



RUDISH HEALTH

Leadership Profile

**Vice President & Chief Financial Officer,
Presbyterian Hospital and Kaseman Hospital**



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CFO for Presbyterian and Kaseman Hospitals
Presbyterian Healthcare Services
Albuquerque, New Mexico
www.phs.org

Opportunity

Presbyterian Healthcare Services (PHS) seeks a distinguished financial executive to serve as the CFO for Presbyterian Hospital and Kaseman Hospital. This is a high-impact leadership role within the hospital executive team, providing strategic financial oversight for a combined footprint of 729 beds and \$1.3B in operating revenue.

Reporting to the Presbyterian Delivery System Chief Financial Officer, this executive serves as a critical partner in navigating the complexities of a highly matrixed healthcare organization. The role demands a leader who can balance the technical integrity of financial reporting with the strategic influence required to drive operational efficiency and clinical partnership.

Key priorities include:

1. Hands-on mentoring and team development
2. Partnership with the Market President and hospital operators to achieve market strategy goals
3. Productive integration with the corporate finance team, including collaboration on shared services with revenue cycle and accounting functions
4. Bringing an enterprise mindset for systemness and consistency in execution
5. Managing variable staffing, controlling expenses, and volumes to budget

Presbyterian Healthcare Services

Founded in New Mexico in 1908, Presbyterian Healthcare Services is a locally owned, not-for-profit health system dedicated to improving the health of the patients, members, and communities it serves. Today, Presbyterian cares for more than one in three New Mexicans through an integrated system of hospitals, a multi-specialty medical group and a statewide health plan.



Presbyterian Hospital
Albuquerque, NM

Presbyterian's approach focuses on making healthcare more accessible, coordinated, and affordable. With a broad range of specialties and continued investment in technology, virtual care and modern facilities, the organization is committed to improving access and the overall patient experience across New Mexico.

Integrated Care and Coverage: Presbyterian brings together care delivery and health coverage to create a more connected experience for patients and members. This model supports better coordination, simplifies access, and helps improve outcomes across the continuum of care.

Statewide Reach and Scale: With nine hospitals in eight communities and care available across New Mexico, Presbyterian delivers services close to home. As the state's largest private employer, Presbyterian plays an important role in supporting the health and economic well-being of communities statewide.

Investment in Innovation and Access: Presbyterian continues to invest in technology, facilities, and innovative care models to improve care delivery for New Mexicans. From expanded virtual care options to modernized clinical spaces, a shared electronic health record and the Healthcare Advanced Learning Lab, which supports hands-on training and clinical innovation, these efforts help make care more efficient and convenient.

Commitment to Community Health and Equity: Guided by a vision of a healthier New Mexico, Presbyterian works to address the broader factors that influence health. Through community partnerships and programs that expand access to essential resources, the organization is committed to reducing barriers and supporting healthier outcomes.

Legacy of Giving: Rooted in a long-standing culture of service, Presbyterian's commitment to New Mexico is shaped by a legacy of philanthropy that continues today through the Presbyterian Healthcare Foundation. Donor support helps

expand access to care, launch new programs and strengthen community health initiatives across the state.

Presbyterian's Statewide Network of Care

Presbyterian's network is designed to deliver convenient, connected care across New Mexico. With nine hospitals and more than 100 physician and specialty clinics, the system provides access to care in both metro and rural communities throughout the state. By integrating care delivery and coverage, Presbyterian creates a more seamless and reliable experience for patients and members.

Hospital Network: Presbyterian's nine hospitals, located in eight communities, provide a strong foundation for care in New Mexico. These facilities offer access to a wide range of services, including emergency care, surgery, women's and children's care, cancer care, heart and vascular care, behavioral health and more. Together with local clinics and specialty services, they help ensure patients can receive high-quality care close to home.

Medical Group: Presbyterian Medical Group connects patients to primary and specialty care providers throughout New Mexico. Primary care providers serve as the leaders of each patient's care team, coordinating services and guiding care across settings. With expertise spanning family medicine, internal medicine and pediatrics, providers care for patients at every stage of life while working closely with specialists to deliver personalized, coordinated care.

Health Plan: Presbyterian Health Plan supports access to care through coverage that is closely aligned with the delivery system. This integration helps simplify the healthcare experience while supporting affordability and a more proactive approach to managing health. By focusing on coordination, efficiency and long-term sustainability, the health plan plays a key role in supporting better outcomes for members across the state.

Strategic Intent & Culture

Purpose: Presbyterian exists to ensure all of the patients, members and communities we serve can achieve their best health. Our patients and members are the reason we come to work every day. Our purpose statement expresses our commitment to health equity, respect for individual health journeys, and an understanding that patients and members play an active role in their health.

