprehensive and truly integrated health care network in New Jersey, offering a complete range of medical services, innovative research and life-enhancing care. Hackensack Meridian Health comprises 16 hospitals, including three academic medical centers, two children's hospitals and ten community hospitals, two rehabilitation hospitals, physician practices, more than 160 ambulatory care centers, surgery centers, home health services, long-term care and assisted living communities, ambulance services, lifesaving air medical transportation, fitness and wellness centers, rehabilitation centers, and urgent care facilities.



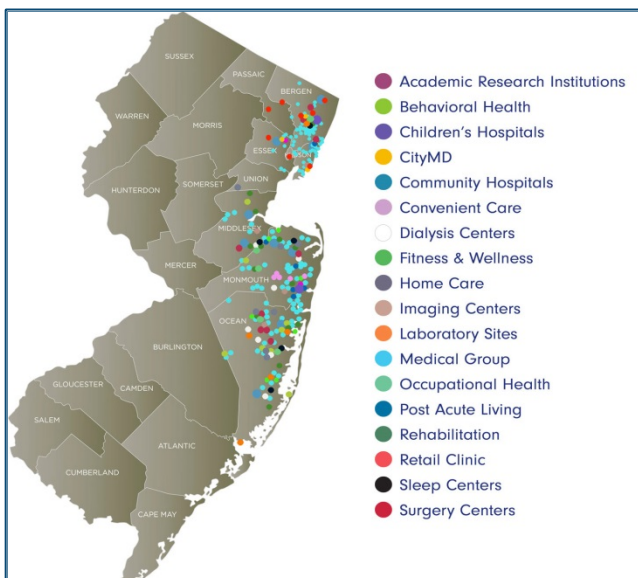
### Key Network Indicators

33,000 Team Members

6,500 Physicians

4,520 Beds

2017 Most Wired:  
Advanced



# Locations

Bayshore Medical Center

Hackensack University Medical Center

Mountainside Medical Center

Palisades Medical Center

Pascack Valley Medical Center

Heart and Vascular Hospital

Jersey Shore University Medical Center

JFK Medical Center

John Theurer Cancer Center

Joseph M. Sanzari Children's Hospital

K. Hovnanian Children's Hospital

Ocean Medical Center

Raritan Bay Medical Center

Riverview Medical Center

Southern Ocean Medical Center

# Position Description

## Overview:

This leadership role is accountable for the totality of IT infrastructure and operations (I&O) across Hackensack Meridian Health. The VP of I&O is responsible for the implementing and running next-generation information technology infrastructure and for world class delivery of all third-party and internally managed information technology infrastructure used for all clinical, research and business process across the enterprise. This individual will be an inspirational leader with deep technical infrastructure experience, strong project management acumen, excellent vendor management skill, plus a superior, service-first-oriented approach to infrastructure operations. This individual is also responsible for operational and service management processes to ensure quality, efficiency and agility goals are achieved. As a member of the IT senior leadership team, the role will contribute to the development and execution of the enterprise wide IT strategy, and ensure it aligns with Hackensack Meridian Health's strategy and delivery capabilities.

## Responsibilities:

- Drive the I&O department to embrace next generation technology that supports the innovative DNA of Hackensack Meridian Health.
- Works with HR and the IT leadership team to develop an I&O "people strategy" that aligns with the enterprise and IT strategy. Continually looks for leading-edge and innovative solutions to the recruitment, development and retention of the I&O workforce.
- Forecasts future skill needs to acquire and develop an IT workforce with the appropriate mix of business knowledge, technical skills and competencies that balance between growing the agility required to achieve digital business objectives and ensuring the core IT functions are reliable, stable and efficient.
- Sets the mission and vision of the I&O department to foster a service-oriented culture and mindset driven by continual service improvement techniques.
- Leads the development of the I&O roadmap, and ensures its integration with the overall IT and enterprise strategic plans.
- Works with the IT senior leadership team on the service portfolio and governance required to prioritize resources.
- Acts as a trusted advisor, and builds and maintains relationships with other IT leaders and Hackensack Meridian Health executives to develop a clear understanding of enterprise needs; ensures cost-effective delivery of IT services to meet those needs, and is able to respond with agility to changing industry priorities.

