



## We are expert in the recruitment of healthcare's leadership related to big data

Gartner reports that 90 percent of large companies will hire a CDO by the end of 2019, many of them at healthcare organizations

"Healthcare is more data-driven than ever. To deliver intelligence everywhere, healthcare organizations must be able to analyze and act on data where it is generated. Healthcare organizations aiming to achieve data veracity must ramp up existing efforts, embedding and enforcing data provenance, context, integrity and security throughout the organization. Existing investments in cybersecurity and data science may need to be adapted to address the data veracity issue because data quality is critical to having inputs users can trust to make both business and clinical decisions. This is where a chief data officer can help."

Nick Minale, CDO of [Johns Hopkins HealthCare](#), the health insurance division of [Johns Hopkins Medicine](#)

**Chief Data Officer:** The CDO helps business leaders leverage captured information and use it to make better, more timely business decisions. The CIO and CDO share circles of responsibility. The CIO makes sure the data center is available and running. In the healthcare world, he is less concerned about secondary uses of the data such as research and [analytics](#). He also makes sure data is secured in a database for auditing purposes. The CDO is the senior leader responsible for all three pillars, driving data governance and, by virtue of that, data standards.

**Chief Analytics Officer (CAO)** heads up a company's data analytics operations, transforming data into business value, and drives data-related business change. *The role is often viewed as interchangeable with that of the chief data officer.*

**Chief Experience Officer.** In the near term, patient experience is important as healthcare systems work to improve patient satisfaction metrics as part of CMS and other payer incentive programs. The Chief Experience Officer becomes more critical after organizations have successful quality and cost initiatives in place and can turn the focus to improving the patient experience.

**Chief Population Health Officer** This executive leads the charge in the design and implementation of an organization's population health strategy. Using analytics extensively, Chief Population Health Officer evaluate trends within the organization and develop processes for using data effectively to manage patient populations.

**Data scientists** help companies interpret and manage data and solve complex problems using expertise in a variety of data niches. Their main objective is to organize and analyze large amounts of data. They generally have a foundation in computer science, modeling, statistics, analytics, and math - coupled with a strong business sense.

Many of the following titles reflect the technological experience that will be required to harness the information and insights to drive value-based transformation.

These roles include:

- VP Cost Containment
- Chief Clinical Transformation Officer
- Head of Technology Innovation
- VP Clinical Informatics
- VP Medical Management