



RUDISH HEALTH | LEADERSHIP PROFILE

Revenue Cycle Leader



Fred Hutch
Cancer Center



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Position	Revenue Cycle Leader
Organization	Fred Hutch Cancer Center
Location	Seattle, WA or Remote with Travel
Website	www.fredhutch.org

Opportunity

Fred Hutch, the Northwest's leading cancer center, is a premier \$2B oncology care and research institute seeking an entrepreneurial and transformative executive as its Revenue Cycle Leader.

Reporting directly to the CFO, the Revenue Cycle Leader provides centralized oversight and expert management for all of Fred Hutch's revenue cycle activities, representing \$1.3B in net patient services revenue. As Fred Hutch undergoes a clinical operations and access redesign journey, this change agent will join as a critical member of the finance leadership cabinet, setting a clear course for the modernization of revenue cycle functions by collaborating with and inspiring finance, operations, clinical, payer strategy, and technology leaders across the organization to build on strengths and set go-forward standards of excellence.

Key priorities include (1) working on the front lines with physician leaders on prior authorization improvements and reimbursement coverage, (2) reducing cost-to-collect via labor arbitrage and technology solutions, (3) evaluating the team to nurture and upskill talent while evaluating a balanced approach for insourcing and outsourcing functions, as well as (4) collaborating with payer strategy leaders on network management and end-to-end denials management workflows to improve cash collections from payers. The successful candidate will look ahead to digital innovation in revenue cycle, bringing a velocity of automation and innovation around RCM technology between Epic, major payers, and Fred Hutch's partnership with UW Medicine.

A rare opportunity for an exceptional influential executive to architect the go-forward function for a financially healthy organization, the next Revenue Cycle Leader will make a lasting impact at this acclaimed cancer center by helping drive its core mission to prevent and eliminate cancer and infectious disease.



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Fred Hutchinson Cancer Center (Fred Hutch)

Fred Hutch Cancer Center is an independent, nonprofit organization providing adult cancer treatment and pursuing research discoveries that prevent, treat and cure cancer and infectious diseases worldwide. Based in Seattle, Fred Hutch is the only National Cancer Institute-designated cancer center in Washington and is ranked as the top cancer care provider in the state by U.S. News.



Fred Hutch Cancer Center
Seattle, WA

Fred Hutch has earned global recognition for its track record of discoveries in cancer, infectious disease and basic research, including important advances in bone marrow transplantation, immunotherapy, HIV/AIDS prevention and COVID-19 vaccines. Fred Hutch operates several clinical care sites in the Puget Sound region that provide medical oncology, infusion, radiation, proton therapy and related services. Fred Hutch also serves as UW Medicine's cancer program.

Fred Hutch's mission is to unite innovative research and compassionate care to prevent and eliminate cancer and infectious disease. They are driven by the urgency of their patients, the hope of their community and their passion to pursue discoveries, scientific breakthroughs and healthier lives for every person in every community. Their mission is rooted in shared values of collaboration, compassion, determination, excellence, innovation, integrity and respect.

History and Overview

Fred Hutch was founded as Fred Hutchinson Cancer Research Center in 1975 in Seattle, Washington as a division of the Pacific Northwest Research Foundation. Fred Hutch was one of eight original NCI-designated Cancer Centers that received funding under the National Cancer Act of 1971. The center opened its doors in 1975 and was named an NCI-designated Comprehensive Cancer Center in 1976.

Fred Hutch is world-renowned as a pioneer in developing innovative treatments to fight cancer and other diseases. In the 1970s, a team of Fred Hutch scientists led by Dr. E. Donnall Thomas pioneered bone marrow transplantation as a treatment for previously incurable blood cancers such as leukemia. This work, which provided the first definitive and reproducible example of the immune system defeating cancer, won Thomas the Nobel Prize and helped spark a revolutionary new field of cancer treatment known as immunotherapy.



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Today, Fred Hutch scientists are producing some of the most important breakthroughs in the prevention, early detection and treatment of cancer, HIV and other diseases. Fred Hutch is a leader in studying and developing an array of new immunotherapies, including adoptive T-cell therapies, antibody-based therapies, cancer vaccines, and checkpoint inhibitors. Its researchers and clinicians utilize a translational approach resulting in a continuous cycle of discovery that speeds new immunotherapies from the lab to the clinic.