- Develops the annual operating and capital expenditure budget for I&O to ensure it is consistent with overall strategic objectives of IT and the enterprise and is within plan.
- Leverages influencing and negotiation skills across IT and the enterprise to enable cost-effective and innovative shared solutions in achievement of enterprise goals.
- Participates in the assessment of external and internal technology capabilities required to achieve desired competitive positioning.
- Maintains currency on new technologies and platforms and provides direction on what emerging technologies should be assimilated, integrated and introduced within I&O to ensure IT capabilities respond to the needs of the enterprise's strategy.
- Maintains an active I&O sunset strategy for outmoded technology.
- Champions I&O involvement in the IT organization's innovation efforts and its role in experimenting with new solutions to take advantage of industry opportunities.
- Provides strategic direction and oversight for the operation and support of IT systems that fulfill the needs of the enterprise, including the full life cycle of infrastructure operations and IT service support.
- Directs the development of I&O sourcing strategy and provides executive participation in strategic vendor and partner relationship management.
- Serves on IT planning and policymaking committees; drives the development of enterprise technology standards, governance processes and performance metrics to ensure I&O delivers value to the enterprise.
- Provides leadership, coaching and direction to the I&O leadership team and staff.

## Qualifications:

The VP of I&O is a leadership role and must demonstrate the following leadership attributes:

- High levels of personal integrity when conducting the professional affairs of the organization and dealing with sensitive and confidential data relating to risks and costs.
- Calmness and clarity of thought while under pressure.
- The ability to uphold the goals and culture of the organization.
- The ability to lead, enable and motivate teams by providing advice and guidance in a nonjudgmental fashion.
- An understanding of strategic organization objectives and the ability to drive results toward those objectives.
- Openness to, and the ability to deal with, rapid change in needs, processes and technologies.

Contacts: All HMMH personnel up to the EVP level and outside vendors and consultants.

## **Education and Training**

A graduate or postgraduate degree in computer science, engineering, information systems or a closely related technology field.

## **Skills**

The VP of I&O must be able to demonstrate the following:

- World Class skills mobilizing and driving team members to productive outcomes at the speed of life.
- Strong communication skills with a proven ability to understand key concepts and communicate effectively with technical staff, key stakeholders and senior management.
- Proven ability to communicate technical concepts to nontechnical people to enhance understanding and drive decisions that lead to positive outcomes.
- Proven ability to collaborate, build relationships and influence individuals at all levels in a matrix-management environment (as well as external vendors and service providers) to ensure that segregation and overlapping roles are identified and coordinated.
- Strong organizational skills, the ability to perform under pressure and management of multiple priorities with competing demands for resources.
- Strong analytical, data-processing and problem-solving skills.
- Proficiency in process formulation and improvement.

## **Knowledge**

The VP of I&O must have in-depth knowledge and experience of the following:

- Exceptional leadership skills with the ability to develop and communicate an I&O vision that inspires and motivates staff and aligns to the IT and organization strategy.
- Ability to instill confidence in the organization and demonstrate the value of IT.
- Effective influencing and negotiation skills in an environment where resources may not be in direct control of this role.
- Excellent analytical, strategic conceptual thinking, strategic planning and execution skills.
- Strong business acumen, including industry, domain-specific knowledge of the enterprise and its operating units.
- Expertise in budget planning and financial management preferably with showback and/or chargeback models.
- Deep understanding of current and emerging I&O technologies and how other enterprises are employing them.
- Demonstrated ability to develop and execute a strategic people plan that ensures that the right people are in the right roles at the right time and that employees are highly engaged and satisfied.

- Strong vendor management and partner relation skills to identify and leverage resources internal and external to the enterprise to enhance capabilities that support business objectives.
- Ability to drive organizational change and build infrastructure capabilities that effectively balance the need to continuously exploit capabilities to optimize operational efficiency with the need to deliver innovative and agile infrastructure and operational solutions to enable the organization to explore new opportunities.
- Excellent verbal and written communication skills, including the ability to explain technical concepts and technologies to leaders, and business concepts to the I&O workforce.

**Required:**

- 15 or more years of experience in IT.
- Five years of leadership responsibilities.
- Preferably five or more years of experience in large, cross-functional teams influencing senior-level management and key stakeholders effectively across the organization and within complex contexts.
- Demonstrated experience in strategic planning, organization design and development.
- Preferably proven experience or demonstrated capability in leading IT transformational initiatives in complex and dynamic environments.



