

CHIEF INFORMATION OFFICER

AMERICAN BOARD OF EMERGENCY MEDICINE

DRi Waterstone
HUMAN CAPITAL

American Board of Emergency Medicine

Who ABEM is and what it does

Founded in 1976, the American Board of Emergency Medicine (ABEM) certifies emergency physicians who meet its educational, professional standing, and examination standards. ABEM is one of 24 member boards of the American Board of Medical Specialties and is accredited by the National Commission for Certifying Agencies (NCCA).

ABEM holds the interests of patients and their families in the highest standing and supports the physicians who care for the acutely ill and injured. ABEM certification is widely regarded as the gold standard for emergency physicians.



TO ENSURE THE HIGHEST STANDARDS IN EMERGENCY MEDICINE

The physicians ABEM certifies

50,000+

ABEM-certified emergency physicians

23,000+

MyEMCert modules completed in 2024

5,954

Subspecialty certifications and focused practice designations (as of June 2026)

1

Qualifying Exam

Computer-based exam for residency graduates

2

Certifying Exam

In-person exam with scenario-based cases, launched in March 2026

3

Continuing Certification

Physicians stay current with MyEMCert modules and Practice Improvement opportunities

4

Subspecialties and FPDs

13 subspecialties and focused practice designations

ABEM AT A GLANCE

1976
founding

50,000+
certified emergency physicians

51
full-time staff, plus contractors and part-time staff

$27.8M
annual operating budget

Certification Programs

- Qualifying and Certifying Exams for initial certification.
- MyEMCert, the In-Training Exam, and 13 subspecialties and focused practice designations.

Leadership and Governance

- Dyad model since 2025: Executive Directors for Professional and Clinical Affairs and for Administrative Affairs.
- 20-member Board, including two public members.

Recent Milestones

- Implemented the new in-person Certifying Exam in 2026.
- Achieved NCCA re-accreditation.

People and Culture

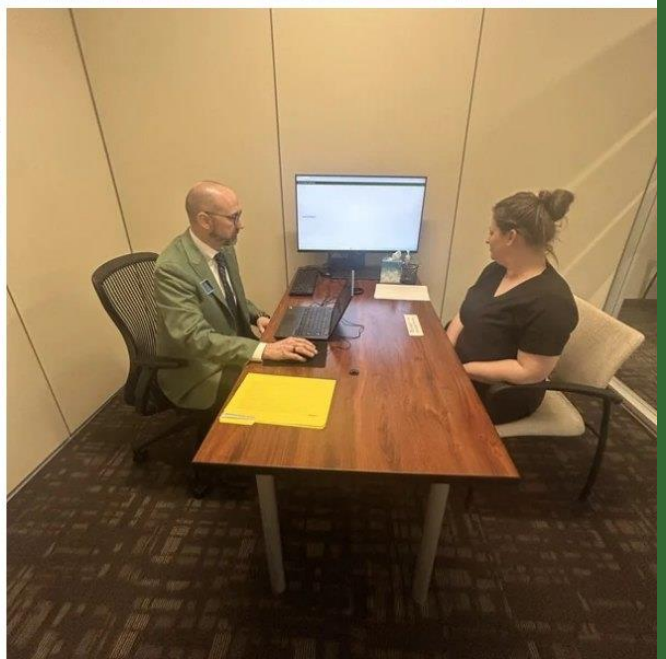
- Hundreds of physician volunteers serve as examiners, item writers, and committee members.
- Core values: collaboration, integrity, trust, wisdom, empathy, and resilience.

American Board of Emergency Medicine

ABOUT THE POSITION







Chief Information Officer

Reporting to the Executive Director for Administrative Affairs, the Chief Information Officer will lead ABEM's technology, data, and information security, and serve as the staff partner to the Board's new Innovation and Technology Committee. The CIO will stabilize and improve MyABEM, integrate ABEM's systems and build strong reporting, and shape how AI and other emerging technologies are adopted across operations, certification, and assessment.

