



RUDISH HEALTH

Leadership Profile

Chief Technology Officer



Table of Contents

Opportunity	3
Cone Health	4
Reporting Structure	6
Position Summary	7
Candidate Qualifications	9
Compensation	10
Contact	11

Position	Vice President, Chief Technology Officer (CTO)
Organization	Cone Health
Location	Greensboro, North Carolina
Website	conehealth.com

Opportunity

Cone Health, a nationally acclaimed \$3.5B nonprofit health system in North Carolina, is seeking a strategic and visionary Chief Technology Officer.

Reporting to the Chief Information Officer, the CTO is a critical member of Cone's IT leadership cabinet and trusted advisor to clinical and business leadership. This executive oversees technology infrastructure, operations, and the innovation roadmap, ensuring systems are reliable, secure, scalable, and aligned with Cone's strategic objectives and care delivery model.

This is a career-defining opportunity to architect operational excellence for IT infrastructure and services across a high-performing network that includes five hospitals, six ambulatory centers, and over 150 care locations. The CTO will strategically position the organization to adopt emerging technologies that enhance patient care, operational efficiency, and competitive advantage. Near-term priorities include establishing a business continuity and disaster recovery playbook, upskilling talent to elevate IT leadership development, and assessing/optimizing vendor performance through strong service level agreement oversight. In the context of Cone Health's integration with Kaiser Permanente (Risant Health), the CTO plays a critical role in harmonizing technology standards by advancing interoperability, identifying shared services pull through opportunities, and maintaining service continuity across the system in support of value-based population health.

The ideal candidate is a collaborative, balanced executive who can translate technology needs into business value through a strategic and financial lens. With high emotional intelligence, the next CTO will lead strong relationships across the organization and bring strategic innovation, curiosity, and a cloud-smart mindset to the role.

Cone Health

Cone Health is a not-for-profit health care network serving people in Alamance, Forsyth, Guilford, Randolph, Rockingham and surrounding counties. As one of the region's largest and most comprehensive health networks, Cone Health has more than 150 locations including five hospitals, six ambulatory care centers, three outpatient surgery centers, ten urgent care centers, one retirement community and more than 120 physician practices. These include primary and specialty care through Cone Health Medical Group and Triad HealthCare Network.



Moses H. Cone Memorial Hospital
Greensboro, NC

Locations

Hospitals

- Alamance Regional Medical Center (238 beds)
- Annie Penn Hospital (110 beds)
- Behavioral Health Hospital (80 beds)
- The Moses H. Cone Memorial Hospital (flagship 628 bed teaching hospital)
- Wesley Long Hospital (175 beds)

Physician Enterprise, Health Plan, and Other Assets

- Cone Health Medical Group (629 primary and specialty care providers across 150 locations)
- MedCenters (six all-in-one care locations)
- HealthTeam Advantage (Medicare Advantage plan serving 22,000 beneficiaries in 33 counties)
- Triad HealthCare Network ACO (1,463 independent physicians in four counties)

Purpose, Vision, and Values

Purpose: To connect health care and well-being.

Vision: A tradition of health and well-being is woven through the fabric of our communities.

Values:

- **Caring for Our Patients:** We provide exceptional quality, compassionate care and service in a safe, respectful environment.
- **Caring for Each Other:** We appreciate each other through honest communication and respect. We inspire ongoing learning, pride, passion and fun.

- **Caring for Our Communities:** We engage our communities with integrity and transparency. We embrace our responsibility to promote health and well-being.

Risant Health

Following Geisinger, Cone is the second nonprofit health system to join Risant Health, created by Kaiser Foundation Hospitals to unite like-minded organizations, expand access to value-based care and coverage, and raise the bar for approaches that drive the best health outcomes. Risant’s goal is to expand the adoption of value-based care in multipayer, multiprovider, community-based health system environments and improve the health of millions of people in communities across the country. The partnership recognizes Cone Health’s accomplishments as a value-based care leader for more than a decade.

Over time, Risant’s investments will accelerate Cone Health’s drive to make better health easier by offering their patients easier access to their high-quality, innovative clinical programs and more robust health management technology, tools and programs. Cone will contribute its experience advancing value-based care in a model that includes various payers and a broad network of providers, while serving some of the most vulnerable and marginalized communities. Cone will also gain access to the value-based platform, which brings together the best value-based care tools, capabilities, and services from Kaiser Permanente, Risant Health, Geisinger, Cone Health, and future systems.