## Edison, New Jersey

Edison, New Jersey is within an hour's drive to New York City, Philadelphia and the Jersey Shore. Historic Edison is centrally located in Middlesex County and close to many other desirable towns and communities such as Jersey City, and New Brunswick (home to Rutgers University). The 32-square-mile township has excellent high performing

public schools, a central location, thriving business environment, and a diverse cultural arts community. Edison's Roosevelt park hosts frequent Plays-in-the-Park and musical concerts throughout the year. There are also plenty of open recreational areas and opportunities for outdoor sports, fishing, boating, and hiking.

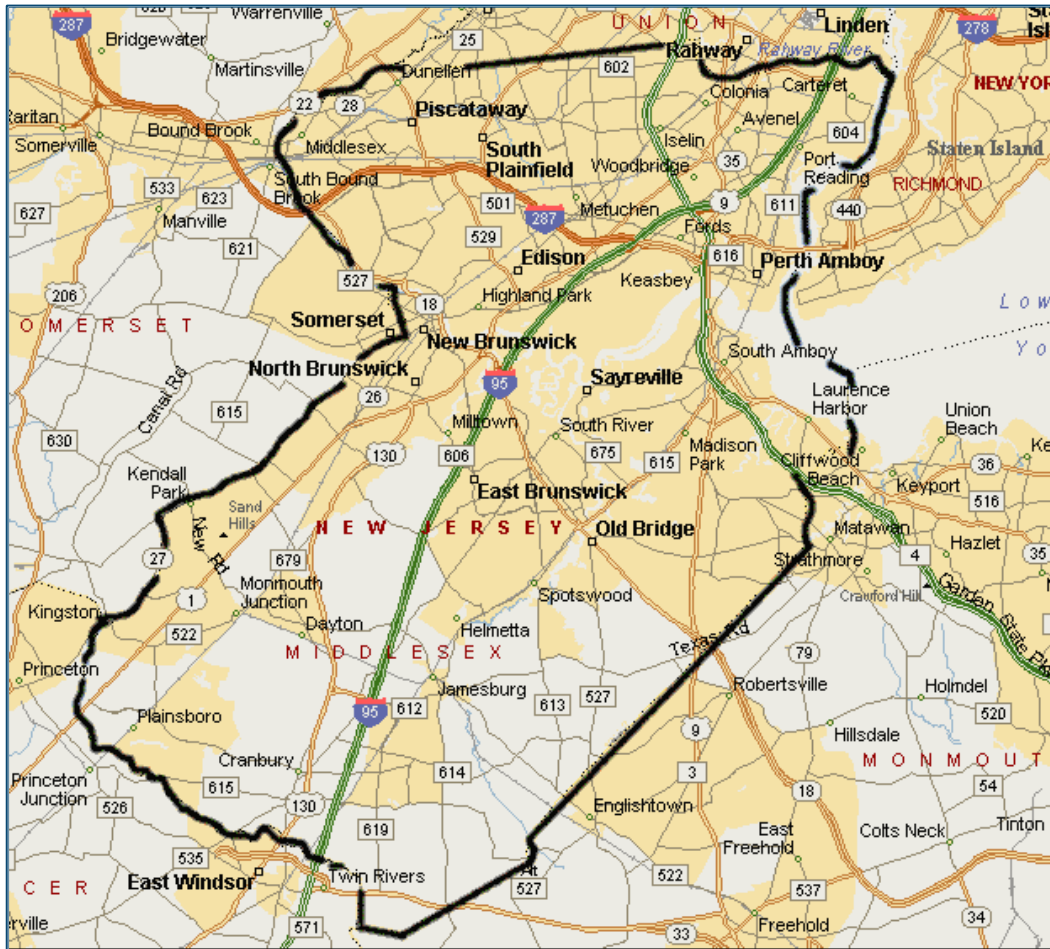
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One of "America's Best Places to Live,"

