



RUDISH HEALTH

## Leadership Profile

**Vice President,  
Facility Operations and Development**



**NorthOaks  
Health**

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<b>Position</b>	VP, Facility Operations and Development
<b>Organization</b>	North Oaks Health
<b>Location</b>	Hammond, LA
<b>Website</b>	<a href="http://www.northoaks.org">www.northoaks.org</a>

### Opportunity

North Oaks Health, an expanding \$500M community health system in Hammond, Louisiana, is seeking a qualified facilities leader as its inaugural Vice President of Facility Operations and Development.

Reporting directly to the Chief Operating Officer, the Vice President is responsible for the senior level management and performance of facilities, plant operations, construction, and real estate transaction activities across the system aligning with strategic initiatives and goals. This is a highly visible role in close partnership with the Chief Executive Officer, as a key priority is leadership of North Oaks' \$350M seven year master plan comprising a new seven story patient tower, outpatient surgical center, medical office building, and patient and employee parking.

A great leadership opportunity in a welcoming organization that is stable and growing with a demonstrated workplace culture of professional longevity and promoting from within, the successful candidate will bring expertise in facilities planning, construction, and financial management with strong attention to detail and creative problem solving. The Vice President of Facility Operations and Development will make a lasting impact at this system, with its care network across 191 acres, by helping drive its core mission to improve lives every time with every touch in partnership with its executives, patients, and community.

### North Oaks Health

North Oaks Health is the largest independent, community-owned hospital organization in Louisiana and one of the area’s largest and most progressive health systems. Strategically based in Hammond, between New Orleans and Baton Rouge, its network serves Tangipahoa and Livingston parishes. From the initial opening of Seventh Ward General Hospital in 1960, the expanding organization now features two hospitals and more than 44 multispecialty medical practices.



North Oaks Medical Center  
Hammond, LA

### Locations

*Medical Center Campus:* 330-bed flagship hospital, Level II trauma center and primary stroke center, with 20+ outpatient specialty and primary care clinics.

*Rehabilitation Hospital Campus:* 27-bed rehab hospital ranking in the top 3% of facilities worldwide surveyed by the Commission on Accreditation of Rehabilitation Facilities, and home to Louisiana’s select few accredited stroke specialty programs.

*Livingston Parish Medical Complex:* Offering diagnostic services, an orthopedic specialty center, multispecialty clinic, and primary care clinic.

*Additional assets:* Urgent care, pediatric clinics, and specialty clinics.

### FY2025 Key Statistics<sup>1</sup>

Net Revenue: \$500M	Surgeries: 13,671
Other Operating Revenue: \$136M	ED Visits: 65,561
Admissions: 17,896	Providers: 281
Outpatient Registrations: 137,555	Specialties: 39
Physician Group Visits: 306,383	Employees: 3,000

Sources: North Oaks [By the Numbers 2025](#) and [Annual Report](#)

### Mission, Vision, and Values

*Mission:* Improving lives. Every time. Every touch.

*Vision:* To be the region’s most trusted partner for health, exceptional quality, safety and experience.

*Values:* Communication, Compassion, Commitment, Courtesy

## Awards and Recognitions

Becker’s Hospital Review recognizes North Oaks Medical Center as one of the nation’s 100 “Great Community Hospitals” for 2025. North Oaks is one of only five hospitals in Louisiana to receive this distinction. North Oaks is also named one of the “Top 150 Places to Work in Healthcare” for 2025 by Becker’s Hospital Review, making it one of only five healthcare organizations in Louisiana to receive this national recognition. The award highlights North Oaks’ strong commitment to employee engagement, professional growth and a supportive workplace culture.

North Oaks Health and its providers are recipients of numerous quality awards and recognition, including the illustrative designations below.



## Hammond, Louisiana and Greater Northshore Area

Hammond is a university town and commercial hub in Tangipahoa Parish, ideally located between Baton Rouge and New Orleans near the North Shore of Lake Pontchartrain. Home to over 20,000 residents, Hammond is the fastest growing area in the state and the proud home of Southeastern Louisiana University.