Fred Hutch is consistently ranked among the top 10 cancer research centers in the nation. Its faculty includes three Nobel Prize winners and a recipient of the Lasker Award. The institution and its scientists were awarded over \$516.3M in research funding in FY24 and Fred Hutch's \$11.3M P30 core grant was among the three largest core grants awarded by the NCI in 2024.

Its organizational culture is one that is distinctly collaborative and welcoming to all – driven by an enduring commitment to fairness and forward-thinking as an outgrowth of shared values and belief these aims strengthen the organization, increase innovation and improve patient experience.

Merger and Partnerships

In 1998, Fred Hutch partnered with UW Medicine and Seattle Children's to form the Seattle Cancer Care Alliance, a separate nonprofit corporation that provided clinical oncology care for the three partner organizations from 2001 until 2022.

In April 2022, Fred Hutchinson Cancer Research Center merged with Seattle Cancer Care Alliance and restructured its relationship with UW Medicine. The merger brings research and care closer together, combining the people, programs and facilities of Fred Hutchinson Cancer Research Center and SCCA into one cohesive organization. However, SCCA played an important historical role in facilitating growth in their oncology services, opening its first outpatient clinic in 2001 and contributing to retention of the organization's NCI comprehensive center designation. The three organizations continue to collaborate on research through the Fred Hutch/University of Washington/Seattle Children's Cancer Consortium.

In addition, Fred Hutch now serves as the cancer program for UW Medicine, which includes oversight of the clinically integrated oncology program, including the cancer services delivered at UW Medical Center-Montlake in Seattle. Members of UW Physicians, a provider practice group whose members are UW School of Medicine faculty, provide cancer care at Fred Hutch as well as UW Medicine. The relationship with UW Medicine allows for enhanced care coordination with one of the world's leading integrated health systems. Fred Hutch also raises philanthropic funding on behalf of both organizations for adult oncology programs.



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Seattle Children’s Hospital continues as an independent organization but is the central site for pediatric cancer care for Fred Hutch and UW Medicine. Seattle Children’s Hospital also maintains significant Fred Hutch research collaborations in adult and pediatric oncology.

Creating a single, independent, nonprofit organization responsible for both oncology care and research better positions the organization to advance the overall mission of Fred Hutch Cancer Center. Maintaining a specialized focus on cancer care combined with research in cancer and infectious disease provides a dynamic environment; in this environment, research is more directly informed by clinical insights and clinical care benefits from real-time insights and the latest clinical trials and treatments. In addition, the strengthened relationship with UW Medicine allows them to offer a cancer program that is aligned with one of the world’s leading integrated health systems. This relationship enables enhanced care coordination for their patients needing a variety of specialty services.

Read more about the merger [here](#).

FY2024 Key Statistics¹

Fred Hutch ended its fiscal year 2024 with \$2.06 billion in revenues including \$1.30 billion in patient service revenue and \$542.7 million in research revenue. The organization has \$3.4 billion in total assets and \$2.02 billion in total liabilities.

Total operating revenue: \$2B	Employees: 6,100+
Patient services revenue: \$1.3B (63%)	Post docs, fellows, interns: 350+
Unique patients seen: 63,000	Research articles published: 1,330
Clinical care sites: 10	Scientific editorials published: 52
Adult bone marrow transplants: 360	Patents granted: 58
Cancer screenings: 11,000	

1. Source: FY2024 Financials and [Annual Report](#)



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Awards and Recognitions

Fred Hutch providers and scientists are recipients of numerous national and international honors and awards, including three Nobel Prizes and the illustrative designations below.



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Reporting Structure

The Revenue Cycle Leader will report to the Chief Financial Officer.

David H. Browdy

Vice President and Chief Financial Officer, Fred Hutch Cancer Center

Since stepping into the CFO role in 2018, David Browdy oversees business economics, revenue cycle, clinical supply chain, clinical and research procure to pay, financial planning and analysis, treasury, capital structure, payer contracting and strategy, accounting, government payments, and financial management information systems at Fred Hutch. Bringing both the research and clinical missions under one umbrella with the merger of the Seattle Cancer Care Alliance in 2022, David also has oversight over finances for the office of sponsored research, grants and awards, and foundation.

