



• NOW HIRING • DATA & INNOVATION • LEADERSHIP

Director of Innovation

● Sandy, Utah · On-site

↳ Reports to EVP, Ops & Digital Innovation

+ Builds a team of ~5

01 A NOTE BEFORE THE JOB DESCRIPTION

From a founder to our future **Director of Innovation**

It's different here at Pure, and it's intentional.

When we started Pure 8+ years ago, our goal was to radically change the experience patients and providers had with biologic infusion. We've taken something that felt cold, sterile, distant, and generic and turned it into something that feels incredibly personal and tailored to each patient who comes through our doors. They feel seen, known, and cared for.

Our goal is to extend that same experience to our providers, payers, and other partners in this space. You play an essential role in making that happen.

The infusion space is a data-rich environment thrust upon patients and providers who lack the ability and time to navigate the ever-increasing complexities and demands of healthcare. So we want to take the same approach we have with the patient experience and apply it to data and innovation at Pure.

We are not looking for someone who just puts a round peg in a round hole. We want someone who has the vision, belief, and drive to create and innovate beyond the norm. Someone who isn't a one-man show, but is excellent at collaborating and seeking the best ideas wherever they might be found. Someone who is vulnerable yet confident in their ability to execute and deliver on the needs of our teams, patients, and providers.

I'm confident this will be one of the most unique and formative experiences of your career, and it will set you up for greater success for years to come.

So if you want to join a team that cares, but will also make fun of you, will celebrate your victories and help you push through your failures, all in an effort to serve our patients and providers, you found the right spot.

Throw your hat in the ring and let's chat!



Trey Gardner

Founder & Chief People Officer, Pure Infusion

02 THE OPPORTUNITY

A ground-floor seat at a **defining moment.**

Pure Infusion runs 75+ infusion clinics across 14 states. We're building the operating model that lets data and AI work for every department: a modern data platform, a governed way to build internal apps, and AI tools every employee can use inside a clear policy. The plan is set and the team is forming.

AI is changing how every business runs, and healthcare is no exception. We have the chance to design that change on purpose instead of reacting to it. This is a ground-floor leadership role: you'll set cross-department priorities for software, data, and AI, and you'll build the Innovation team from the start. Your decisions will shape how a fast-growing organization operates.

This role works **above the clouds and in the weeds.**

You'll help build the long-term vision, then roll up your sleeves when a decision, a requirement, or a stuck project needs you.

03 THE ROLE

You are the EVP's number two, working at the junction of business operations and technology. You help manage the enterprise technology roadmap, data management and analytics, process optimization, and innovation strategy across every department.

You lead business cases, process redesign, and vendor evaluation, and you own the connection between our technology and data platforms and the business outcomes they're meant to drive.

You'll work across

Intake Clinical Operations Revenue Cycle
Pharma Relations Finance

Your closest partners

REPORTS TO
EVP, Ops & Digital Innovation

PARTNER
CIO
Technology

PARTNER
Head of Data
Data platform

75+

Infusion clinics

14

States

8+

Years redefining infusion

~5

Direct hires to build your team

Five jobs, one seat.

01 Set the priorities

- Run weekly triage on the Monday intake queue and decide cross-department priorities.
- Keep the Innovation Plan current and report progress to the EVP.

02 Turn needs into requirements

- Gather and document requirements with the departments that own them, and give sign-off before anything moves to build.
- Co-manage the internal micro-app roadmap with engineering, and support the enterprise technology roadmap with the EVP and CIO.

03 Make the build / buy / decline call

- Lead the business cases behind software and AI investments.
- Evaluate vendors, pressure-test their claims, and recommend technology and vendor decisions with the EVP and CIO.
- Partner with the Head of Data on data priorities and definitions.

04 Redesign how work gets done

- Map how cross-department work happens today, find where software or AI would change it, lead the redesign, and measure the result.
- Spot data, privacy, and AI risk early and route it to the right Compliance, Privacy, and IT owners.

05 Build the Innovation team

- Hire roughly five direct reports over the coming months, then onboard, coach, develop, and manage performance.
- Own workload allocation and the team's results.

Small team, high trust, clear lanes. Warehouse work and application work are separately staffed, and part of your job is protecting that line when something urgent tries to cross it.

YOU DECIDE

Weekly prioritization and requirement sign-off.

YOU RECOMMEND

Technology and vendor decisions with the EVP and CIO. Data priorities with the Head of Data.

YOU PUSH BACK

On scope and timelines that don't make sense. Expect to.

The builder we're looking for.

7+ years

in operations, product, program management, business analysis, or process improvement, including 3+ years leading cross-functional work. How fast you learn matters more than which industry you learned in.

People leadership

Direct experience managing people, including hiring and performance management.

Big picture, small details

You see how a change in one department ripples into others, and you'll still carry a requirement, a data definition, or a process step all the way to done.

Two-language communicator

Exceptional written and verbal communication. You can deliver the same message to an engineer and to an executive and get the same decision from both.

SDLC & agile fluency

Backlog, sprints, testing, release. You don't need to code, but you know what good looks and feels like.

Practical AI literacy

What models and agents can and can't do, where data risk sits, and how to judge a vendor's claims.

Roadmaps & business cases

A track record building roadmaps and business cases and evaluating software vendors.

Process improvement

You map current-state work, find the improvement, and measure the result.

Influence without authority

You say no with reasons and keep the relationship.

Bonus points

- + Healthcare operations experience, ideally infusion, specialty pharmacy, or revenue cycle
- + Familiarity with HIPAA, PHI handling, and AI governance
- + MBA or a Master's in an adjacent field
- + Prior experience as a product or program manager

The essentials

- + No degree required; equivalent experience qualifies
- + On-site at our corporate office in Sandy, Utah
- + Travel to clinics and other business locations as needed
- + Ability to meet U.S. employment eligibility requirements

What we hold each other to

01 People Obsessed

02 Relentlessly Improving

03 Innovative

04 Grateful

Throw your hat in the ring.

If you want your work to matter in a direct and personal way, and you want to build a better healthcare experience for patients, providers, and our own people, we'd love to meet you.

Apply now →

ats.rippling.com/pure-infusion/jobs

Pure Infusion is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to any characteristic protected by law.