



RUDISH HEALTH

Leadership Profile

**Executive Director of Surgical Services,
Greensboro Market**



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Table of Contents

Opportunity	3
Cone Health	4
Reporting Structure	7
Position Summary	8
Candidate Qualifications	9
Compensation	10
Contact	10

Position	Executive Director, Surgical Services, Greensboro
Organization	Cone Health
Location	Greensboro, North Carolina
Website	conehealth.com

Opportunity

Cone Health, a nationally acclaimed \$3.5B health system in North Carolina, is seeking a transformational Executive Director of Surgical Services for its Greensboro Market.

Cone is building something special. Reporting to the Market President, this is a compelling opportunity for a forward-thinking and highly visible perioperative services leader to guide the continued expansion and transformation of Cone Health's \$500M surgical enterprise across the flagship Moses H. Cone Hospital (a 24/7 Level II trauma center), Wesley Long Hospital, and Moses Cone Surgery Center. A key near term priority for this role is process improvement rigor to hone a well-humming, standard operation with tight controls around block management, OR utilization, and throughput. In the longer term, the vision for this position is to support the holistic business planning of an integrated network-wide pre-admission, operative, and recovery space function in alignment with the system's service line model and growing ambulatory surgery strategy.

The ideal candidate is a "future builder" who brings:

- Vision and strategic clarity
- Intuitive understanding of perioperative services as the leading revenue producing and referral book of business for the system
- Operational depth in perioperative services
- Proven ability to drive quality, access, and financial performance
- The presence to lead with superior physicians, exceptional nurses, focused interdisciplinary teams
- Passion for patient-centered surgical excellence
- A network opportunity mindset

Cone's expanding surgical footprint, anchored by a growing market, creates a career-defining opportunity to partner with surgeons and hospital leaders to shape the future of high performance perioperative care at the largest and most comprehensive medical center in Greensboro and the surrounding five county region, in line with Cone Health's value based care partnership with Risant Health.

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

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.

Key System Statistics

System Operating Revenue: \$3.5B

System Hospitals: 5

Physician Practice Locations: 150+

Employees: 13,000

Medical staff physicians: 1,650

Source: Cone Health

Perioperative Services

Cone Health is the leading provider of surgery services in the area. Using the latest medical technology, more than 33,000 surgeries are performed annually across the system in cooperation with more than 100 area physicians.

In the Greensboro market, Moses H. Cone Hospital (a 628-bed tertiary teaching hospital and Level II trauma center with 20 operating rooms and six procedural suites) and nearby Wesley Long Hospital (a 175-bed hospital with 10 operating

rooms and one additional procedural room) offer the latest advanced inpatient procedures with state of the art medical equipment. Cone offers patients minimally invasive options for spine, heart, thoracic surgeries in addition to laparoscopic techniques, robot-assisted surgeries, and stealth guided neurosurgery to shorten recovery time. Across the street, Cone Day Surgery Center (seven operating rooms) is equipped for same day outpatient general and specialized procedures in orthopedics, otolaryngology, pediatric, dental, and cosmetic surgery.

<i>Location</i>	<i># of Cases in 2025</i>
<i>Moses Cone Endoscopy</i>	<i>2,481</i>
<i>Moses Cone ORs</i>	<i>14,088</i>
<i>Moses Cone Surgery Center</i>	<i>4,714</i>
<i>Wesley Long Endoscopy</i>	<i>2,836</i>
<i>Wesley Long ORs</i>	<i>8,585</i>
<i>Wesley Long Surgery Center</i>	<i>316</i>
<i>Aggregate Volume</i>	<i>33,020</i>

At the campus level, there is a Surgical Services Executive Committee that governs each facility’s OR blocks, allocating and administrating space to employed and independent physician groups. Analytics are in place for tracking key operational metrics around first case on time starts, room turnover, case duration, utilization by OR, block, surgeon, and practice.

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 raise the bar for achieving better health outcomes. Risant’s goal is to accelerate adoption of value-based care in multipayer, multiprovider, community health systems and improve the health of millions across the country. The partnership recognizes Cone Health’s more than decade-long leadership in value-based care.

Over time, Risant’s investments will further Cone Health’s mission to make better health easier by expanding access to high-quality clinical programs and strengthening health management technology, tools, and capabilities. 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 communities. In turn, Cone will gain access to a shared value-based platform that brings together proven tools, capabilities, and services from Kaiser Permanente, Risant Health, Geisinger, Cone Health, and future partner systems.

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 the President of the Greensboro Market.

Michael Bundy, MBA

SVP, President of Greensboro Market, Cone Health

Michael Bundy provides leadership and oversight for The Moses H. Cone Memorial Hospital and Wesley Long Hospital. Bundy is an accomplished health care executive with more than 20 years of experience driving operational excellence, financial performance and culture transformation across complex health systems. Prior to joining Cone Health in 2025, he served as the chief executive officer for Prisma Health's Midlands Market – the largest nonprofit health care organization in South Carolina. In this role, Bundy provided fiscal oversight of more than \$2.3 billion in net revenue, 10,000 team members and seven facilities, including four acute care and three specialty hospitals.