This is a new position. The CIO leads a 14-person team with seven direct reports, most of whom joined ABEM within the last two years.

Key Responsibilities

PLATFORM AND SYSTEMS

- Continue to stabilize and improve MyABEM.
- Integrate ABEM's systems so they work together.
- Plan how MyABEM can be leveraged and expanded.

DATA AND REPORTING

- Improve data structures and data management.
- Fully develop reporting across ABEM's programs.
- Build data governance that supports research and decisions.

AI AND INNOVATION

- Partner with the Board's Innovation and Technology Committee.
- Develop ABEM's AI use policy and strategy for emerging technologies.
- Build AI literacy and a working AI training model for staff.
- Develop innovative technology solutions that support assessments.

ASSESSMENT AND SECURITY

- Support exam delivery, remote proctoring, item banking, and psychometric systems.
- Pilot AI-assisted item development responsibly.
- Protect exam integrity, physician data, and privacy.

TEAM, VENDORS, AND INVESTMENT

- Lead a 14-person team with seven direct reports.
- Plan major technology investments and track their return.
- Manage vendors and communicate clearly with physicians, the Board, and staff.



Technology at the Heart of Certification

ABEM has implemented its new Certifying Exam, achieved NCCA re-accreditation, and created a Board Innovation and Technology Committee to guide how AI and emerging technologies shape certification and assessment. Four priorities will define success for the first CIO:

Stabilize and expand MyABEM

Resolve current data and integration issues, then plan how the platform can grow.

Integrate and report

Connect ABEM's systems and build reporting that serves staff and leaders.

Lead on AI and innovation

Partner with the Board's new committee to set AI policy and priorities across operations and certification.

Build a new team

Develop and lead a 14-person team, most of whom joined within two years.



The Ideal Candidate

The ideal candidate is a strategic, collaborative technology leader who can stabilize and integrate ABEM's systems, build a strong team, and translate emerging technology into clear choices for a physician-led Board.

- 10+ years of progressive IT leadership across enterprise systems.
- Led a major platform implementation or migration to stable operation.
- Managed and integrated ERP-like systems, databases, payments, and reporting.
- Information security and data privacy leadership in a high-trust setting.
- Built and led IT teams and managed vendors.
- Data governance and analytics that support decisions.
- Explains technology clearly to physicians, the Board and its committees, and staff.

- Familiarity with assessment or certification technology, such as exam delivery, remote proctoring, or item banking.
- Practical experience governing AI adoption, including AI use policy and risk.
- Experience with a medical specialty board, association, or healthcare organization.
- Enough grounding in clinical informatics to understand why it matters for certification and for designing clinically relevant cases and exams. Health care delivery experience is not required.







PERSONAL CHARACTERISTICS & LEADERSHIP STYLE

- **Good judgment** and confident, independent decision-making.
- **Owns the work,** with clear accountability for results.
- **Brings forward issues and opportunities** with candor and clear recommendations.
- **Strong staff coach** who builds and develops a new team.
- **Clear communicator** across every level of the organization.
- **Strategic and forward-looking,** anticipating where technology and assessment are headed.
- Prior experience with the CIO title is not required. ABEM will also consider leaders ready to step up from a senior or second-in-command role who have supervisory experience.
- Experience in certification, credentialing, associations, or education is especially relevant. Healthcare experience is helpful but not required.
- ABEM is evolving toward a culture where decisions are made at the right level. Staff are eager to learn, value work-life balance, and welcome innovation that makes their work more efficient.

POSITION FEATURES

Compensation: $200,000 to $250,000, with a performance-based annual compensation adjustment.

Location: Hybrid or remote eligible, with headquarters in East Lansing, Michigan. Travel is estimated at 10 to 20 percent, including Board meetings and in-office meetings.

Reports To: Kathleen C. Ruff, MBA, Executive Director, Administrative Affairs.

