

Employment Opportunity

Vice President

Wisconsin Hospital Association

Fitchburg, Wisconsin



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ABOUT THE ORGANIZATION



About Wisconsin Hospital Association

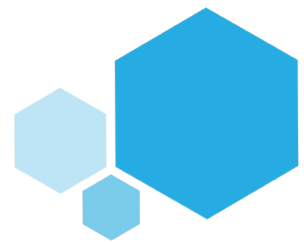
The [Wisconsin Hospital Association \(WHA\)](#) has exclusively retained [The QTI Group](#) to lead the search for a **Vice President, Workforce & Clinical Practice**. WHA is the statewide advocacy and membership organization representing more than 150 hospitals and health systems across Wisconsin. Founded more than a century ago, WHA serves as a unified voice for hospitals on issues related to health care policy, workforce development, quality improvement, patient safety, and access to care. The association works closely with state and federal policymakers to advance legislation and regulations that support Wisconsin hospitals and the patients they serve.



In addition to advocacy, WHA provides education, data resources, and leadership development programs for health care organizations. Through initiatives focused on workforce sustainability, quality outcomes, and operational excellence, WHA helps hospitals navigate the evolving health care landscape while maintaining Wisconsin's reputation for high-quality patient care. WHA also publishes research and industry [reports](#) that inform health care leaders, policymakers, and the public about key trends affecting Wisconsin's health care system.



ABOUT THE OPPORTUNITY



The **Vice President, Workforce & Clinical Practice** serves as a statewide leader on issues impacting the workforce pipeline and the use of physicians, advanced practice clinicians, nursing staff, and other allied health professionals in Wisconsin's hospitals and health systems. As part of the Wisconsin Hospital Association (WHA) team, this position would join the most highly recognized and impactful health care advocacy organization in Wisconsin.

As a member of WHA's Government Relations (GR) team, the VP acts as the lead staff person in the critical areas of workforce development and clinical practice. This position also functions within the GR advocacy team to educate and inform WHA staff, members and public policymakers about health care and hospital-related issues and serves as the lead author of WHA's widely cited and well-publicized annual [health care workforce report](#).

Location: Due to the strong culture and team-based environment at WHA, the position is required to work at WHA's office in Fitchburg, Wisconsin. Remote work flexibility is available, but only on a limited basis when not necessary for work-related travel.

Workforce: Responsible for state policy development, advocacy, and education regarding the needs that exist in Wisconsin's health care workforce. This work includes: monitoring and analyzing workforce data; identifying and developing workforce data sources; creating and sustaining initiatives to train, recruit and retain health care professionals; informing individuals and groups of the challenges WHA members currently face and will face into the future; and working with policymakers, legislators, educational institutions, public and private interest groups, professional organizations and member hospitals to accomplish WHA's workforce related advocacy goals.

Clinical Practice: Responsible for monitoring current trends in clinical practice, communicating with and informing members of new and emerging clinical issues, representing WHA at venues where clinical and workforce issues are discussed and updating and responding to WHA staff regarding patient care, professional practice and clinical topics. This is the primary staff person to consult and advise the GR advocacy team on clinical practice issues including analysis of proposed regulations impacting a variety of health care professionals.

Advocacy: Responsible for monitoring policy activity by boards, commissions, the State Legislature and other public entities that impact hospitals from a clinical or workforce perspective; identifying topics that may require advocacy and are of interest or concern to WHA members; providing information, education and testimony on policy of workforce, clinical or operational concern to WHA members; and keeping WHA staff apprised and informed of the impact of potential and actual policy initiatives.

Job Responsibilities include, but are not limited to:

Serve as primary staff to facilitate development of health care workforce agenda.

- Act as WHA's liaison with the Wisconsin Technical College System, the Universities of Wisconsin, Department of Public Instruction, Department of Safety and Professional Services, Department of Workforce Development, Department of Health Services Healthcare Emergency Readiness Coalitions and State Trauma Program, Wisconsin AHECs (Area Health Education Centers), Wisconsin HOSA and other public and private agencies to develop strategies and policies to meet educational needs of the future.
- Serve as the WHA designee on state agency groups such as the Wisconsin Department of Health Services Council on Birth Defects Prevention and the Umbrella Committee for Newborn Screening, as needed.
- Initiate and direct workforce projects and programs that advance WHA and Wisconsin hospitals' workforce needs.

Provide direction to clinical and practice topics, issues and policies.

- Work alongside government affairs staff to offer clinical and technical information and perspective on hospital operations in all areas of work.
- Review and monitor new and ongoing clinical and practice issues in health care.
- Monitor and serve as WHA's lead staff with health care professional credentialing boards, including the Wisconsin Medical Examining Board and the Board of Nursing.
- Inform others within WHA of implications and impact of new or evolving practices and of potential policy and legislative initiatives.

Provide staffing and support to the WHA Council on Workforce Development and other relevant councils and task forces as assigned. Internal and external contacts and partnerships include:

- WHA President/CEO and other senior staff within WHA regarding advocacy and public policy development.
- State of Wisconsin officials, elected officials and state and local policymakers.
- WHA member leaders and hospital employees.
- Other interest groups associated with hospitals and health care workforce.

Knowledge & Experience

- Bachelor's degree in nursing, health care administration or related field required; advanced training in health care or related education is desired.
- 10+ years' leadership experience in a health care organization and/or an agency or organization involved in health care workforce and care delivery issues.
- Experience with public policy, accreditation and the regulatory environment is desirable, but not required. This role's primary responsibility is providing applicable clinical and workforce experience to the WHA team.
- Strong writing, communication, and data analysis skills are required.
- Proficiency in Office 365 products, including Word, Excel, Outlook, and Teams.

Travel: Due to this role's reputation as a statewide leader on health care workforce issues, the position does require frequent in-state travel for speeches, presentations and member meetings.

APPLICATION AND SELECTION PROCESS



The [Wisconsin Hospital Association \(WHA\)](#) has exclusively retained [The QTI Group](#) to lead the search for a **Vice President, Workforce & Clinical Practice**. The QTI Group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, WI.

For more information, please contact:

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Application Deadline: We will be reviewing applications on an ongoing basis through September 25, 2026, or until filled. Please apply directly at <https://www.qtigroup.com/find-a-job/details/vp-workforce-and-clinical-practice/NM491941825> for immediate consideration.