North Mississippi Health Services has retained Tyler & Company for an exciting search for a Chief Financial Officer.

Mission
To continuously improve the health of the people of our region.

Vision
The provider of the best patient- and family- centered care and health services in America.

Values: C.A.R.E.S.
- Compassion: Show sincere care and kindness for those I serve
- Accountability: Take responsibility for my actions
- Respect: Treat everyone with dignity
- Excellence: Achieve excellence through innovation, teamwork, and doing my best
- Smile: Always be friendly

North Mississippi Health Services (NMHS) organizes and focuses the organization’s goals by Critical Success Factors (CSF) outlined below:
- People: Maintain high quality work force
- Service: Deliver patient- and family- centered care
- Quality: Improve prevention and health education service. Improve health outcomes
- Financial: Produce financial resources required to support mission and vision
- Growth: Expand access to health services

The Client: NMHS is a hospital system with net revenues of $1.0 billion, serving 24 counties in north Mississippi and northwest Alabama (approximately 800,000 residents). NMHS includes acute diagnostic and therapeutic services, offered through North Mississippi Medical Center (NMMC) in Tupelo; a community hospital system with locations in Eupora, Iuka, Pontotoc and West Point, Mississippi, and Hamilton, Alabama; North Mississippi
NORTH MISSISSIPPI HEALTH SERVICES
Chief Financial Officer

Medical Clinics, a regional network of more than 35 primary and specialty clinics; and nursing homes, telehealth services and a comprehensive portfolio of managed care plans.

NMHS reported strong financial results for fiscal year 2015, ending the fiscal year with an operating income of $43 million and an operating margin of four percent.

System facts and figures:

- 100+ locations throughout north Mississippi and northwest Alabama;
- Approximately 450 physicians representing more than 50 medical specialties;
- 1.2+ million annual patient visits;
- Fitch bond rating of AA;
- Approximately 270 days cash on hand;
- 1,389 beds;
- Telehealth services;
- Five joint ventures;
- Air and ground EMS;
- Family Practice and Hospitalist residency programs;
- TPA and PPO for 79,000 covered lives;
- 6,675 employees;
- 190 employed providers;
- Allscripts EMR; PeopleSoft for Accounts Payable, General Ledger and Accounts Receivable;
- Payor mix: 52 percent Medicare; 10 percent Medicaid; 9 percent Self Pay; 29 percent Commercial;
- Clinically integrated network; and
- The 26 primary care and specialty clinics affiliated with NMHS formed an accountable care organization – the North Mississippi Connected Care Alliance – to participate in the Medicare Shared Savings program.

NMHS has received numerous awards for quality healthcare, technology and patient satisfaction. NMHS is a 2012 recipient of the prestigious Malcolm Baldrige National Quality Award, and North Mississippi Medical Center, its flagship hospital, is a 2006 Baldrige Award recipient.

Major Operating Units

NMMC-Tupelo (pictured below) is a 650-bed regional referral center that is the largest, private, not-for-profit hospital in Mississippi and the largest non-metropolitan hospital in America. The medical center serves more than 700,000 people in north Mississippi, northwest Alabama and portions of Tennessee. Area residents have access to a medical staff representing more than 50 medical specialties, as well as centers of excellence in cardiac surgery, cardiology, research, neurology, neurosurgery, pulmonology, rehabilitation, cancer treatment and neonatal programs. NMMC-Tupelo has been designated a Level II trauma center. The NMMC hospitalist program
NORTH MISSISSIPPI HEALTH SERVICES
Chief Financial Officer

has been recognized by the American Journal of Medicine for providing cost-efficient care to hospitalized patients. NMMC-Tupelo is a 2006 winner of the Malcolm Baldrige Award.

NMMC-West Point is a full-service, 60-bed medical facility that enjoys tremendous support from the community, dedicated physicians and an affiliation with NMHS. NMMC-West Point is often recognized by its unique design inspired by history and culture of its southern community. The structure is built around a central atrium filled with greenery and medical-surgical patient rooms which open onto a private terrace.

NMMC-Eupora is comprised of a not-for-profit 38-bed acute care hospital and a 36-bed long-term care facility. One of NMMC-Eupora’s greatest strengths is the quality of its medical staff which offers specialists in family practice, internal medicine, pediatrics, pathology and radiology. Outpatient services include physical therapy, speech therapy and occupational therapy.