Key Statistics

Total Operating Revenue: \$3.5B
Hospitals: 5
Physician Practice Locations: 150+

Employees: 13,000
Medical staff physicians: 1,650

Source: Cone Health

Awards and Recognition

Cone Health hospitals and providers are recipients of numerous quality awards and other types of recognition, including the illustrative designations below.



Reporting Structure

This position reports to Cone Health's Chief Information Officer.

Keith Jones

Chief Information Officer

As CIO, Keith Jones's responsibilities include delivering Cone Health's strategic priorities and day-to-day operations around information technology. Jones joined Cone Health in 2012 developing strategy around data warehousing, business intelligence, and analytics. Jones also has led implementation of Cone Health's enterprise data warehouse framework and formalized an enterprise analytics function for the system.

He is a passionate executive who brings considerable expertise in digital health incubation and transformation and innovation, all of which are crucial to improving health care experiences for patients, providers and Cone Health team members. He also champions a metrics-driven approach that supports Cone Health's leading position in value-based care.

Prior to joining Cone Health, Jones was the Director of Business Intelligence at Europa Sports Products in Charlotte and before that, was the Director of Information Technology at Inmar Enterprises.

Jones received his Master of Healthcare Administration from Pfeiffer University, where he was a member of the Upsilon Phi Delta Honor Society. Jones also holds a Bachelor's degree in Information Systems and Operations Management from University of North Carolina at Greensboro.

He is a member of the American College of Healthcare Executives, a Certified Management Coach (CMC) with Coach Academy International and a member of the College of Healthcare Information Management Executives, as well as a motivational speaker.

Supervisory Role

The CTO is responsible for oversight of a team of three direct reports and outsourced vendors. Key peer relationships include high levels of collaboration with and across the Chief Information Security Officer; Chief Medical Informatics Officer; Chief Nursing Informatics Officer; Head of Clinical Systems; Head of Program Management, Data and Analytics; VP of Enterprise Architecture and Business Apps; and a peer dyad CTO at Risant Health.

Position Summary

The Vice President and Chief Technology Officer (CTO) serves as a strategic technology leader responsible for overseeing Cone Health's technology infrastructure, operations, and innovation roadmap. As a member of the IT Leadership Team, the CTO ensures technology systems are reliable, secure, scalable, and aligned with Cone Health's strategic objectives and clinical care delivery model.

This role focuses on maintaining operational excellence across IT infrastructure and services while strategically positioning the organization to adopt emerging technologies that enhance patient care, operational efficiency, and competitive advantage. In the context of Cone Health's integration with Kaiser Permanente, the CTO plays a critical role in harmonizing technology standards, ensuring interoperability, and maintaining service continuity across the health system.

Primary Duties and Responsibilities

Technology Operations Management

- Manage day-to-day technology operations, infrastructure, vendor relationships, and IT service delivery to support current business and clinical operations.

Business Enabler

- Maintain and optimize the existing technology estate across clinical and business systems, ensuring governance, and guiding strategic technology investments.
- Maintain highly reliable, secure infrastructure that supports 24/7 clinical operations with minimal downtime.
- Champion technology governance, security, and compliance across the enterprise.
- Translate complex technology concepts into business value for executive and clinical leadership.

Infrastructure & Operations Leadership

- Oversee enterprise IT infrastructure including data centers, networks, cloud platforms, end-user computing, and telecommunications systems, ensuring 24/7 availability, performance, and security of clinical and business technology systems.
- Lead IT service management and support functions, ensuring rapid issue resolution and high customer satisfaction.
- Direct capacity planning, performance monitoring, and disaster recovery/business continuity programs.

Strategic Technology Planning

- Develop and execute technology roadmaps aligned with Cone Health's strategic plan and clinical objectives.
- Lead enterprise architecture planning to ensure technology scalability, interoperability, and modernization, while evaluating emerging technologies and their potential healthcare applications, recommending strategic investments.
- Champion innovative initiatives that improve patient care, operational efficiency, and competitive positioning.

Vendor & Financial Management

- Optimize technology investments through strategic vendor management and cost-effective solutions, ensuring optimal value and service levels. Conduct technology vendor assessments, due diligence, and performance management.
- Develop and manage IT capital and operating budgets, identifying opportunities for cost optimization.
- Oversee IT asset management, procurement processes, and technology lifecycle management.