Hammond's prime location offers a blend of historic charm and modern amenities suitable for a family friendly lifestyle or professionals seeking balance. The walkable downtown area features 19<sup>th</sup> century buildings, boutique shops, and locally owned restaurants alive with a diverse culinary scene combining Southern cuisine with international flavors and craft breweries.

Arts and culture enthusiasts enjoy the Columbia Theatre for the Performing Arts, which hosts orchestral performances and touring Broadway shows. The area is known for the annual Ponchatoula Strawberry Festival, giving it recognition as the "Strawberry Capital of the World." Notable destinations such as the Louisiana Children's Discovery Center and the Hammond Regional Arts Center underscore the region's commitment to community well-being and engagement.

Southeastern Louisiana University, a cornerstone of the city, boasts 13,500 students on a 365-acre campus. It fosters cultural diversity and growth, driving expansion in housing and providing weekend entertainment through college sports, plays, and art shows. The University and North Oaks have a strong partnership, collaborating on community events, healthcare initiatives, and education programs.



Groundbreaking Southeastern LA University's new North Oaks Health Academic & Athletic Complex

The Parish is celebrated for its warm, welcoming people who embody collaboration, support, and unity. Hammond's prime location ensures suburban tranquility with easy proximity to Interstates 55 and 12, making it conveniently accessible to Louisiana's major cities. Neighboring areas along the Northshore offer a blend of top-rated schools and outdoor recreation with a number of livable communities to choose from.

With a growing population, affordable real estate, vibrant community life, and access to New Orleans and Baton Rouge just a drive away, it's not hard to imagine calling Hammond and the Northshore home sweet home.

## Reporting Structure

The VP, Facility Operations and Development reports to the Chief Operating Officer of North Oaks Health.

### Michael Watkins

*Chief Operating Officer, North Oaks Health*

Michael Watkins has served as COO of North Oaks since his promotion in 2017, with oversight of business operations. He has four decades of management and leadership experience, including over 20 years with North Oaks.

Michael began his tenure with the health system in 2002 as a Senior Financial Analyst. He went on to earn promotions to Budget Program Manager, Senior Business Development Representative, Contracts Coordinator, Assistant Operations Officer and Vice President of Operations before becoming Senior Vice President of Operations in 2011 and Chief Compliance Officer in 2014. From 2003 to 2005, he also served as an adjunct instructor in finance for Southeastern Louisiana University in Hammond.

Prior to his association with North Oaks, Watkins worked as a network administrator for Elmer Candy Corporation in Ponchatoula, Louisiana, for four years. His professional career also includes 3 years of experience working as an industrial engineer technician for Intel Corporation in Hillsboro, Oregon, and 13 years of experience as a supervisor in the wood products industry in Portland, Oregon.

Watkins earned a master's degree in business administration and a bachelor's degree in finance from Southeastern Louisiana University in Hammond.

### Supervisory Role

This leader is responsible for oversight of one direct report (plant operations director) and a broader team that includes a plant operations manager who also leads biomed, a construction manager, departmental supervisors, and an in-house construction crew.

## Position Summary

The Vice President of Facility Operations and Development is responsible for the performance of facilities, plant operations and construction activities across the System which align with and support strategic initiatives and goals.

This role serves as a senior advisor for all facility and construction activities. The VP leads and supports the Plant Operations and Construction leadership team in carrying out departmental functions in a manner which ensures safety, regulatory compliance, efficiency, reliability and operational/engineering excellence.

## Primary Duties and Responsibilities

### *Strategic Leadership:*

- Assist the COO in the development and implementation of long-range goals, strategic plans, and operational initiatives for facilities management and construction.
- Oversee the standardization of safety programs, contract negotiations, and infrastructure budget forecasting.
- Collaborate with executive and senior leadership to set business goals, solve internal issues, and ensure alignment with construction, design, and real estate initiatives.
- Maintain acute awareness of market and industry trends, and implement innovative solutions for operational improvement.
- Serve in senior level leadership role on large construction projects and facility improvement initiatives.

