The HCA Healthcare Executive Residency Program

Others have seen your potential and called out the leader within you. You’ve responded with passion and sacrifice to unlock that potential. Now it’s time to focus on your next step. Consider the Executive Residency Program at HCA Healthcare.

About HCA

“Above all else, we are committed to the care and improvement of human life.”

HCA is one of the nation’s leading providers of healthcare services, comprised of locally managed facilities that include 174 hospitals and 119 freestanding surgery centers in 20 states and the United Kingdom. With its founding in 1968, Nashville-based HCA created a new model for hospital care in the United States. R. Milton Johnson is the company’s chairman and CEO.

Size

240,000+ Employees
975 Physician practices
97 Urgent care facilities
#63 in Fortune 100 listing

Patient Care

Approximately five percent of all U.S. hospital services happen at an HCA facility, including:

27.1 Million Patient encounters
7.6 Million Out-patient visits

Giving Back

$2.4 Billion Invested in capital spending to expand or bring new services to the communities we serve

$2.8 Billion In charity/uncompensated care and discounts

Industry Leader

78% of HCA’s eligible hospitals identified as “top performers” on Key Quality Measures by The Joint Commission

Sarah Cannon, the global cancer institute of HCA, offers hundreds of clinical trials a year

HCA has been named one of the “World’s Most Ethical Companies” for eight years in a row

The HCA Healthcare Executive Residency Program

Your career. Focused.
Focused on your success

The Executive Residency Program is a pathway to executive leadership for HCA Healthcare, America’s leading healthcare services provider.

We’re looking for 15-20 top MHA, MHS, or MBA graduation candidates from select schools.

Candidates should be flexible in geographic location and business placement since the Program requires rotational exposure to various business units in year one, and possible relocation in year two to one of HCA’s facilities across the U.S.

Through a competitive process, we’ll identify those who share our passion for excellence and who match our patient-centered, outcome-oriented culture.

In June, those selected will begin their executive career with a paid, full-time executive residency program of focused learning and mentoring.

After successfully completing the two-year program and demonstrating excellence in accountable roles for approximately three years, residents have the opportunity for healthcare executive roles such as hospital COO, large-scale Physician Practice Administrator, Service Line Strategist, etc.

Find out more

hcahealthcare.com/ExecutiveResidency

The Experience

If you’re selected for the Executive Residency Program at HCA Healthcare, you’ll enter with a cohort of peers who share your passion for leadership.

**YEAR 1**

**Administrative Resident**

Full-time executive development including cohort-based and self-study learning from senior executives and industry influencers, rotational exposure to key healthcare functions, and preceptorship from an HCA executive leader.

**YEAR 2**

**Assistant Administrator**

Full-time placement in an accountable administrative role with continued preceptorship, major projects and a final presentation to senior leadership.

After successfully completing the program, you’ll continue the pathway into a full-time healthcare leadership role with one of HCA’s organizations, along with the opportunity to be considered for further executive development in preparation for an advanced leadership role.