NMMC-Iuka is a 48-bed general acute care hospital offering services in full laboratory, clinical pharmacy, radiology, rehabilitation and respiratory therapy. NMMC–Iuka is one of six hospitals nationwide to receive the Premier Health Care Alliance’s inaugural QUEST Award for High Value Healthcare. To achieve this award, Iuka reduced mortality and cost of care while improving patient experience and patient safety and delivered more evidence-based care.

NMMC-Hamilton is a 32-bed acute care hospital with a 79-bed rehabilitation and long term care facility, a home health joint venture with the LHC Group and a wellness center. NMMC – Hamilton is the recipient of the VHA Leadership Award honoring the hospital for meeting or exceeding national performance standards for clinical care and quality.

NMMC-Pontotoc is a not-for-profit hospital and nursing home with 29 beds, 19 of which are used to serve acute care patients and 10 for sub-acute patients. The hospital offers paramedic-level ambulance service and 24–hour physician coverage in its Emergency Department. The campus also includes a 44-bed nursing home which offers a variety of rehabilitation services and amenities to residents.
NORTH MISSISSIPPI HEALTH SERVICES  
Chief Financial Officer

**Baldwyn Nursing Facility** is home to 107 residents who require long-term or short-term specialized care. Resident care is directed by a licensed physician and their nursing staff includes a certified nurse practitioner, RNs, LPNs and certified nursing assistants. Baldwyn has been serving the area since 1987.

For additional information, please visit: [http://www.nmhs.net/](http://www.nmhs.net/)

**THE POSITION:** The Chief Financial Officer reports to the Chief Executive Officer of North Mississippi Health Services, and will provide leadership in the areas of financial operations, revenue cycle management, supply chain management, treasury, audit, budget, patient financial services and financial analysis, support services and managed care.

Reports to the CFO include: Vice President/Corporate Controller, CFO—Community Hospitals, Vice President of Revenue Cycle, Vice President of Managed Care, Vice President of Supply Chain and System Support Services and Vice President of the Healthcare Foundation.

The CFO will serve as the “financial window” into the system, ensuring that the senior executives within the company are apprised on an on-going basis of all actual or potential changes in the system’s financial condition. He/she will be a visible leader throughout NMHS. This strategic and progressive executive will serve as a trusted advisor to the CEO and system, able to provide strategic vision, data, communication and leadership to move the organization forward and continue the success of the system.

As part of the Executive Council, the CFO will be integral in assisting the system to continue to grow; he/she will help develop opportunities as presented by acquisition and affiliation targets, population health and other market influences.

The CFO will lead a robust, visible and integrated finance organization designed to support growth activity, performance metrics and operational excellence of the organization. The CFO will partner with physician stakeholders and continue to solidify and grow relationships with these valued resources.

The CFO will ensure that all financial activities and operations are carried out in compliance with local, state, and federal regulations, Joint Commission standards and laws governing healthcare. He/she will uphold the best interests of NMHS at all times, adhering to the highest standards of ethical and moral conduct inherent in NMHS’s mission, vision and values. He/she will be a leader who proactively supports the mission of the organization. This executive will embrace the mission as evidenced by integrity, keen interpersonal skills, respect for others, collaboration, willingness to share and teach, a patient- and family- centered mindset and a commitment to quality and excellence in all endeavors.

This is an outstanding opportunity to work with a relational, visionary CEO, a cohesive senior leadership team, and a very strong and supportive Board and join a financially successful, progressive healthcare system that is rapidly changing and advancing.
NORTH MISSISSIPPI HEALTH SERVICES
Chief Financial Officer

THE CANDIDATE: We are seeking a strategic financial executive with demonstrated success in a complex, multi-facility healthcare system. Experience with mergers and acquisitions is highly desired. The ideal candidate will also be adept at cultivating effective physician partnerships. He/she will possess a track record which suggests both the capability and flexibility for operating effectively in an evolving organization where the executive will need to sponsor initiatives leading change as well as effectively managing change. Experience working with Wall Street and the rating agencies is desired, as is debt restructuring experience. A bachelor’s degree from an accredited institution is required; a master’s degree or CPA designation is strongly desired.

NMHS is a very forward-thinking system; as such, we are seeking a forward-thinking financial executive who enjoys staying current with new trends and who is strategic in nature.