Browdy is a C-suite executive whose background spans health system finance, institutional support for research, academic medicine, information technology, and facilities planning and development. David previously served as the University of Utah's CFO for Health Sciences, where his responsibilities included strategic financial management, performance and planning. During his tenure, he managed a large budget that grew quickly from \$2.3 billion to \$3.6 billion in five years. While at the university Browdy led a \$500 million campus transformation project — including helping to secure legislative approval, develop donor strategy and model funding, contracting and construction plans — for a complex of three new health care and medical-education facilities. He played a key role in improving the university's debt strategy, which helped move its Standard & Poor's bond rating from AA to AA+. Before joining the University of Utah, Browdy for 20 years served in various capacities at Northwestern University's Feinberg School of Medicine, including COO overseeing a \$500 million operating budget. In addition to finance and budget, his areas of responsibility at Northwestern included information technology, human resources, communications, and facilities management.

He has a BS in Biomedical Engineering from Northwestern University and an MBA from Carnegie-Mellon University. Browdy has presented nationally on health care economics and strategic planning at institutions ranging from Harvard Business School to the Association for American Medical Colleges.

Supervisory Role

This leader is responsible for oversight of the revenue cycle department and vendor portfolio, including three Director-level direct reports and one admin.



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Position Summary

Reporting to the CFO, the Revenue Cycle Leader is responsible for strategic direction and operational oversight of the revenue cycle function at Fred Hutchinson Cancer Center and for providing leadership and development of the revenue cycle teams. The Revenue Cycle Leader serves as a primary partner and thought leader for senior executives in the clinical, financial, and IT enterprises within Fred Hutch with respect to systems, processes, and metrics impacting how the revenue cycle delivers strong financial performance to the enterprise. This individual also determines the balance of insourcing and outsourcing of revenue cycle services and strategically manages the portfolio of external contracts.

Primary Duties and Responsibilities

- Provide thought leadership and strategic and operational direction for patient-facing, clinician-facing, and payer-facing aspects of the Revenue Cycle. Collaboratively lead in shaping and modernizing Fred Hutch's revenue cycle and related functions.
- Oversee the development of a contemporary, growth-focused approach to the people, processes, and systems associated with the Revenue Cycle. Evolve from legacy systems into a cohesive operation utilizing contemporary tools and techniques.
- Influence and lead Fred Hutch clinicians, clinical operations staff, and IT professionals to improve workflows and to determine and correct root causes of claims denials and delays and to identify opportunities for more effective and efficient collections. Take a lead FH role on similar work with counterparts at UW Medicine.
- In partnership with the Chief Compliance Officer, the Revenue Cycle leader is the senior financial executive responsible for ensuring that all billing policies, practices, and operations are fully compliant with regulations, standards, and contract terms.
- With the VP/CFO and leaders in Payer Contracting, Strategy, and Business Economics, develop a strategic approach to negotiating payer agreements and to managing the complex portfolio of contract and payer types.
- With the VP/CFO, VP/CIO, and counterparts at UW Medicine, take a leadership role in developing and maintaining a robust, compliant, cost-efficient and contemporary revenue cycle ecosystem of IT systems, interfaces, and external vendors.
- Take a leadership role in highly visible clinical improvement initiative to ensure revenue cycle goals and principles for maximizing efficient revenue collection are incorporated into clinical operations and staffing.
- Actively inspire and develop talent throughout Revenue Cycle teams. Ensure staff have a clear understanding of overall strategy and direction in order for them to be highly effective in their roles and to grow and advance professionally.



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Candidate Qualifications

Education and Experience

- Bachelor's degree is required.
- Master's degree (MBA or MHA) is preferred.
- Minimum of 10 years of relevant experience with at least three years in a senior leadership role directly supervising a revenue cycle operation.
- Epic experience is strongly preferred.
- Experience in a complex academic health environment, ideally in oncology, is preferred.

Knowledge, Skills and Abilities

- Ability to design the best division of labor between clinical ops and revenue cycle for patient-facing and clinical-facing workflows.
- Ability to strategically manage a portfolio of external vendors (denials management collections, etc.)
- Ability to provide knowledgeable thought leadership of the evolution of the revenue cycle enterprise and to inspire and develop talent.
- Technology forward mindset.

Compensation

An attractive compensation package will be offered with a salary range of \$254k to \$447k and a compensation structure commensurate with the candidate's experience.



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www.rudishhealth.com



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