

# UW HEALTH POSITION DESCRIPTION

## POSITION SPECIFICS

<b>Title: VP/Chief Technology Officer (CTO)</b>		<b>Department/Number: Executive</b>	
<b>Reports to: System VP/Chief Information Officer (CIO)</b>		<b>PD Status: Approved</b>	
<b>Job Code: 103309</b>	<b>FLSA Status: Exempt</b>	<b>FTE: 1.0</b>	<b>Pay Grade: Exec</b>
<b>Manager Approval: M Waisbrot February 2026</b>		<b>HR Approval: C Richard February 2026</b>	

## POSITION SUMMARY

The Chief Technology Officer (CTO) provides executive level leadership, strategic direction, coordination, and evaluation of technology domains, including:

- Enterprise and clinical infrastructure platforms supporting core clinical systems
- Cloud services, data centers, servers, and storage
- Networks, wireless, unified communications, and contact centers
- Disaster recovery, data protection, and enterprise monitoring
- IT service management (ITSM), service desk, paging, and messaging
- Enterprise technology architecture, platform engineering, and automation

Under general direction from the System VP/Chief Information & Digital Officer, the CTO is responsible for enabling clinical, digital, and data strategies by providing stable, secure, and scalable technology foundations. In partnership with clinical informatics leaders, the CTO supports the operationalization of clinician facing platforms, virtual care capabilities, and emerging technologies while maintaining high standards for availability, safety, and regulatory compliance. The CTO partners closely with the VP/Chief Information Security Officer and other enterprise leaders to ensure technology architecture and operations effectively manage risk and support organizational governance expectations. The CTO leads vendor strategy and technology investment planning, and establishes outcome driven measures that link technology performance to clinical, operational, and financial outcomes.

The UW Health is committed to the highest standard of customer service principles for its patients, visitors, and staff members. Staff will serve as role models by practicing exemplary behaviors when working with patients, visitors, and fellow staff members.

## MAJOR RESPONSIBILITIES

### Administrative Leader

- Provide overall leadership, strategic direction and coordination of operations, finances, space, and human resources for all operating areas within range of responsibility.
- Develop and/or implement appropriate institutional policies and procedures to enhance efficient and effective operations and delivery of services within areas of responsibility.
- Translate strategic plans and budget targets into operational action plans which guide resource allocation and the coordination and direction of personnel; direct operations in areas of responsibility to achieve the annual operating plan.
- Provide leadership, guidance, support, and direction to the department managers/directors in their fiscal care efforts to ensure optimal use of resources and provide effective service.
- Effectively lead and administer the following responsibilities and activities:
  - Define and execute the enterprise technology strategy, architecture, and roadmap in alignment with organizational clinical, digital, and operational strategies.
  - Provide executive oversight of enterprise technology platforms and operations, including:
    - Core infrastructure services (data centers, networks, hybrid and cloud environments)
    - Enterprise, solution, and platform architecture
    - Data protection, backup, recovery, and lifecycle management
    - Disaster recovery, business continuity, and technology resilience
    - Operational technology security and risk management
  - Establish and enforce enterprise technology standards, architectural guardrails, and engineering practices to promote reliability, scalability, automation, and operational efficiency.
  - Partner with clinical informatics, digital, data, and operational leaders to ensure technology platforms effectively support clinical care delivery, patient access, and virtual care capabilities while maintaining high standards for availability, safety, and regulatory compliance.

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- Lead technology investment planning and prioritization, including evaluation of mainstream and emerging technologies, development of business cases, and assessment of value, risk, and operational impact.
- Direct vendor and supplier relationships for enterprise technology platforms and services to ensure performance, financial stewardship, service quality, and alignment with organizational objectives.
- Ensure appropriate governance, risk assessments, and controls are applied when introducing new technologies or services, and that enterprise technology environments are secure, resilient, and well-managed.

### Strategic Planning

- Participate in the development of the institutional strategic plan to ensure accomplishment of the mission and vision of UW Health.
- Guide and direct strategic planning for areas of responsibility.

### Advisor

- Serves as an advisor and consultant to the System VP/CIO on matters within areas of responsibility.
- Provides advice and information to the UWHCA Board of Directors on matters within areas of responsibility.

