

Jessica Fields

SUMMARY

HEALTHCARE EXECUTIVE

Strategic Growth, Partnerships & Multisite Operations

Performance-driven healthcare executive with 28+ years of experience spanning risk management, compliance, clinical care, business development, enterprise operations and alternative dispute resolution. Proven success structuring complex partnerships with hospital system executives (CEOs, CFOs, CSOs), leading contract negotiations, and managing P&L portfolios up to \$150M. Recognized for strategic service line and program development across emergency services, urgent care, and multisite delivery models. Expert negotiator with formal training in mediation and complex deal structuring. Known for bridging clinical insight with boardroom strategy to accelerate growth, streamline operations, and elevating care quality across integrated systems and emerging markets. Experience with Legal Research and analysis. Extensive risk management and compliance protocol development.

SKILLS

P&L Management (\$75M-\$150M), Strategic Partnerships & Joint Ventures, Health System Business Development, C-Suite Relationship Management, Complex Deal Structuring & Negotiation, Multisite Healthcare Operations, Market Analysis & Competitive Intelligence, Financial Modeling & Business Case Development, Emergency & Urgent Care Operations, Mergers & Acquisitions, Cross-Functional Leadership, Value-Based Care Models, Emotional Intelligence, Alternative Dispute Resolution, Civil Mediation, Preceptor and mentorship, Educational Training and Development, Salesforce, Epic Systems, Workday, Tableau, Power BI, Smartsheet, Strategic Partnerships Health System Growth C-Suite Engagement, External consultant deployed to assess hospital operations, restructure teams, Legal Writing, Legal Writing and Analysis, Contract Negotiating, Child Abuse Prevention, Supply Chain Management

EXPERIENCE

MacField Mediation, Atlanta, GA Neutral and Mediator

09/2025 – Current

- General Civil Alternative Dispute Resolution
- Facilitated communication between disputing parties to promote understanding and collaboration.
- Developed and implemented customized mediation strategies tailored to the specific needs of each case.
- Conducted thorough assessments of conflict situations to identify underlying issues and interests.

SKILLS: Contract Negotiating

New York Supreme Court Fourth Appellate Division, Syracuse, NY Summer Judicial Internship

06/2025 – 08/2025

- Conducted legal research and analysis to support judges in case deliberations.
- Drafted memoranda summarizing case law and legal precedents relevant to ongoing cases.
- Assisted in the preparation of court opinions and orders, ensuring clarity and adherence to legal standards.

SKILLS: Legal Writing and Analysis

Cobb County Juvenile Court, Marietta, GA Court Appointed Special Advocate- Volunteer

10/2024 – Current

- Conduct thorough assessments of the child's needs and circumstances to provide informed recommendations to the court.
- Collaborate with social workers, attorneys, and other stakeholders to develop and implement case plans that prioritize the child's best interests.
- Attend court hearings and provide testimony regarding the child's situation and recommendations based on observations and assessments.
- Successfully advocated for the placement of children in safe and supportive environments, resulting in an improvement in child welfare outcomes.

SKILLS: Child Abuse Prevention

Messer Americas, NJ National Business Development Manager

08/2023 – Current

- Developed and executed Healthcare Growth Strategy with \$75M P&L accountability

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- Achieved \$1M in annual new business sales; exceeded targets by 10%
- Negotiated and closed two GPO agreements valued at \$16M
- Led all national contract negotiations with CEOs, CFOs, CSOs across multiple states
- Presented financial models and strategic proposals to executive boards
- Managed capital sales initiatives exceeding \$150K
- Mentored regional account team on C-suite engagement and negotiation strategy
- Completed risk analysis and compliance for IDN and GPO contracts
- Developed and managed Supply chain supplier relations

B.E. Smith, St. Paul, KS

04/2021 – Current

System Director, Workforce Development & Staffing

- Lead development and execution of system restructure for staffing operations and Support Service department
- Oversaw 5 managers and 35 employees across integrated health system
- Negotiated collective bargaining terms and led staffing and grievance processes for nursing union, ensuring compliance and operational alignment across the system
- Partnered with union reps and senior leadership to resolve disputes, support workforce planning, and uphold labor agreements in a high-acuity, multi-site environment
- Implemented Kronos Scheduling and workforce KPIs
- Assisted with Alternative dispute resolution, collective bargaining and arbitration

Director of Respiratory Care

- Managed \$50M P&L and 110 direct reports
- Reduced HHN overuse by 15%, saving \$100K
- Generated \$2.5M in consumable cost savings
- Increased pulmonary OP procedural volume by 7%
- Raised patient satisfaction to 98th percentile
- Achieved 99% productivity YTD using AARC guidelines
- Reduced overtime usage by 20% through targeted scheduling adjustments and frontline engagement
- Closed a \$200K negative variance by optimizing staffing models and fiscal oversight during systemwide transition
- Developed Supply chain management and compliance tools
- Developed department risk management and compliance protocols

Executive Director

- Delivered full \$150M P&L responsibility with accountability for development and execution of strategic capital plan, annual budget, capital spending, and monthly forecast
- Achieved system standardization of policies, practice, including consumable supply chain distribution with automated ordering system
- Attained 25% increase in student recruitment by cultivating robust academic partnerships
- Increased outpatient service line growth by 18% along with 500K increased revenue
- Mentored 5-person leadership team and 450 clinical staff on professional development, system-wide strategic initiatives, and operational excellence
- Led special projects with data driven approach which reduced system turnover by 6% and decreased open FTEs by 45%
- Overhauled compliance protocols with regulatory requirements and accreditation standards, achieving a successful accreditation review with no deficiencies.
- Developed Supply chain management and compliance tools