Vision: Our vision is a letter written from the viewpoint of a patient or member we serve and reflects what they expect from Presbyterian.

Earning the letter through the Presbyterian Promise: Dear Presbyterian, Thank you for respecting me as an individual and supporting my health journey by providing compassionate, safe, high-quality care and coverage. Presbyterian makes healthcare easy and affordable for me and my family. – Patients and Members

Culture: The culture reinforces our strong belief that our people are at the heart of how we deliver on our purpose. This means creating an environment where all feel they belong and can contribute in meaningful ways.

Strategy: Create an easier, better way for patients and members to achieve their best health by integrating and innovating healthcare and health coverage. We will lead the nation in better health and healthcare by delivering the Promise to patients and members, supporting our workforce to Thrive, and committing to Grow in and outside of New Mexico.

Our strategy is how we sustain this organization in the short term and for generations to come. Our strategy is designed for a new era in healthcare. It accounts for current headwinds, such as staffing and supply chain costs; demographics of those we serve, such as an aging population and low commercial coverage; and shifting competitive landscape with potential new entrants to the marketplace.

We are keeping our focus on Promise, Thrive and Grow and highlight integration as our differentiator. Integration is at the core of our strategy and enables us to provide the right care in the right setting at the right time. Execution of our strategy will take all of us, with an ever-present focus on Promise, Thrive and Grow, to guide our organization through a challenging era and into the future.



Presbyterian Hospital Honors and Awards 2025

- [Lown Institute](#) - A grade for outstanding social responsibility among acute care facilities nationwide
- [2025 Great Hospitals in America](#) - Becker's Hospital Review for delivering excellent clinical care, prioritizing patient safety, and driving innovation through continuous improvement.
- [2026-2027 U.S. News & World Report](#) - Best Regional Hospital in New Mexico.
- American Heart Association's Mission: Lifeline® Regional Recognition
- Presbyterian Hospital* is the only hospital in New Mexico to earn the American College of Cardiology's NCDR Chest Pain – MI Registry Platinum Performance Achievement Award for 2025, recognizing our commitment and success in implementing a higher standard of care for heart attack patients.
- Presbyterian Hospital received the American Heart Association's Get With The Guidelines® – Coronary Artery Disease STEMI Receiving Center Gold recognition.
- Presbyterian Hospital received the American Heart Association's Get With The Guidelines® – Coronary Artery Disease NSTEMI Gold recognition for our commitment to offering rapid, research-based care to people experiencing non-ST elevation myocardial infarction (NSTEMI).
- Presbyterian Hospital received the American Heart Association's Mission: Lifeline® Regional Recognition award for our commitment to offering swift and evidence-based care to individuals across the region experiencing the most severe heart attacks.

*Combined data from Presbyterian Hospital and Presbyterian Rust Medical Center were submitted under the umbrella of Presbyterian Hospital.

See more awards and recognitions [here](#).

Position Summary

The CFO oversees the financial operations and strategic financial leadership of the hospital entities (Presbyterian Hospital and Kaseman Hospital). This includes full oversight of onsite operational financial matters for all service lines, including nursing, perioperative care, heart and vascular, pharmacy, imaging, laboratory, and respiratory services.

As an active member of the entity's executive leadership team, the CFO serves as the primary finance representative on various committees and initiatives, ensuring that financial strategy is seamlessly executed across the hospitals.

While the hospital entity is budgeted for a \$62M operating gain in 2026, the leader must navigate the recovery from 2025 performance challenges. Specifically, the CFO will address the drivers of 2025 variances, where Presbyterian Hospital saw an Operating EBITDA of -1.6% (vs. 5.6% budget) and Kaseman Hospital saw 19.9% (vs. - 4.5% budget), largely driven by Medical Malpractice expenses.

Reporting Relationship

This leader reports to the CFO for the Presbyterian Delivery System.

Heather Zundel, CPA, CGMA *CFO, Presbyterian Delivery System*

Heather Zundel has been with Presbyterian Healthcare Services for over twenty years. In her current role as CFO for Presbyterian Delivery System (PDS), she oversees the financial operations for the provider arm of Presbyterian Healthcare System in alignment with corporate finance shared services.

Heather joined Presbyterian in 2006 as a Senior Internal Auditor, progressing over two decades to Director of Internal Audit, Vice President of Internal Audit, and Chief of Strategic Finance before being promoted into her current role.