Personal characteristics sought in candidates include:

- Possesses passion and drive; demonstrates initiative;
- Strategic;
- Energetic;
- Relational;
- Keeps current with national trends;
- Well rounded;
- Excellent communication skills;
- Visible among all NMHS entities and very visible in the community; and
- Confident.

THE COMMUNITY: There's no escaping that northeast Mississippi is the heart of the South, nor would you want to. Mississippi's eclectic mix of culture and heritage provides it with a personality that is all its own, flavored with a generous dose of Southern hospitality. From the distinctive folksy blues to the sweet smell of magnolias that drifts across its restored antebellum homes to the giant oaks that shade the historic Natchez Trace, Mississippi is a sensual delight. But coupled with its leisurely and comfortable lifestyle is a dynamic and cosmopolitan energy that makes living in northeast Mississippi ideal.

Northeast Mississippi represents the growth and prosperity of 21st century Mississippi. These locales offer something for every interest and provide a truly desirable setting in which to raise a family. With a population of approximately 38,000, Tupelo is the largest city in North Mississippi Medical Center's service area. Quaint Tupelo serves as the economic hub for the region with the workday population exceeding 100,000. Tupelo has been selected as an All-America City three times over the last three decades, most recently in 2015. And, it's no wonder with all it has to offer:

- More than 1,400 acres of city park land and 18 city parks
- Eight state parks and four national forests within one-hour's drive
A sportsplex that includes 16 professionally lighted soccer fields and nine baseball fields

The North Mississippi Symphony Orchestra, which hosts seasonal concerts and world-renowned guest performers

The Tupelo Ballet Company, which offers a full schedule of performances each season

BancorpSouth Arena, the area's premier arena with a 10,000 spectator capacity and a wide variety of events

The Tupelo Automobile Museum, the second largest private car collection in the United States with more than 150 classic and antique autos

The Mall at Barnes Crossing, a retail complex that totals more than 1.4 million square feet—one of the top 10 shopping malls in the Southeast

North Mississippi Medical Center, the largest non-metropolitan hospital in the nation and a national leader in quality health care

In addition to the cultural and recreational amenities offered in northeast Mississippi, the area provides an exceptional cost of living value. Housing is abundant, neighborhoods are close knit and family-friendly, and housing prices are moderate. Competitive utility and insurance rates are enhanced by the temperate climate and mild winters. As a result, northeast Mississippi has an overall cost of living that is below the national average. The area's educational system often exceeds national standards in terms of student performance, quality of teaching staff and student to teacher ratio. In addition, several community and four-year colleges located within northeast Mississippi, including the University of Mississippi, Mississippi State University and the Mississippi University for Women, are about an hour from Tupelo.

There's no shortage of things to do close to home. Plenty of fun outings are available within a few hours or as day trips. Birmingham, Alabama, and Memphis and Nashville, Tennessee, are easily reached from Tupelo. The Natchez Trace Parkway, which runs through Tupelo, angles 444 miles across Mississippi, Alabama and Tennessee. National Military Parks in Shiloh, Tennessee, and Vicksburg, Mississippi, are popular stops for Civil War history buffs.

Forests, lakes, rivers and offshore waters abound. Best of all, the mild climate permits year-round enjoyment of boating, bicycling, hiking, hunting and horseback riding. The excitement of deep-sea fishing draws anglers to the Gulf Coast, and more than 150 species of freshwater fish thrive in Mississippi's inland waterways. If you prefer the challenges of golf, two of the state's top courses are located within an hour's drive of Tupelo, Old Waverly in West Point and Kirkwood National Golf Club in Holly Springs, Mississippi. So, whether your idea of recreation or adventure includes sports, the arts, history, the sciences or just some excellent dining, there are plenty of nearby options that make living in northeast Mississippi so enticing.
NORTH MISSISSIPPI HEALTH SERVICES
Chief Financial Officer

Additional information can be found at:

www.nmhs.net/mississippi_lifestyle.php
www.tupelochamber.com
www.tupelo.net

**COMPENSATION:** An outstanding base, incentive plan which includes long term incentive, relocation assistance and executive benefits package will be offered.

**CONTACT:**

![Tyler & Company](www.tylerandco.com)

Joan Elizabeth Gee  
Senior Vice President  
(770) 396-3939 
jgee@tylerandco.com

Hallie Banker  
Senior Research Associate  
(704) 845-2227 
hbanker@tylerandco.com

---

We prefer to receive resumes in Word format via e-mail.