

Client Name, MBA

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ASC Operations | P&L Ownership | Revenue Growth | OR Optimization | Physician Relations | Contracting

COO | VP Operations | VP Practice Operations | Director of Operations

P&L to \$75M (Owner) | Budgets to \$50M | Teams to 250+ | Enterprise Oversight | 2x Market Growth

Value Proposition. Healthcare operations executive with 15 years of combined experience running surgical facilities and selling into them at the highest performance level. Currently leads all operational, financial, clinical, and administrative functions across two ASCs generating \$75M in combined gross annual revenue with 250-person workforce and 40 direct reports. Prior 14-year career at J&J DePuy Synthes as Senior Technical and Sales Consultant is not a detour from operations; it is the foundation. That tenure produced deep physician relationships, firsthand OR knowledge, GPO and supply chain expertise, and commercial instincts that translate directly into how surgical facilities are run, staffed, contracted, and grown. Brings rare ability to speak the language of surgeons, administrators, and board members with equal credibility.

Running Surgical Facilities at the Intersection of Clinical Excellence, Financial Performance, and Physician Partnership

Career Highlights: Results Exceeding Expectations

- ✓ **Drove combined \$18.4M revenue increase across 2 ASC sites** from 2023 to 2025, growing Site 1 from \$28.9M to \$37.4M and Site 2 from \$24.9M to \$34.9M through OR capacity optimization, block utilization improvement, and operations.
- ✓ **Implemented Medical Passport**, reducing overall surgical cancellations from 26% to 8% and eliminating GLP-1-related cancellations from 20% to 0%, recovering ~\$78K in revenue since 12/2025 and paying for system in weeks of launch.
- ✓ **Improved OR block utilization from 67% in 7/2023 to 79% as of 3/2026** through data-driven scheduling, surgeon block time realignment, and disciplined seasonal volume management.
- ✓ **Renegotiated GPO and vendor contracts generating \$500K+ in savings** within first 6 months; deployed SurgLogs to automate AAAHC accreditation policy management and OR compliance logging across both facilities.

Select Competencies

Ambulatory Surgery Center (ASC) Operations | P&L Management | Revenue Growth | OR Optimization | Block Utilization | Healthcare Operations | Physician Relations | AAAHC Accreditation | HIPAA Compliance | GPO Contract Negotiation | Robotics Implementation | Supply Chain Management | Workforce Development | EMR Systems | Healthcare Technology | Surgical Scheduling | Budgeting & Forecasting | Team Leadership | Patient Experience | Strategic Planning

Executive Career History & Highlights

The Bone & Joint Center, Albany, NY • 2023 – Present

\$75M independent orthopedic group with 40+ specialty-trained surgeons, 7 Capital Region locations, and 2 ambulatory surgery centers

Director of Operations, Surgery Centers

Team: 40 Direct & 25+ Total | P&L \$75M | Technology Adoption | Business Growth Strategies | Brand Elevation

Lead all operational, financial, clinical, and administrative functions across 2 ambulatory surgery centers with combined gross annual revenue of \$75M and workforce of 250+ employees including 40 direct reports. Serve as primary liaison between board of directors, medical staff, finance, billing, insurance authorization, and OR teams, with full ownership of P&L performance, strategic technology implementation, physician partnerships, and AAAHC accreditation.

- ✓ Drove combined revenue from \$53.8M to \$72.3M across both ASC sites from 2023 to 2025, \$18.4M increase, through OR utilization improvement, case mix optimization, and operational execution.
- ✓ Implemented Medical Passport, reducing overall surgical cancellations from 26% to 8% and eliminating GLP-1-related cancellations from 20% to 0%, recovering approximately \$78,000 in revenue since December 2025.
- ✓ Improved OR block utilization from 67% to 79% from June 2023 through March 2026 through surgeon block time realignment, data-driven scheduling, and multi-specialty capacity management.

- ✓ Led delivery and implementation of three Mako and ROSA robotic surgery systems in partnership with Stryker and Zimmer; executed two targeted Facebook marketing campaigns with Stryker to drive total joint replacement volume.
- ✓ Deployed SurgLogs across both facilities, automating AAAHC accreditation policy management, AI-driven policy review scheduling, employee credentialing, contract tracking, and OR compliance logging.
- ✓ Introduced HST Case Coordination, streamlining surgical booking and case communication; manages ongoing EMR administration including new user setup, training, and system troubleshooting.
- ✓ Renegotiated GPO and vendor contracts, generating \$500K+ in savings and revenue growth within first 6 months through contract optimization and HPG efficiency improvements.
- ✓ Serve as HIPAA Privacy Officer for both surgery centers, maintaining PHI compliance, updating Notice of Privacy Practices, and delivering annual staff privacy training.
- ✓ Oversee Pre-Admission Testing (PAT) operations, collaborating with anesthesia to optimize outpatient surgical candidate selection, safety protocols, and patient throughput.
- ✓ Act as primary liaison between board of directors, medical staff, finance, billing, insurance authorization, and OR teams, ensuring full organizational alignment on operational and financial priorities.

Johnson & Johnson / DePuy Synthes, Albany, NY • 2011 – 2023

\$9.2B global healthcare leader (NYSE: JNJ) and world's largest orthopedic device company

Senior Technical & Sales Consultant, Joint Reconstruction

Team: 15+ Total | P&L \$16M Territory | Orthopedic Devices | KOL Development | Sales Excellence

Operated as trusted surgical consultant to orthopedic surgeons across hospitals and ambulatory surgery centers, managing \$16M annual territory and leading team of 15+ field specialists. Built and sustained 14 years of consecutive orthopedic device sales performance with deep relationships across surgical, clinical, and executive stakeholder ecosystem, including hospital systems, GPOs, and national healthcare networks.

- ✓ Achieved 7 years of 100%+ quota performance; earned J&J Hall of Fame Award in 2020 and 2021 (top U.S. consultants) and Ring of Honor Award for 3+ consecutive years of quota growth; tripled quota performance from 2019 to 2020.
- ✓ Drove \$3M+ in ASC revenue growth by securing strategic contracts and supporting launch of 2 ambulatory surgery centers, each driving \$8-9M in recurring annual revenue.
- ✓ Captured \$1.5M in incremental revenue in 2018 by converting 2 high-volume surgeons from competitive implant systems, including securing KOL sponsorship and monthly engagements.
- ✓ Recruited, onboarded, and led team of 15+ field specialists; designed onboarding programs and provided ongoing coaching, performance management, and field strategy leadership.
- ✓ Negotiated contracts across hospital systems, GPOs, and national healthcare networks; ensured compliance with regulatory requirements and supply chain standards.
- ✓ Selected for J&J Future Sales Leader Development Program, competitive 2-year leadership track for high-potential consultants, establishing position for future growth and career advancement.
- ✓ Delivered quarterly cadaver lab training for orthopedic residents on implant systems at DePuy Synthes Institute; provided product and instrumentation in-service education to OR and sterile processing teams.

Education

Master of Business Administration (MBA) • Georgia Southern University, Statesboro, GA
Bachelor of Science, Organizational Management • Nyack University, Nyack, NY

Leadership & Community

Operation Walk, Albany NY: Supporter and fundraiser for national organization providing joint replacement surgeries to underserved patients in Cuba, Haiti, and other countries where orthopedic care is unavailable or unaffordable.