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.
Focused on your success

The Executive Residency Program is one pathway to executive leadership at HCA Healthcare, America’s leading healthcare services provider. When combined with other executive development programs offered by the award-winning HCA Leadership Institute, you’ll experience unparalleled development of competency and leadership in connection with other growing leaders across HCA Healthcare.

We’re looking for 20-25 exceptional MHA, MHS, or MBA students with graduation dates within the calendar year of the program’s start date. The program kicks-off in the summer of each calendar year.

Candidates should be flexible in geographic location and business placement since the Program requires rotational exposure to various business units.

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

Selected participants will begin their executive career with a paid, full-time Executive Residency Program of focused learning and mentoring.

As an Administrative Resident, you will have unparalleled exposure across the enterprise for a unique healthcare perspective. On-the-job learning projects with coaching and peer-to-peer mentoring will allow you to apply what you have learned in your academic programs and accelerate your leadership development. Successful residents will be selected to continue their healthcare executive careers in hospital and non-hospital roles such as hospital COO, large-scale Physician Practice Administrator, Service Line Strategist, etc.

HCA Healthcare is committed to the unparalleled development of future leaders, and have a world-class Leadership Institute to support that development. HCA’s Leadership Institute is dedicated to ensuring you are prepared to meet business challenges, grow as a leader, and cultivate a culture that provides exceptional patient care.
The Pathway to Success

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 and commitment to care.

YEAR 1

Executive Residency
Flexible, participant-led, on-the-job project, rotational exposure and both virtual and face-to-face learning accelerator sessions.

YEAR 2

Early Career Executive Development
Accountable leadership roles plus structured learning for developing leaders in five key areas, with deeper on-the-job experience.

After successfully completing your residency with HCA Healthcare, you may be offered a full-time healthcare leadership role with one of HCA’s business units. You will then advance into a second year program consisting of virtual and in-person learning with deeper on-the-job learning projects to continue your executive development pathway. You’ll also have the opportunity to be considered for further executive development appropriate to your career path in preparation for an advanced leadership role. We are committed to the unparalleled development of future leaders and investing in YOU!
About HCA Healthcare

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

178 hospitals and 1,800 sites of care located in 20 states and the United Kingdom

HCA is one of the nation’s leading providers of healthcare services, comprised of locally managed hospital facilities across the US and the United Kingdom. Founded in 1968, Nashville-based HCA Healthcare created a new model for hospital care in the United States, and is still expanding patient options throughout the continuum of healthcare by offering physician practices, urgent care clinics, freestanding ER, behavioral health, Sarah Cannon cancer centers and other care sites.

Size

249,000+ Employees

975 Physician practices

100+ Urgent care facilities

Ranked #63 in Fortune 100 listing

Patient Care

28 Million Patient encounters

8.6 Million ER visits

Giving Back

$3 Billion In charity/uncompensated care and discounts

$10.5 Billion Projected capital investment over the next three years

Industry Leader

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

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