

POSITION DESCRIPTION

FOR THE POSITION OF VICE PRESIDENT, STRATEGIC PLANNING



July 2022

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POSITION DESCRIPTION

POSITION	Vice President, Strategic Planning
ORGANIZATION	UPMC
REPORTS TO:	EVP, Chief Strategic and Transformation Officer
LOCATION	Pittsburgh, PA
WEBSITE	www.upmc.com

COMPANY OVERVIEW

About UPMC

A \$24 billion health care provider and insurer, Pittsburgh-based UPMC is inventing new models of patient-centered, cost-effective, accountable care. The largest non-governmental employer in Pennsylvania, UPMC integrates 92,000 employees, 40 hospitals, 800 doctors' offices and outpatient sites, and a 4.1-million-member Insurance Services Division, the largest medical insurer in western Pennsylvania. In the most recent fiscal year, UPMC contributed \$1.7 billion in benefits to its communities, including more care to the region's most vulnerable citizens than any other health care institution, and paid more than \$900 million in federal, state, and local taxes. Working in close collaboration with the [University of Pittsburgh Schools of the Health Sciences](#), UPMC shares its clinical, managerial, and technological skills worldwide through its innovation and commercialization arm, UPMC Enterprises, and through UPMC International. U.S. News consistently ranks UPMC Presbyterian Shadyside among the nation's best hospitals in many specialties and ranks UPMC Children's Hospital of Pittsburgh on its Honor Roll of America's Best Children's Hospitals. For more information, go to UPMC.com.

Mission

The UPMC mission is to serve our community by providing outstanding patient care and to shape tomorrow's health system through clinical and technological innovation, research, and education.

Vision

UPMC will lead the transformation of health care. The UPMC model will be nationally recognized for redefining health care by:

- ▲ Putting our patients, health plan members, employees, and community at the center of everything we do and creating a model that ensures that every patient gets the right care, in the right way, at the right time, every time.
- ▲ Harnessing our integrated capabilities to deliver both superb state-of-the-art care to our patients and high value to our stakeholders.

- ▲ Employing our partnership with the University of Pittsburgh to advance the understanding of disease, its prevention, treatment, and cure.
- ▲ Serving the underserved and disadvantaged and advancing excellence and innovation throughout health care.
- ▲ Fueling the development of new businesses globally that are consistent with our mission as an ongoing catalyst and driver of economic development for the benefit of the residents of the region.

Values

- ▲ Quality & Safety: We create a safe environment where quality is our guiding principle.
- ▲ Dignity & Respect: We treat all individuals with dignity and respect.
- ▲ Caring & Listening: We listen to and care for our patients, our health plan members, our fellow employees, our physicians, and our community.
- ▲ Responsibility & Integrity: We perform our work with the highest level of responsibility and integrity.
- ▲ Excellence & Innovation: We think creatively and build excellence into everything that we do.

ROLE SUMMARY

In this highly visible executive position, and in collaboration with UPMC executives, the Vice President, Strategic Planning will identify strategically insightful ways to fully leverage UPMC's assets, resources, and market opportunities to fulfill UPMC's strategic direction. The Vice President, Strategic Planning will support UPMC executives in identifying and executing organizational and business development opportunities. The Vice President, Strategic Planning will lead strategic planning, market analysis, and market research activities across the organization; integrate and coordinate business unit strategic planning activities into a cohesive direction for UPMC; surveil market and external dynamics and articulate the impact upon UPMC. This role will lead a team while working across the entire enterprise to lead key strategic initiatives to accelerate health at UPMC.

Responsibilities

- ▲ Understand the Healthcare Industry and the data related to healthcare, and more specifically the IDFS Model. Develops forward-thinking strategies to enable UPMC's continued growth and success.
- ▲ Interpret broad conceptual frameworks and translate these into action-oriented initiatives for UPMC.
- ▲ Position UPMC to fulfill its vision and mission by specifically identifying critical opportunities and strategic priorities for UPMC as a system as well as the various discrete operating units;
- ▲ This role will coordinate efforts across the system's many businesses and work with Executive Staff, hospital Presidents and other business unit executives to assist them in defining various strategic objectives and outlining key annual objectives; coordinate strategic initiatives across business units, where appropriate.

