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Leaders in Executive Search

Baxter

Position Profile

Senior Virtualization
Engineer

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 Virtualization Engineer Overview



The Senior Virtualization Engineer will lead the efforts to plan, scope, and manage all aspects of healthcare VM deployments for Baxter's healthcare customers. This role reports to the Director of Digital Health and Business Intelligence.

The Senior Virtualization Engineer provides advanced level engineering and support of server virtualization environments across customer on-premise solutions, and will administer the operating systems and core applications while ensuring the environment is managed to meet best practice standards and agreed service availability (SLA's).

The Senior Virtualization Engineer will also design, build and deploy virtual systems, networks and architectures in VMWare and hybrid environments in support of Baxter Healthcare Digital solutions and medical devices.

Position Scope

- Lead strategy meetings with key accounts and stakeholders to design and employ scalable and high availability virtual environments across the enterprise.
- Review and update VMware environment designs, create implementation plans, audit existing infrastructure for VMware and Hypervisor.
- Design, install, and administer virtualization (VMware and Hyper-V) products.
- Develop, document, and implement best practice processes for deploying and maintaining virtualization in large healthcare systems and IDNs across Baxter's portfolio of medical products.
- Manage multiple customer escalations / projects concurrently.
- Provide expert level support of VMware, Linux, and Windows environments by resolving the escalated tickets for the internal and external customers.
- Identify and mitigate potential future business & technology risks.
- Construct presentations and deliver project information to stakeholders and partners.
- Communicate complex technical subjects to technical and non-technical audiences.
- Monitor system performance and troubleshoot issues.
- Tune performance and ensure high availability of infrastructure.
- Maintain system security and address vulnerabilities.
- Continuously ensure and refine configurations to provide for efficiencies, scalability, high performance, high availability, and disaster recovery for all VMware environments.
- Develop strategies for maintaining, testing, and validating the health and security of the VMware environments.



The Qualified Candidate



Education:

- Bachelor's degree in Computer Science, Engineering, or related discipline.
- Master's degree preferred.
- VCP certification a plus.

Experience:

- Minimum 8 years working in a large-scale VMware environment.
- Advanced experience in Linux operating and system administration.
- Kubernetes and Docker/Container experience.
- Public Key Infrastructure (PKI) experience.
- Previous experience with Cloud computing technologies such as Amazon Web Services and Microsoft Azure platforms.
- Experience in file sharing: NFS, OpenEBS, Block Storage.

Attributes/skill sets:

- Ability to work directly with customers in a professional consultative manner.
- Ability to work in evenings, including the weekends and holidays, as needed.
- Strong communication skills for coordinating across teams.
- A drive to learn and master new technologies and techniques.
- Excellent attention to detail.

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

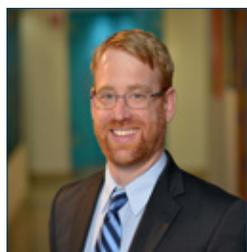


Interested candidates should apply online at kirbypartners.com.

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:



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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.



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