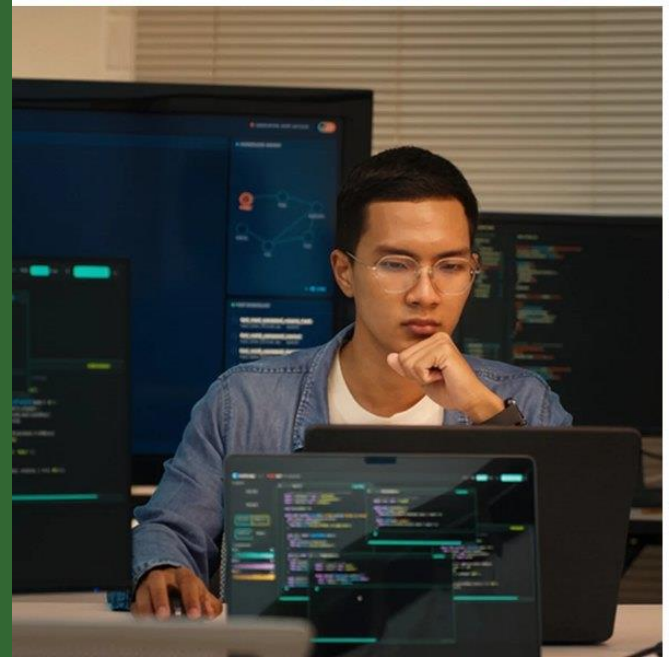
Team: Seven direct reports and a 14-person team: a Technical Service Lead who oversees seven software developers, a Data Engineering Lead, a Power BI Developer, two Business Systems Analysts, a Project Manager, and an IT Support Administrator.

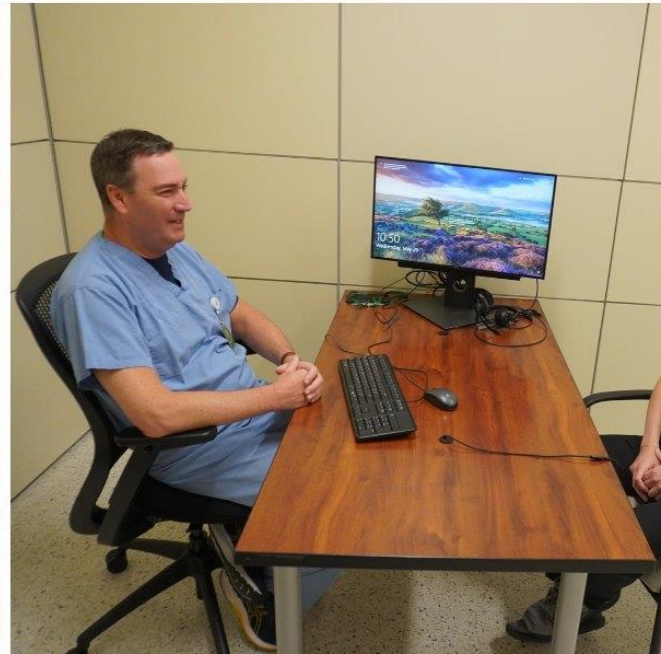
Start Date: January 4, 2027.

Benefits: Fully employer-paid medical, dental, and vision coverage for employees and families; an employer HSA contribution; a 401(k) match plus an additional 10 percent employer contribution; life and disability insurance; generous paid time off, including a winter break; and professional development support.

ABEM's Commitment: ABEM is an equal opportunity employer committed to an inclusive workplace.







About DRiWaterstone

DRiWaterstone is a boutique executive search firm recognized by Forbes as one of the leading executive recruiting firms in the U.S. With a focus on purpose- and mission-driven organizations, DRiWaterstone provides executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.

To apply, please visit: https://driwaterstonehc.com/position/abem/

Submit a resume and a letter of interest describing your qualifications and your vision for technology at ABEM. All inquiries and nominations will be held in strict confidence.

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