SKILLS: External consultant deployed to assess hospital operations, restructure teams

South Texas Health System, McAllen, TX

11/2018 – 08/2020

System Director of Business Development

- Directed strategic growth initiatives across 900-bed hospital system operations encompassing six freestanding emergency departments, driving partnerships and business development across emergency services, urgent care, and multi-site healthcare operations.
- Directed \$15M P&L and managed 15-member sales team
- Increased market share by 5% across Cardiology, Ortho, Surgery, OB, Neuro, Behavioral Health
- Created Strategic Ambulatory Network Plan resulting in : 10 new clinics by 2027; opened 4 clinics 2019–2020
- Increased behavioral health service line by 3%

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- Developed Merger & Acquisitions 5yr strategy resulting in acquisition of 3 physician practices
- Led all capital equipment budgeting and proforma development
- Capital Equipment financial modeling, business case analysis and proforma

Select Medical, Mechanicsburg, PA **Assistant Vice President/Business Development**

06/2017 – 10/2018

- Led strategic joint venture partnership management directing business development operations for 7 in-patient rehab hospitals and 3 managed units within joint venture hospital partnerships across Pennsylvania and surrounding states.
- Increased regional revenue by 7% over prior year through strategic joint venture optimization, partnership expansion, and operational excellence
- Increased Regional admissions by 16%, stabilizing hospital performance and preserving service continuity through targeted growth sales strategy
- Sourced, structured, and negotiated joint venture contracts with health system partners to expand rehabilitation service offerings and market presence
- Collaborated cross-functionally with finance, legal, and operations teams to ensure successful joint venture execution, compliance, and performance optimization
- Developed and presented comprehensive business cases and partnership proposals to health system executive leadership and boards
- Stepped in as internal consultant and interim director
- Identified and pursued new joint venture opportunities within existing health system relationships
- Mentored regional business development staff on partnership cultivation, stakeholder engagement, and proposal development

Vibra Hospital, Mechanicsburg, PA **Corporate Director of Business Development**

10/2015 – 06/2017

- Developed and implemented national strategic growth initiatives supporting sales and business development operations.
- Increased admissions growth by 15% and exceeded revenue targets by 5%.
- Developed comprehensive care plans through thorough clinical assessment of ICU and Pulmonary patient populations
- Led strategic development operations for both LTACH & IRF hospitals including market analysis and partnership cultivation
- Created print and digital marketing collateral and content for region-assigned hospitals
- Mentored regional sales and business development teams on consultative selling, relationship building, and territory management
- Served as internal consultant and interim director across hospitals, driving strategic growth, operational turnaround, and system-level alignment

EDUCATION

Syracuse University College of Law **JD Candidate**

2027

Saint Xavier University **Master of Business Administration**

2020

- Magna Cum Laude

University St. Francis, Joliet **Bachelor of Science in Healthcare Leadership**

2012

- Magna Cum Laude

Olive Harvey College, Trinity School of Respiratory Care **Associate of Respiratory Care**

2004

- Magna Cum Laude

PROFESSIONAL AFFILIATIONS & COMMUNITY LEADERSHIP

National Coalition 100 Black Women- member

CASA Volunteer (Court Appointed Special Advocate) | Cobb County Juvenile Court | 2025

Teen Mentor | Community Youth Development Programs | Ongoing

Member, Georgia Association of Black Women Attorneys | 2024

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Member, Phi Alpha Delta Law Fraternity - Vice Justice | 2024
Member, Black Student Lawyer Association | 2024
Member, Top Ladies of Distinction Inc. | Rec. Sec | 2024
Academy of Healthcare Executives, Member | 2022
Planning Committee Member, | Georgia Society of Respiratory Care | 2022

CLINICAL EXPERIENCE

CONTRACTED RESPIRATORY THERAPIST | Emerald Staffing/OSF St. Mary | Evergreen Park, IL | Jan 2021 - Apr 2021 |
CONTRACTED RESPIRATORY THERAPIST | Children's Habitation House | Harvey, IL | Aug 2020 - Oct 2021 |

EARLIER CAREER PROGRESSION

DIRECTOR OF SALES AND MARKETING | Select Medical/Kindred Hospital | Hammond, IN | Feb 2009 - Nov 2015
DME DIRECTOR, HEALTHCARE SERVICES | Somongraph/UIC | Chicago, IL | Oct 2008 - Feb 2009
CENTER MANAGER/HEALTHCARE SPECIALIST | Lincare, Inc. | Chicago, IL | Nov 2006 - Nov 2008

LICENSES & CERTIFICATIONS

Registered Georgia Neutral Oct 2025 | Mass Respiratory Care License | Mass RT Board | Expiration date May 2027 |
GA Realtor License | Georgia State | Expiration date Nov 2026
GA Registered Respiratory Therapist License | Georgia Composite Medical Board | Expiration date Nov 2025 |
IL Registered Respiratory Therapist License | Illinois Dept of Financial & Professional Regulations | Expiration date Oct 2025
Advanced Cardiac Life Support (ACLS) | Pediatric Advanced Life Support (PALS) | Basic Life Support (BLS) |
Neonatal Resuscitation Program (NRP)

PROFESSIONAL TRAINING & CERTIFICATIONS:

Alternative Dispute Resolution Civil Mediation | Conflict Resolution & Mediation Training
Karras Negotiation Training | Advanced Contract Negotiation Strategies