



KIRBYPARTNERS

Leaders in Executive Search

Baxter

Position Profile

Senior Artificial Intelligence

Engineer - Enterprise

Technology and Innovation

Baxter International, Inc.



Baxter International, Inc. is a global medical equipment manufacturing company that provides solutions for diagnostic, critical care, nutrition, kidney care, hospital and surgical products to millions of patients, caregivers, and providers.

For 90 years, Baxter has been making an impact at the critical intersection where innovations that save and sustain lives meet the healthcare providers who make it happen.

Baxter's portfolio of products, therapies, and digital health solutions is available in more than 100 countries, building upon the company's rich heritage of medical breakthroughs to advance the next generation of transformative healthcare innovations.

Baxter's acquisition of Hillrom in 2021 has formed one of the world's leading medical technology companies, centered around a shared vision to transform healthcare.

Baxter invests in companies with innovative technologies, products, and therapies that accelerate growth and advance patient care. Each investment opportunity undergoes a rigorous evaluation process to determine if it has the potential to address unmet clinical needs and offer sustainable long-term growth. Baxter's investment focus includes therapeutic areas complementary to Baxter's presence in critical, hospital, nutritional, renal and surgical care, as well as cutting-edge technology and therapies.

Baxter supports the pioneering efforts of clinicians and scientists through its research and external funding and university partnerships to those who are focused on innovative research, and continuing education for healthcare professionals.

Goals and Corporate Responsibility



Goals: Baxter's goal is a company-wide digital operating model powering their people, processes, and products. This model will help Baxter:

- Operate more efficiently and with increased agility
- Open new avenues for revenue generation through digital solutions
- Improve access to relevant, real-time data to drive effective decision-making
- Provide increased value to customers and earn higher customer loyalty
- Equip employees with the skills and tools they need to thrive in their digital future

In 2021 and beyond, Baxter expects to introduce several innovations to improve care for patients around the world, including expanded infusion pump offerings, new developments in home dialysis, generic injectable drug offerings in unique delivery platforms and more.

Corporate responsibility: Corporate responsibility is integral to Baxter's business strategy. Throughout their history, Baxter employees worldwide have championed the company's mission to save and sustain lives. Their approach to corporate responsibility supports the company's goals to achieve top quartile results relative to industry peers and other comparators across four dimensions:

- Patient safety and quality
- Growth through innovation
- Best place to work
- Industry-leading performance

Facts & Figures *

- 50K+ employees worldwide
- \$38M+ charitable giving
- \$11.7B global revenue
- Manufacturing in 20 countries

** Figures based on fiscal year 2020*

Diversity & Inclusion

Baxter's mission to save and sustain lives rests on a strong foundation and commitment to inclusion and diversity globally. Racism, intolerance, marginalization, and discrimination affect Baxter colleagues, families, friends, and communities worldwide in countless forms. In 2020, working in close collaboration with the Baxter Black Alliance business resource group, they launched **ACT: Activating Change Today**, a multidimensional, multidisciplinary and multiyear initiative to advance inclusion and racial justice within their workplace and the communities and markets they serve.

ACT is about taking action to drive results. Baxter wants to achieve meaningful, sustainable change within and beyond Baxter and be part of the solution to the complex, longstanding, multifaceted societal issue of racial injustice. Baxter is acting with a sense of urgency, prioritizing initiatives that they believe will make the biggest impact.

Workforce and Workplace - Baxter is actively working to build a more inclusive and diverse workforce and workplace through enhanced recruitment, engagement and development strategies, including new listening approaches, addressing unconscious bias in their human resources processes and more.

Communities - Baxter is partnering with leading nonprofit organizations to advance racial justice in the United States, including a new Signature Partnership with the American Diabetes Association to address health disparities for people with diabetes in Chicago's underserved Black communities. Additionally, they are expanding our supplier diversity program and strengthening our healthcare disparity advocacy efforts by supporting and deploying relevant programming with leading policy organizations.

Marketplace - Baxter is collaborating to promote patient advocacy work, bolster the pipeline of Black healthcare professionals in medicine, ensuring the healthcare professionals they engage with have experience treating diverse patient populations and more.





Employer of Choice

- Named one of the 100 Best Companies, Best Companies for Dads, Top Companies for Executive Women, and Best Companies for Multicultural Women by *Seramount* (formerly *Working Mother Media*).
- One of *Forbes'* America's Best Employers for Women.
- On Seramount's list for Global Inclusion Index.
- On the Corporate Equality Index for LGBTQ Equality (100% score) by the the Human Rights Campaign Foundation.
- Best Place to Work for Disability Inclusion (top 10% of all companies) by Disability Equality Index.
- A Top 10% Inclusion Index Company by Seramount (Inclusion Index).
- One of *Forbes'* America's Best Employers for Diversity.