Before that, Bundy was senior vice president and chief operating officer for Cape Cod Healthcare, where he led major operational and financial improvement initiatives. He also held executive roles with MedAssets/Vizient Advisory Solutions, BVU Authority and Wellmont Health System.

A former U.S. Army officer, Bundy brings a disciplined and mission-driven leadership style to every role. He holds a Master of Business Administration with a concentration in Business Economics from Tiffin University and a Bachelor of Arts in Economics from West Virginia University.

Position Summary

The Executive Director of Surgical Services is accountable for the operational oversight, coordination, and strategic alignment of all perioperative and procedural services across Cone Health's Greensboro market, as well as standardization of nursing practice.

Working in close partnership with surgical, anesthesia, nursing leadership, and site department directors, the Executive Director will drive perioperative governance, strategic planning, operational excellence, financial management, quality and safety initiatives, regulatory compliance, and system integration while fostering an inclusive and collaborative culture across multidisciplinary teams to support optimal patient outcomes and performance.

Areas included within perioperative services are: (a) scheduling, (b) pre-admission testing, (c) surgery admission units, (d) intraoperative, endoscopy, and procedural suites, (e) post anesthesia care, (f) sterile processing, (g) perioperative materials management and physician preference items, and (h) financial clearance. Nurse anesthesia services (CRNAs) and medical anesthesiologists are a close working relationship. This leader will also work closely with the corporate supply chain function at Riant/Kaiser Permanente which has oversight of vendor negotiations.

Supervisory Role

The Executive Director is responsible for oversight of a team of approximately 443 perioperative FTEs with four direct reports.

At Moses Cone Hospital, the Executive Director will partner closely on perioperative governance with the Co-Chairs of the Surgical Services Executive Committee (currently one orthopedic surgeon and one anesthesiologist). At Wesley Long Hospital, this leader will work closely with the Chair of the Surgical Services Executive Committee (currently one orthopedic surgeon) along with an anesthesia site director.

Primary Duties and Responsibilities

- Provide leadership for the routine operations of Perioperative Services in an effective and efficient manner.
- Establish programs, standards, and policies to ensure that Perioperative Services are consistent with national standards of care and regulatory requirements and consistent across the system.
- Design systems to maximize patient throughput and optimize efficient and

- appropriate use of staff resources across the system.
- Establish collaborative relationships with staff and community physicians.
- Develop programs to promote high patient and physician satisfaction with services delivered.
- Promote a positive work environment for employees with emphasis on support for the Shared Governance model.
- Plan and implement systems for financial management including staffing, non-salary expense management, accurate revenue capture and collection support.
- Develop strategic plans incorporating capital replacement, standardization, and market-focused goals to support smart growth opportunities.
- Report to Market and System executive leaders on perioperative performance.
- Collaborate cross-functionally, with the opportunity to:
 - Strategically partner with ambulatory leaders on expansion plans and intelligently integrate ASC capacity planning in alignment with hospital outpatient department surgery operations to meet patient and community needs across the network.
 - Assist in the recruitment of surgical techs and operative nurses.
 - Support surgeon recruitment in the community.
- Ensure compliance with quality assurance and patient safety initiatives.
- Coach, mentor, and provide guidance and support for the Perioperative Services leadership team.

Candidate Qualifications

Education

- Graduate of an RN education program. A bachelor's degree and a master's degree are required (either one must be in nursing).
- A relevant management or applicable specialty post-graduate program is preferred.
- Certified Nurse Operating Room (CNOR) preferred.
- Certification in Nursing Administration (e.g., NE-BC, NEA-BC, CENP) or other relevant management or applicable specialty certification (e.g., CSSM, CNAMB, CPAN, CAPA) preferred.

Experience, Licensure, and Certification

- A minimum of five years of experience in a leadership position is required.
- A minimum of five years of experience in at least one clinical area of perioperative nursing or anesthesia nursing is required.
- A valid driver's license is required.
- BLS (CPR)-American Red Cross or AHA Healthcare Provider is required.
- Epic/OpTime experience is preferred.

Knowledge, Skills, and Abilities

- Influential leadership to work with physicians, governance committees and subcommittees in the administration and management of effective OR block utilization and perioperative throughput.
- Ability to balance the access and utilization needs of both employed and independent surgeons.
- Ability to hold groups responsible and accountable for performance.
- Ability to work collaboratively and influence individuals at varying levels.
- Strong oral and written communication skills.
- Operate motor vehicle to attend meetings outside the hospital.
- Ability to demonstrate compliance with Cone Health values.
- Demonstrate creativity and ability to guide others through change and to new levels of understanding while building positive, constructive relationships.
- Ability to use diplomacy while being assertive, encouraging and results-oriented.
- Ability to manage detail, assure accuracy and produce results.
- Must have working knowledge of computer databases, spreadsheets and word processing software.

Compensation

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

Contact

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