Prior to Pres, Heather was an auditor with Piercy Bowler Tylor & Kern and Deloitte and Touche. She holds a bachelor's degree from the University of Nevada – Las Vegas where she graduated with honors in accounting. Heather has served on several boards and committees including the Association of Healthcare Internal Auditors and chairing the New Mexico Society of CPAs.

Supervisory Role

This leader will oversee a team of four direct reports including one manager at Kaseman Hospital, and two managers plus an analyst at Presbyterian Hospital. In addition, the VP will partner closely with the Market President over Presbyterian, Kaseman, and Rust Hospitals as well as corporate finance, accounting, and revenue cycle shared services.

Key Responsibilities

Strategic Financial Leadership

- Assist in all hospital financial strategies and execution, including budgeting, financial planning, reporting, and forecasting.
- Provide actionable financial insights to inform operational decisions, capital planning, and long-range strategic initiatives.
- Responsible for the financial outcomes and interpretation of results to hospital executives and the PDS CFO.

Operational Oversight & Productivity

- Monitor revenue, expenses, labor utilization, and productivity to ensure performance aligns with budget and organizational targets.
- Drive initiatives that enhance operational efficiency and optimize performance across strategic service lines.
- Work closely with operations to meet labor and productivity management benchmarks.

Budgeting & Capital Planning

- Manage the assembly of annual volume assumptions and maintain full accountability for hospital operating and capital budgeting.
- Partner with Corporate Business Development on accurate proforma development for capital and strategic business plans.

Reporting & Compliance

- Manage the presentation of monthly, quarterly, and annual financial statements and variance analyses, prioritizing accuracy, and integrity.
- Maintain robust internal controls to manage financial risk and safeguard hospital assets.
- Ensure strict compliance with federal, state, and local laws and regulatory requirements.

Leadership & Collaboration

- Lead, mentor, and develop a high-performing finance team focused on accuracy, collaboration, and organizational impact.
- Partner with Corporate Finance and Revenue Cycle teams on hospital-wide initiatives.

Success Measures

The CFO will be expected to achieve the following milestones within the first 12–24 months:

- **Budget Attainment:** Execute the 2026 financial plan to achieve the budgeted \$70M Operating Gain across both Presbyterian and Kaseman Hospitals.
- **Margin Recovery & EBITDA Stabilization:** Lead the strategy to pivot from 2025 EBITDA losses toward the stabilized benchmarks required for long-term sustainability related to Presbyterian and Kaseman Hospitals.
- **Risk & Liability Mitigation:** Partner with clinical and legal leadership to analyze and mitigate the impact of Medical Malpractice and other primary expense drivers that impacted 2025 performance.
- **Presbyterian Delivery System (PDS) Transformation:** Work with the corporate accounting office to budget and measure transformation initiatives specific to Presbyterian and Kaseman Hospitals.

Candidate Qualifications

Education and Certifications

- Bachelor's degree in Business Administration, Accounting, Finance, or a related field is required.
- Master's degree (MHA or MBA) is highly preferred.
- CPA, HFMA, or related professional certification is preferred.

Experience, Knowledge, Skills and Abilities

- Minimum of 10 to 15 years of healthcare accounting experience.
- At least 5 years of progressive experience in hospital finance operations in leadership positions.
- Experience supporting a hospital with at least 600 beds is preferred.
- Broad understanding of various healthcare reimbursement methodologies and GAAP.
- Systems knowledge of Workday and Kaufmann Hall, will not required, are preferred.

Leadership Expectations and Competencies



Community: Albuquerque, New Mexico

Located along the Rio Grande and set against the Sandia Mountains, Albuquerque is a vibrant high desert city known for its natural beauty, cultural depth, and easygoing pace of life. As the largest city in New Mexico, it serves as a center for healthcare, education, and innovation, while remaining deeply connected to the state's rich and diverse heritage.

The landscape of Albuquerque is defined by wide open skies, striking desert terrain, and more than 300 days of sunshine each year. The city features an extensive network of trails, open space, and parks, with easy access to hiking, biking, and skiing. The Albuquerque International Balloon Fiesta draws visitors from around the world each year, reflecting the city's creative spirit and strong sense of community. Local institutions, including Presbyterian Healthcare Services, play an important role in shaping the region's economy and expanding access to care across the state.

Albuquerque is known for its blend of Native American and Hispanic influences, creating a culture that is both distinctive and welcoming. From its arts scene and local cuisine to its year-round events and outdoor lifestyle, the city offers a balance of opportunity and quality of life. It's a place where meaningful work and everyday living come together, making it easier to build a career while enjoying more of what matters outside of it.

Explore PHS's [locations in New Mexico](#).

Compensation

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

Contact

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