



<https://evergreen.partners/consultantopportunities/leadership-consultant/>

Epic Leadership Consultant

Position Overview

We are seeking Epic Leadership consultants to partner with Evergreen for a wide-range of strategic initiatives across our client partners. This role is designed for a seasoned leader who brings deep Epic and healthcare IT experience, strong strategic vision, and the ability to guide multiple workstreams, leaders, and stakeholders toward a shared outcome.

As leadership consultant, you will serve as a trusted advisor to executive sponsors, oversee multiple interdependent projects, and ensure that program delivery aligns with organizational strategy, culture, and long-term goals.

What You'll Do

Depending on project scope and role alignment, responsibilities might include:

- Provide overall direction and governance for large-scale Epic and healthcare IT programs, often spanning multiple projects, applications, and teams
- Serve as a strategic advisor to executive and senior leadership, aligning program objectives with organizational priorities
- Establish and maintain program vision, success metrics, and delivery frameworks
- Oversee program planning, execution, and financial management, including budgets, forecasting, and resource allocation
- Lead and support project and workstream leaders, including Project Managers, Epic Leads, and functional directors
- Ensure strong program governance through executive steering committees, decision frameworks, and escalation paths
- Identify, assess, and manage program-level risks, dependencies, and change impacts across the organization
- Drive consistent communication across all stakeholder levels, translating complex initiatives into clear, actionable messaging
- Foster a culture of accountability, collaboration, and respect across client and consulting teams
- Ensure adherence to best practices in Epic delivery, healthcare IT standards, and change management
- Anticipate downstream impacts across clinical, operational, technical, and financial domains
- Represent our organization as a senior leader, modeling professionalism, integrity, and partnership

Qualifications

Required Qualifications

- **10+ years** of healthcare leadership experience, including significant leadership roles supporting Epic EHR initiatives
- Proven experience directing large, enterprise-scale Epic programs (implementations, upgrades, mergers, Connect rollouts, or major

Hiring organization

Evergreen Healthcare Partners

Job Location

6720 Frank Lloyd Wright Ave, Suite
200, 53562, Middleton, WI, USA

optimizations)

- Deep understanding of Epic applications, implementation methodologies, and healthcare workflows
- Demonstrated success managing multiple projects, budgets, timelines, and cross-functional teams simultaneously
- Exceptional executive communication and stakeholder management skills
- Ability to operate effectively at both strategic and tactical levels

Leadership & Strategic Skills

- Strong program governance and organizational leadership capabilities
- Experience leading leaders—coaching Project Managers, Epic Leads, and senior consultants
- Ability to influence decision-making at the executive level
- High emotional intelligence and a steady, composed presence in high-stakes environments
- Strong financial acumen related to program budgeting and resource planning
- Ability to balance structure with flexibility in dynamic healthcare environments

Nice to Have

- Epic certification(s) or formal Epic leadership roles
- PMP, PgMP, or equivalent program management certification
- Consulting experience within healthcare IT
- Experience with multi-entity health systems, Connect and acquisitions, or enterprise transformations
- Willingness to travel based on client needs

Other Required Qualifications

Should you travel on-site to a client site, or a partner of Evergreen, and specific vaccinations are required by the client/partner, Evergreen does require our staff to meet these requirements. If you cannot meet the requirements, you might be asked to provide a religious or medical accommodation pursuant to the state and federal law.

Other Duties

Please note this job description is not a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this position. Duties, responsibilities, and activities are specific to the client need and will be discussed during the submission and interview process with the client.

Physical Demands

Prolonged periods sitting at a desk and working on a computer. Must be able to lift no more than 15 pounds at a time.

Work Hours

You are expected to work during the standard business hours of the client partner. Details are confirmed at the time of submission and placement with a specific partner.

Why Join Us

- A people-first consulting culture where you're known, supported, and valued
- Thoughtful consultant-client matching to set you up for success
- Opportunities to work on impactful, strategic healthcare IT initiatives

- Transparent leadership and responsive support
- A firm that invests in long-term relationships—not transactional placements

About Us

Founded in 2017 by experienced healthcare IT leaders, we were built with a simple but powerful vision: create a people-first consulting firm that delivers exceptional results without losing sight of the individual.

Trust, transparency, grace, and responsiveness are not buzzwords at Evergreen; they're the foundation of how we work. We believe collective success is achieved when every person understands their value, feels genuinely appreciated, and knows their work matters. That belief shapes how we support our consultants, how we partner with clients, and how we show up for one another every day.

While our roots are in Epic EHR implementations, our impact has grown to support health systems across optimization, upgrades, informatics, Connect and acquisitions, ERP, cloud initiatives, and beyond. Our strength lies in our *thoughtful, personalized approach*. We invest time in truly understanding both our consultants and our clients so that every partnership is aligned, authentic, and set up for success.