- ▲ In conjunction with Vice President of National and Regional Marketing and Vice President of Marketing Communications, identify high priority programs for communication and marketing support.
- ▲ Develops and articulate a strong vision around change to get stakeholders from various Divisions and Functions across UPMC to combine efforts and rapidly achieve objectives. Must be able to move rapidly from strategy development to leading the implementation of key initiatives to achieve these strategies.
- ▲ Manage team of professional staff with portfolio of multiple projects and clients. Prioritize key projects; allocate staff time to ensure timely completion of deliverables; ensure overall quality of deliverables.
- ▲ Identify and frame project/client needs and ensure appropriate issues and system priorities are addressed. Coordinate with other Departments (e.g., Finance, HR, IT, Legal, etc.) and business units to ensure strategies address the full continuum of issues.
- ▲ Appropriately scope and resource projects, recognizing both client needs and value of deliverable to organization. Communicate and collaborate with constituents to ensure coordination, streamline work and eliminate duplication.
- ▲ Develop new capabilities while continuously adjusting the capabilities, resources and infrastructure of the enterprise to better meet system and client needs. Develop new and better ways to capture and convey market and external dynamics to diverse audiences.
- ▲ Develop and maintain Department's infrastructure while also develop appropriate Department policies and procedures. Recruit, lead and mentor a service oriented staff to improve level of Department's talent, ensuring they possess the appropriate mix of skills, expertise, and experience to fulfill the Department's role. Mentor and develop managers and directors; develop skills and refine management acumen while providing timely, candid, and effective performance feedback.
- ▲ With an understanding of current organizational priorities and objectives, manage budget and other administrative responsibilities to deliver value while remaining within defined parameters.
- ▲ Develop a team that performs in accordance with system-wide competencies/behaviors.

Required Qualifications and Experience

- ▲ Appropriate undergraduate pedigree with a Master's level degree in Business Administration, Health Administration or a quantitative field of study (e.g., mathematics, economics, sciences, finance, etc.) strongly preferred.

- ▲ A minimum of 10 years of relevant experience (e.g., strategy, planning, operations, finance, business development) required.
- ▲ Prior experience should include strong project management (framing projects, developing work plans, completing deliverables, ability to move initiatives forward etc.)
- ▲ Highly relational interpersonal style, dynamic and inspirational, crisp and concise communication style both written and verbal.
- ▲ Past experience in leading and developing high performing teams, recruiting, mentoring, providing timely and accurate feedback, etc.
- ▲ Broad experience and skill in client management, leading across an organization through influence while successfully communicating with diverse stakeholders and audiences.
- ▲ Skill and experience with contemporary technology and tools related to advanced analytics and business intelligence capable of manipulating complex datasets, interpreting data, creating decision-making tools, etc.

PITTSBURGH, PA

Emerging from a dying steel industry, Pittsburgh is earning another name: Reinvention City. Since the steel mills closed in the 1980s, the city of Pittsburgh is emerging as a vibrant hub for artificial intelligence, robotics and biomedical companies eager to tap a rich talent pool. A rise in job opportunities has made Pittsburgh an attractive place for families and graduates. In addition to the ample green space and increased job opportunities, Pittsburgh has wooed residents with its strong sense of community.



Pittsburghers are known for their devotion to professional sports teams: the NFL Steelers, NHL Penguins and MLB Pirates. Heinz Field, PPG Paints Arena and PNC Park can seat thousands of fans during home games, and every Pittsburgher is affected by heavy traffic when a game is in progress. The city also hosts a number of cultural festivals each year, including the Three Rivers Arts Festival, the EQT Pittsburgh Three Rivers Regatta and the St. Patrick's Day Parade. Other attractions include Carnegie Museums of Pittsburgh, Children's Museum of Pittsburgh, The Andy Warhol Museum and other art galleries that infuse Pittsburgh with culture. Pittsburgh encompasses almost 2,000 acres of land in just its city parks, and also offers county parks, state parks and riverfront parks to its residents.

The city has a wonderful array of distinctive neighborhoods with an urban flavor, city neighborhoods that are equivalent to suburbs in other communities, and nearby beautiful suburban areas with large lots and rolling lawns. There is an abundance of residential choices ranging from unique lofts to living in the "country" while being only 20 minutes from the city. The city and its surrounding suburbs take pride in high-quality public, private, and parochial schools. Pittsburgh encompasses 125 public elementary, middle and high schools. Pittsburgh also has 250 private schools. Twenty-five high schools are recognized on U.S. News & World Report's Best High Schools rankings. Pittsburgh is also home to 17 colleges and/or universities, four of which earned places in U.S. News & World Report's Best Colleges rankings. Statistically, Pittsburgh is a safe city compared to other urban communities of its size. No longer a smoky steel town, Pittsburgh is clean, green, and a model for its efforts to become pollution free.



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