### Educator / Facilitator

- Contributes to the establishment of a learning environment which is conducive to the provision of educational and research experiences to students, house officers, faculty, and staff.
- Supports the educational and professional development opportunities to staff, students, and interns within areas of responsibility.
- Contributes to the institution knowledge of the latest trends, practices and state-of- the-art technology as applicable to assigned areas of responsibility.

### External Stakeholders

- Acts as a liaison and representative of the institution pertaining to core technology infrastructure matters with vendors, UW-Madison SMPH, community connect partners, and other relevant individuals and organizations.
- Acts as a liaison and representative of the institution pertaining to core technology infrastructure matters with the UWHCA Board of Directors and UWHCA Committees.

**All duties and requirements must be performed consistent with the UW Health Organizational Performance Standards.**

### **POSITION REQUIREMENTS**

Education	Minimum	Bachelor's degree in a relevant field such as Engineering, Computer Science, Business Administration, or related field.
	Preferred	Master's degree in a relevant field such as Computer Science, Business Administration, or Public Health.
Work Experience	Minimum	Seven (7) years of progressively responsible management or supervisory level experience in information technology

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	Preferred	<ul style="list-style-type: none"> <li>• Experience with an academic medical center.</li> <li>• IT leadership experience in a similar size and scope organization or system.</li> <li>• Demonstrated success leading a combination of IT functions, including infrastructure operations.</li> <li>• Demonstrated success driving significant enterprise-wide organizational change management, in collaboration with operational partners.</li> <li>• Demonstrated success driving the adoption of innovative IT capabilities resulting in significant realized value.</li> <li>• Demonstrated success forming and sustaining collaborative, trusted-advisor relationships with stakeholders and colleagues.</li> </ul>
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Licenses & Certifications	Minimum	
	Preferred	

Required Skills, Knowledge, and Abilities	<ul style="list-style-type: none"> <li>• Broad knowledge of modern health care administration, systems, practices, and principles.</li> <li>• Effective leadership abilities             <ul style="list-style-type: none"> <li>• Record of initiating change and innovation</li> <li>• Strategic thinking, planning and problem solving</li> <li>• Superior communication skills, both in written and verbal presentation</li> </ul> </li> <li>• Effective human relations abilities to effect collaborative alliances and promote teamwork and ensure a high level of internal and external customer satisfaction and engagement.</li> <li>• Ability to succeed in a complex environment where decision-making may be diffuse and ambiguous.</li> <li>• Demonstrated exemplary presentation skills to engage and motivate organizational stakeholders.</li> <li>• Proven success in developing a large high performing staff, establishing performance standards, and transitioning staff through organizational change, with an emphasis on the ability to recruit and manage a culturally diverse workforce.</li> <li>• A high degree of professionalism and competency dealing with a variety of individuals including physicians, senior executives, hospital administration, and external constituents.</li> <li>• Experience in preparing operating and capital budgets.</li> <li>• An ability to organize and present data in a concise and easily understood manner, often to professionals, physicians and board members.</li> <li>• Ability to be recognized as a positive change agent.</li> <li>• Proven success as a dynamic and empowering leader who possesses a positive attitude to instill a vision for excellence with innovation and creativity.</li> <li>• Conflict management and resolution skills.</li> <li>• Skilled developer of relationships and partnerships.</li> </ul>
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### PHYSICAL REQUIREMENTS

**Indicate the appropriate physical requirements of this job in the course of a shift.** *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

	Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
<b>X</b>	<b>Sedentary:</b> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing	<b>Up to 10#</b>	<b>Negligible</b>	<b>Negligible</b>

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	are required only occasionally and other sedentary criteria are met.			
	<b>Light:</b> Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	<b>Up to 20#</b>	<b>Up to 10#</b> or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	<b>Negligible</b> or constant push/pull of items of negligible weight
	<b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	<b>20-50#</b>	<b>10-25#</b>	<b>Negligible-10#</b>
	<b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	<b>50-100#</b>	<b>25-50#</b>	<b>10-20#</b>
	<b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	<b>Over 100#</b>	<b>Over 50#</b>	<b>Over 20#</b>
List any other physical requirements or bona fide occupational qualifications:		•		