

### **POSITION OVERVIEW**

Job Title: VP, Strategy & Transformation  
Business Title: VP, Strategy & Transformation  
Job Code: VPSTGYTFM  
FLSA Status: Exempt  
Department: Transformation Office  
Reports to: TBD  
Location: Nashville, TN (preferred)  
Draft Date: May 2026  
Revision Date: May 2026  
Approved By: People Leader  
Role: Senior Leader

### **POSITION SUMMARY**

The VP, Strategy & Transformation is a senior leader within the Transformation Office. This role serves as a strategic partner and program leader responsible for driving enterprise-wide transformation initiatives from concept through execution. The ideal candidate combines deep healthcare industry expertise with a management consulting toolkit — structured problem-solving, executive-level communication, and the ability to lead complex, cross-functional programs in ambiguous, high-stakes environments. This role is differentiated by its emphasis on strategic program leadership and stakeholder management over pure analytics, and requires someone who can operate credibly across C-suite, physician, and operational audiences.

### **POSITION DUTIES AND RESPONSIBILITIES**

- Leads enterprise-wide transformation initiatives end-to-end, including strategic scoping, workplan development, cross-functional coordination, stakeholder alignment, and executive reporting.
- Serves as a senior strategic thought partner to the Chief Transformation Officer, bringing consulting-caliber structured thinking to complex business challenges spanning operations, physician alignment, and organizational design.
- Develops and delivers strategic recommendations and executive-ready deliverables (presentations, business cases, memos) for C-suite, physician leadership, and board-level audiences.
- Designs and facilitates steering committees, governance forums, and cross-functional working sessions to drive alignment, remove barriers, and accelerate decision-making across the enterprise.
- Leads large-scale program management across multiple concurrent workstreams, ensuring disciplined execution, milestone tracking, risk mitigation, and clear accountability structures.
- Structures and supports high-stakes negotiations and strategic discussions involving physician alignment, funding models, partnership arrangements, and organizational restructuring.
- Partners with operational, clinical, and functional leaders to identify transformation opportunities, build compelling business cases, and translate strategy into sustainable operational change.
- Champions change management across the transformation portfolio, ensuring sustainable adoption of new processes, systems, governance structures, and ways of working.
- Builds trusted relationships with physician leaders, operational executives, consulting partners, and external stakeholders to drive alignment and adoption on transformation priorities.
- Promotes communication and cooperation among teammates to create a spirit of unity in the department.
- Performs other duties as assigned.

### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge of healthcare delivery systems, provider organizational models, physician alignment strategies, value-based care, and revenue cycle operations. Understanding of management consulting frameworks and structured problem-solving methodologies.

- Skills in executive-level communication, strategic program management, cross-functional facilitation, and developing consulting-quality deliverables. Proficiency in building and presenting business cases, financial frameworks, and strategic recommendations to senior audiences.
- Ability to operate effectively in ambiguous, rapidly evolving environments with competing priorities. Ability to build trust and credibility with physician leaders, C-suite executives, and external partners. Ability to translate complex strategic concepts into actionable implementation plans.

### **REQUIRED QUALIFICATIONS**

- Bachelor's degree in Business, Healthcare Administration, Public Health, Economics, or a related field.
- Experience in management consulting, corporate strategy, or healthcare transformation, with demonstrated advancement into senior leadership roles.
- Proven track record leading complex, enterprise-wide strategic initiatives from scoping through implementation in healthcare or provider organizations.
- Demonstrated experience managing large-scale, multi-workstream programs with disciplined execution, milestone tracking, and executive-level reporting.
- Experience developing and presenting strategic recommendations to C-suite, physician leadership, and board-level audiences.
- Strong structured problem-solving skills with the ability to decompose ambiguous challenges into clear, actionable workstreams and drive cross-functional teams to resolution.

### **PREFERRED PROFESSIONAL SKILLS AND EXPERIENCE**

- Master's degree (MBA, MPH, MHA, or equivalent) preferred.
- Management consulting experience at a recognized strategy or healthcare consulting firm (e.g., McKinsey, Bain, BCG, L.E.K., Deloitte, Guidehouse, Huron, ECG, or similar).
- Healthcare provider-side experience, particularly in health systems, physician enterprises, academic medical centers, or radiology/imaging organizations.
- Experience with physician compensation design, provider alignment strategies, professional services agreements, or hospital-physician negotiations.
- Familiarity with revenue cycle operations, M&A integration, value-based care models, or managed services organization (MSO) structures.
- Board service or advisory experience in healthcare organizations.

### **Physical Activities**

Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like.

Never       Occasionally       Constantly

Moving self in different positions to accomplish tasks in various environments including tight and confined spaces.

Never       Occasionally       Constantly

Remaining in a stationary position, often standing or sitting for prolonged periods.

Never       Occasionally       Constantly

Moving about to accomplish tasks or moving from one worksite to another.

Never       Occasionally       Constantly

Adjusting or moving objects up to 15 pounds in all directions.

Never       Occasionally       Constantly

Communicating with others to exchange information.

Never       Occasionally       Constantly

Repeating motions that may include the wrists, hands and/or fingers.

Never       Occasionally       Constantly

Operating machinery and/or power tools.

Never       Occasionally       Constantly



Operating motor vehicles or heavy equipment.

- Never  Occasionally  Constantly

Assessing the accuracy, neatness and thoroughness of the work assigned.

- Never  Occasionally  Constantly

**Environmental Conditions**

Low temperatures.

- Never  Occasionally  Constantly

High temperatures.

- Never  Occasionally  Constantly

Outdoor elements such as precipitation and wind.

- Never  Occasionally  Constantly

Noisy environments.

- Never  Occasionally  Constantly

Hazardous conditions.

- Never  Occasionally  Constantly

Poor ventilation.

- Never  Occasionally  Constantly

Small and/or enclosed spaces.

- Never  Occasionally  Constantly

No adverse environmental conditions expected.

- Never  Occasionally  Constantly

**Physical Demands**

Sedentary work that primarily involves sitting/standing.

- Never  Occasionally  Constantly

Light work that includes moving objects up to 20 pounds.

- Never  Occasionally  Constantly

Medium work that includes moving objects up to 50 pounds.

- Never  Occasionally  Constantly

Heavy work that includes moving objects up to 100 pounds or more.

- Never  Occasionally  Constantly

I have reviewed this job description and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my manager or a member of the Human Resources team.

I acknowledge that the job has been explained to me both verbally and in written format.

\_\_\_\_\_  
Support Teammate’s Signature

\_\_\_\_\_  
Date