### *Operational Oversight:*

- Establish and report key performance indicators for the maintenance and operation of all physical structures, mechanical/electrical systems, central plants, and utilities.
- Ensure optimal functioning of all facilities.
- Provide oversight for emergency preparedness, disaster response, and recovery efforts.
- Monitor and implement regular audits, inspections, and assessments to ensure a safe, functional, and compliant environment.
- Facilitate development of realistic timelines and delivery of construction projects.
- Provide guidance on the development of project plans, priorities and sequencing.
- Manage the real estate transaction process for acquisition, leasing, or disposition activities.

*Financial Management:*

- Develop and manage annual operational and capital budgets, ensuring alignment with strategic plans.
- Analyze financial performance, identify cost-saving opportunities, and ensure efficient allocation of resources.
- Leverage vendor relationships to secure cost-efficient contracts and maximize return on investment.
- Provide multi-year capital forecasts for infrastructure needs.
- Manage and review construction project proposals and costs.

*People Leadership:*

- Lead, mentor, and develop an interprofessional management team.
- Foster a culture of cross-functional teamwork, engagement, accountability, and continuous improvement.
- Drive succession planning, employee development, and training programs.
- Promote a environment of lasting relationships, a culture of belonging and value of tenure.
- Represent North Oaks and build relationships with external sources such as architects, engineers and contractors setting clear expectations for quality of work and transparency of pricing.

*Quality, Safety and Compliance:*

- Ensure compliance with all federal, state, and local safety and environmental regulations, as well as accreditation requirements.
- Guide management teams in root cause analysis, risk avoidance, and continuous improvement.
- Implement and oversee physical environment safety programs and sustainability initiatives to reduce environmental footprint and operating costs.
- Review and amend the Facility Safety Manual timely to maintain up-to-date guidance.
- Leads the Water Management Committee
- Provide senior level guidance for the Environment of Care and applicable subcommittees.

*Service Excellence:*

- Drive service standards to achieve high levels of patient, customer, and client satisfaction.
- Oversee departmental operations to ensure labor efficiency, quality, and retention.
- Support new business activities and foster a culture of ownership and accountability.
- Research and utilize industry benchmarks for service level assessment and improvement.

- Provide perspective and focus on redundancy of critical systems to minimize downtime and/or impacts to services.

## Candidate Qualifications

### Education

- Bachelor's degree in engineering, architecture, facilities management, construction management or degree in other business related field required.
- Master's Degree in engineering, business, healthcare administration or other related field preferred.
- Current certification in (or obtains within 12-months of hire date) facilities and/or construction management from an accrediting body such as the American Society for Healthcare Engineering (ASHE).

### Experience, Knowledge, Skills and Abilities

- At least 5 years of experience managing facilities, construction projects and staff in a setting of similar size and scope.
- Experience reviewing and validating accuracy of pay applications and change orders.
- Proficient and knowledgeable in construction methods, preventive maintenance programs, life safety precautions and infection prevention protocols.
- Strong knowledge and experience dealing directly with regulatory agencies, reviewing regulations, and implementing policies and procedures.
- Ability to interpret plans and drawings.
- Excellent analytical, financial and project management skills.
- Excellent presentation and verbal/written communication skills.
- Proficiency in MS Office applications such as Outlook, Word, Excel, PowerPoint, with the ability to master other software programs as needed to effectively perform job duties.
- Ability to inspire, motivate, and hold teams accountable to achieve organizational goals.
- **Preferred:**
  - Revit and/or AutoCad training and experience.
  - Experience in an acute care hospital setting.
  - Knowledge and experience with Louisiana Public Bid Law.

## Compensation

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

## Contact

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