



# BarkerGilmore CASE STUDY

## THE CLIENT:

NATIONAL  
FOR-PROFIT  
HEALTHCARE  
SYSTEM

## POSITION:

VICE  
PRESIDENT  
AND GENERAL  
COUNSEL

## INDUSTRY:

HEALTHCARE &  
LIFE SCIENCES

## Client Need: Vice President and General Counsel

BarkerGilmore's client is a leading privately held, multi-state, for-profit healthcare system. The outgoing General Counsel accepted a new role with a firm start date, necessitating a candidate to fill the Vice President and General Counsel position.

With an entrepreneurial environment and a healthy appetite for risk, the organization sought professionals who could achieve results quickly and efficiently while handling multiple priorities and objectives.

Ultimately, the client decided it needed a General Counsel with a strong transactional background, capable of managing a legal team with 30+ direct reports, and years of experience in a large for-profit healthcare system. A successful candidate would demonstrate the capability and gravitas required to serve as a trusted advisor to a business-savvy CEO and tight-knit leadership team. Furthermore, the candidate had to be willing to relocate for the on-site position.

## Recruiting Solution

Working closely with the client through regular meetings, BarkerGilmore conducted a comprehensive, data-driven search identifying all qualified candidates for the position.

Through effective communication, collaboration, and the exchange of feedback, BarkerGilmore assisted the client in refining the qualifications necessary for the General Counsel position and determining a competitive compensation package suitable for the caliber of candidates the client was seeking.

Serving as the General Counsel of a hospital system with for-profit and non-profit components, the finalist managed a multi-state legal team and oversaw litigation and transactional matters. The

finalist had over 15 years of significant healthcare experience, fulfilling roles as in-house counsel, outside General Counsel for hospitals and healthcare institutions, and a legal, risk management, and compliance role for a health system.

In his previous role, he also had experience with unions and healthcare oversight from government officials, which was invaluable to the client.

Impressed with his combination of leadership and technical skills essential for the role, the client's stakeholders recognized that the finalist's intangible qualities would contribute positively to the organization's culture. Moreover, the client appreciated how the finalist spoke openly

and honestly with the CEO. The finalist was more than just a lawyer, showcasing the ability to be persuasive and serve as a trusted advisor, leading both strategic imperatives and tactical objectives.

The new Vice President and General Counsel accepted a compelling offer. The client commended BarkerGilmore's relentless pursuit of the right candidate, even when stakeholders presented contrasting views about the required qualifications. The departing General Counsel expressed his gratitude to BarkerGilmore for finding someone he was comfortable handing over the reins to and noted that he felt he was leaving the role in good hands.

### The search criteria included:

- JD from an accredited law school with outstanding academic credentials.
- 15 or more years of experience in the healthcare industry with a broad range of experience in health law and corporate legal matters.
- Substantial prior experience as in-house counsel for a large, multi-state health system.
- Experience managing a heavy litigation docket and sophisticated transactions.
- Extensive knowledge and understanding of laws and standards governing the delivery of healthcare by providers and healthcare compliance.
- Capable of quickly evaluating problems and delivering effective resolutions.