*Money Magazine*

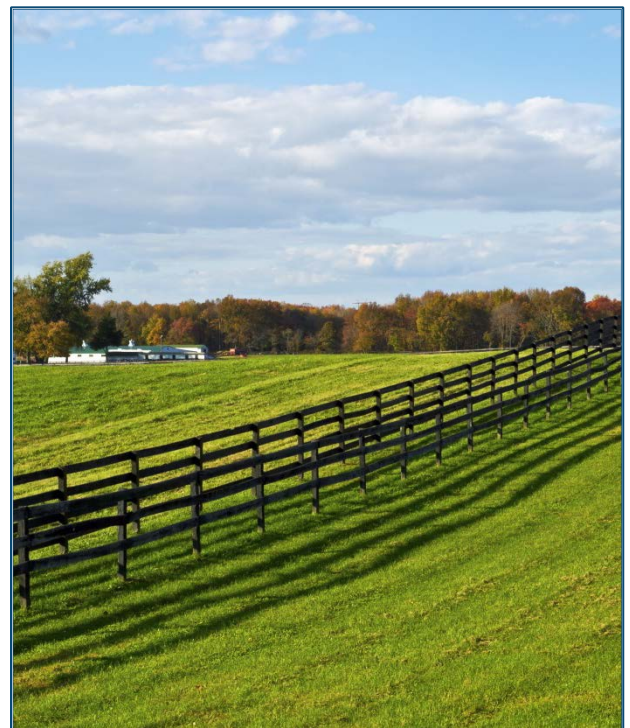


# Edison at a Glance



## Fast Facts:

- Edison Population: 102,701
- Median Home Price: \$344,500
- Average High Temperatures:
  - January: 40°
  - April: 65°
  - July: 87°
  - October: 68°
- Distance to Manhattan: 25 miles
- Distance to Philadelphia: 56 miles
- Distance to Washington, DC : 178 miles





## Largest Employers:

- Robert Wood Johnson University Hospital
- Novo Nordisk
- Wakefern Food Corp.
- J.F.K. Medical Center
- Bristol-Meyers Squibb
- St. Peter's Healthcare System
- Silverline Building Products
- Johnson & Johnson
- Raritan Bay Medical Center
- Home Depot
- United Parcel Service

## Cost of Living\*

Overall	135
Grocery	106.5
Health	111
Housing	185
Utilities	134
Transportation	105
Miscellaneous	115

\*Index versus U.S. average value of 100

Cost of Living Data Source: Sperling's Best Places

# Recreation



Edison is a convenient 45 minute train ride into NYC, offering easy access to one of the best metropolitan cities for arts, culture and shopping.

Edison Township also has beautiful places to spend leisure time; Roosevelt Park is the oldest park in Middlesex County. The park spans across 217 acres of trees and contains an eight acre lake that is stocked for fishing by the state. There are multiple facilities in Roosevelt Park that provide many opportunities for outdoor sports such as tennis, basketball, softball and ice skating.

A thriving restaurant scene is present along the streets of New Brunswick's downtown where French, Cajun, New American, Ethiopian, Japanese, Middle-Eastern and Italian restaurants have received noteworthy praise.



The Raritan Bay area around New Brunswick is a scenic location with marinas, parkland and cultural venues along the river bank with beautiful waterfront views.

Golfers can enjoy the 10 public and 13 private courses in the area.

# Edison Suburban Areas

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**Cranbury** - This historic township is located east of Princeton, north of Trenton, and south of New Brunswick. Cranbury covers 13.5 square miles with a population of 2,500 and has 11 parks and open space properties covering over 230 acres.

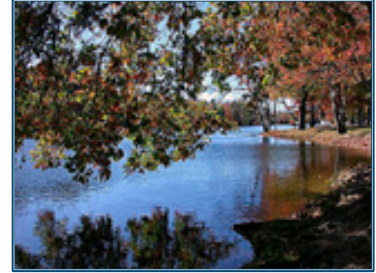


Photo Credit: cranbury.org

**Plainsboro** – Plainsboro township is a sought after suburb with award-winning schools, corporations and several open spaces. It was named as one of the top 10 “Best Places to Live” in New Jersey by New Jersey Monthly magazine.



Photo Credit: plainsboronj.com

**Millstone**- A township of over 10,500 residents that live within 37 square miles, Millstone is a growing farmland community with historical roots. The town prides itself on preserving its wide open spaces within its residential areas.



Photo Credit: nytimes.com

**Montgomery** – The town has a strong residential real estate market and has successfully blended rural and suburban living within a cosmopolitan region. Montgomery has excellent schools and plenty of recreational opportunities.



Photo Credit: njfamily.com



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## Procedure for Candidacy

Interested candidates should apply online at [kirbypartners.com](http://kirbypartners.com).

Final Candidates should expect two interviews with Kirby Partners recruiters (including a video conference interview). You may be asked to complete an Executive Profile and submit references to be considered for presentation to the search committee.

All inquiries will be treated in confidence.

**Contact:**

**Steve Bennett**

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[sbennett@kirbypartners.com](mailto:sbennett@kirbypartners.com)

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