Recognized for Excellence

Corporate Responsibility Awards:

- America's Most Just Companies by JUST Capital.
- Dow Jones Sustainability Index for 19th consecutive year.
- 3BL Media's 100 Best Corporate Citizens.
- America's Most Responsible Companies by *Newsweek*.
- A score for climate change and water by CDP (Disclosure Insight Action).
- FTSE4Good Index Series.

Senior Artificial Intelligence Engineer - Enterprise Technology and Innovation Overview



The Senior Artificial Intelligence Engineer is a strategic position that will lead the development and delivery of AI technologies, ensuring that technology deliverables are met based on business requirements.

The Senior Artificial Intelligence Engineer reports to the Director of Digital Health and Business Intelligence.

This highly consultative position recommends solutions to new and complex problems, develops innovative strategies, and quantifies the competitive performance of the organization's operations.

This position will collaborate with a multi-disciplinary team of clinicians, engineers, and researchers to deliver end-to-end products from ideation to data collection and analysis, model architecture design, development, testing, validation, and integration into the production environment.

Position Scope

- Develop and lead the Artificial Intelligence strategy for the Enterprise Technology group.
- Develop, analyze, and model operational, economic, management, accounting, and other organizational data.
- Work with and influence stakeholders throughout the organization to identify opportunities for leveraging company data to drive business solutions.
- Manage and provide direction for the business intelligence resource team.
- Collect data through means such as building automation tools, analyzing business results or by setting up and managing new studies.
- Perform coding, debugging, and testing (including unit tests, functional tests, and integration tests).
- Gather insights from data by using appropriate parametric or non-parametric models and interpret into business solutions.
- Build predictive and prescriptive models that aid decision making and yield actionable results.
- Build, test, and deploy AI models supporting business decision making.
- Perform ETL operations on large data sets.
- Keep abreast of recent developments in AI/ML technologies, prototype, and advocate to team members.
- Create new, experimental frameworks to collect data.
- Search through large data sets for usable information.
- Create, deploy, and maintain models through their lifecycle.
- Create reports and data visualizations for business uses.
- Correlate similar data to find actionable results.



The Qualified Candidate



Education:

- Bachelor's degree in a highly quantitative field (Computer Science, Machine Learning, Operational Research, Statistics, Mathematics, etc.).
- Master's degree preferred.

Experience:

- 6+ years working experience in data sciences, machine learning, mathematics, and artificial intelligence.
- Experience with Machine learning and Artificial Intelligence.
- Experience with relational databases and programming languages like R, SQL and Python.
- Software engineering experience: capacity to perform coding, debugging, testing (including unit tests, functional tests, and integration tests).
- Experience with business intelligence tools (e.g., Tableau).
- Experience with common data science toolkits and data management tools.

Attributes/skill sets:

- Strong analytical, mathematical, and statistical skills.
- Advanced ability to perform exploratory data analysis.
- Ability to communicate complex data in a simple, actionable way.
- Ability to visualize data in the most effective way possible for a given project or study.
- Ability to work independently and with team members from diverse backgrounds.
- Strong communication skills for coordinating across teams.
- A drive to learn and master new technologies and techniques.

This is a remote opportunity that does entail travel to client sites and occasional visits to Baxter's U.S. headquarters in Chicago.

Procedure for Candidacy

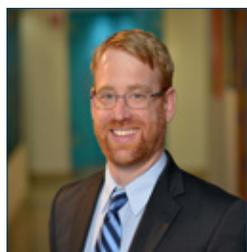


Interested candidates should apply online at kirbypartners.com.

If you would like to have a confidential, informal conversation before applying please contact us.

Final candidates should expect two interviews with Kirby Partners recruiters (including a video conference interview). You may be asked to complete an Executive Profile and submit references to be considered for presentation to the search committee.

Contact:



Bryan Kirby
Executive Recruiter
bskirby@kirbypartners.com
407-788-7302

About Us

Most healthcare organizations struggle to effectively hire key executives. As the leading healthcare technology retained search firm, Kirby Partners is the solution for organizations who want to “Hire for Impact.”

We're a *Forbes*' America's Best Executive Search Firm and have partnered strategically with healthcare organizations across the U.S. since 1989. Our headquarters is located in Lake Mary, FL.



Kirby Partners does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment. The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from client documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.