Governance, Security & Compliance

- Establish and enforce technology governance frameworks, standards, and policies.
- Ensure compliance with healthcare regulations including HIPAA, HITECH, CMS requirements, and state regulations.
- Partner with CISO to implement robust information security and risk management programs.
- Lead vulnerability management, incident response, and continuous security improvement initiatives.

Leadership & Team Development

- Build and lead high-performing technology teams across infrastructure, operations, and architecture functions that deliver exceptional service to clinical and business users.
- Mentor and develop technology leaders, fostering a culture of excellence, accountability, and innovation.
- Champion change management and organizational transformation initiatives and promote continuous improvement methodologies including Lean, Agile, and DevOps practices.

Stakeholder Engagement & Communication

- Serve as strategic technology advisor to the CIO and Executive Leadership Team.
- Partner with clinical leadership to understand care delivery needs and technology enablement opportunities.
- Communicate technology strategy, initiatives, and performance metrics to

- diverse stakeholder groups.
- Represent Cone Health in industry forums, vendor partnerships, and Kaiser Permanente technology governance structures.

Candidate Qualifications

Education, Licensure, and Certification

- Bachelor's degree in Computer Science, Information Technology, Healthcare Administration, Business Administration, or related field is required.
- Master's degree in related field (MBA, MHA, MS in Computer Science/Information Technology) is preferred.
- Professional certifications such as ITIL, TOGAF, PMP, or healthcare IT certifications (CHCIO, CPHIMS) are preferred.

Experience

- Ten or more years of progressive leadership experience in healthcare information technology.
- Five or more years of senior management experience overseeing IT infrastructure, operations, or enterprise architecture.
- Five or more years of demonstrated experience managing large-scale technology budgets (capital and operating).
- Five or more years of a proven track record building and leading high-performing senior technology management teams.
- Ten or more years of experience with electronic medical record systems, clinical applications, and healthcare technology landscape.
- Five or more years of successful vendor negotiation and contract management experience.
- Experience in multi-entity healthcare systems or health system mergers/integrations is preferred.
- Cloud infrastructure and transformation experience (AWS, Azure, or Google Cloud Platform) is preferred.
- Epic experience is preferred.

Knowledge, Skills, and Abilities

Success in this role requires a balanced combination of business acumen, leadership capabilities, and technical expertise.

Business & Strategic Competencies

- Mapping technology initiatives to business strategy and clinical objectives.
- Strategic planning, budgeting, and financial management.
- Healthcare industry knowledge including care delivery models, regulatory environment, and emerging trends.
- Technology trend identification and evaluation for healthcare applications.
- Understanding of healthcare data flows, system dependencies, and

interoperability requirements.

Leadership & Behavioral Competencies

- Results orientation with proven ability to deliver on commitments.
- Emotional intelligence and ability to work effectively with diverse stakeholders.
- Collaboration and teamwork across organizational boundaries.
- Decisive leadership with sound judgment in complex situations.
- Coaching, mentoring, and talent development.
- Influential communication and ability to build consensus.
- Adaptability and change leadership.
- Creative problem-solving and innovation mindset.

Technical Competencies

- Enterprise architecture methodologies and frameworks.
- Cloud computing platforms and migration strategies.
- Data center operations, networking, and telecommunications infrastructure.
- IT Service Management (ITSM) frameworks and best practices.
- Information security principles, risk management, and compliance requirements.
- Business continuity and disaster recovery planning.
- Vendor and product evaluation for healthcare IT solutions.
- Understanding of modern development practices (Agile, DevOps, CI/CD).
- Strategic understanding of emerging technologies (AI/ML, IoT, APIs, microservices) and their healthcare applications

Compensation

An attractive compensation, benefits, and relocation package will be offered commensurate with the candidate's experience.

Contact

Rudish Health

www.rudishhealth.com



Brayden Southerland

Director

Telephone: (214) 632-0588

E-mail: brayden@rudishhealth.com



Asmita Shah

Vice President

Telephone: (713) 502-0493

E-mail: asmita@rudishhealth.com



Rick Schooler

Senior Advisor

Telephone: (407) 761-3052

E-mail: rick@rudishhealth.com