

BJC HealthCare – Chief People Officer Search

As one of the largest nonprofit, integrated delivery healthcare organizations in the country with a goal of being the national model in patient advocacy, clinical quality, medical research, financial stability, and employee satisfaction, BJC HealthCare was looking for an experienced, transformational HR leader to serve as a strategic partner on its executive team.

Positioning the Role for Success

Led by Furst Group Vice President, Jessica Homann, this search would not only replace the retiring CHRO, but also redefine the role to support the evolving needs of the organization. By leveraging the unique market insights of our team, along with the role design intelligence of our sister company, NuBrick Partners, we were able to define a solid talent success profile to identify, attract, and assess ideal candidates.



Jessica Homann
Vice President

Jessica brings keen, analytical insights to her partnerships with health systems, hospitals, academic medical centers, and health insurers while helping them navigate the nuances, challenges, and opportunities that arise throughout the talent lifecycle. With more than 20 years of experience, Jessica is adept in assisting her clients with the recruitment, development, and retention of executive leadership.

Designing the Role

The position required a forward-thinking, innovative and strategic HR leader. We explored various approaches to contrast the roles and objectives between a Chief Human Resource Officer (CHRO) versus Chief People Officer (CPO). This allowed our client, BJC HealthCare, to make informed decisions about the type of contemporary leader they needed and how that executive would integrate into their current organizational structure to bring critical value to their immediate and long-term initiatives.

Key Differentiators CHRO vs CPO

Ensures that team members are hired, compensated fairly, and their necessary skill sets are developed

Creates and drives a people strategy that aligns with business objectives, while focusing on transforming culture and inspiring talent at all levels of the organization

Develops mission, vision, and values for the organization

Executes and embodies the mission, vision, and values, enabling leaders at various levels in the organization to maximize their potential

Trusted peer in the organization dedicated to ensuring all employees are effectively leveraging their role-specific skills

Strategic advisor on all people, cultural, and development challenges and opportunities

Focused on creating policy and processes that allow the organization to run smoothly, and aims to have concrete value and measurable objectives

Comfortable with the opacity in measuring the broad impact of HR and integrating personality and behavior science to develop useful performance management processes that capture impact and create pathways for improvement

Candidate Breakdown



53%
Diversity
on Slate



87%
of candidates
would require
relocation



27.9
Years of
Experience

Current Titles

CPO



CHRO



CAO



VP HR



SVP, HR/HR Ops/Talent Officer



1/3

had Law degrees (J.D.)

had Master's degrees

had Bachelor's degrees

73% had
Multi-Industry
Backgrounds

Retail



Technology



Services

