

## Chief Executive Officer

CHOICE Regional Health Network is a regional nonprofit collaborative of health care leaders including hospitals, community health centers, public health, and behavioral health agencies. As a community health facilitator, CHOICE supports our [Washington Accountable Community of Health](#), Cascade Pacific Action Alliance (CPAA). Our core geographic service area includes Cowlitz, Grays Harbor, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties.

### Job Summary

The Chief Executive Officer leads [CHOICE Regional Health Network](#) to the fulfillment of its mission and manages the overall activities of the organization in a way that maximizes the impact of its programs and the effective and efficient use of, its resources, safeguards the fiscal and fiduciary integrity of the organization, and assures a positive, public presence of the organization.

The CEO of CHOICE also serves as the Chief Executive Officer of [Cascade Pacific Action Alliance Accountable Community of Health](#), LLC, a subsidiary of CHOICE and is responsible for all aspects of the organization's management and strategic development.

### Key Responsibilities

- Provides leadership to the organization to ensure achievement of the organization's mission, vision, strategic goals, and objectives, working in partnership with the Board of Directors and staff; leads strategic planning and monitors achievement of strategic priorities.
- Leads resource development to ensure the continued growth of the organization and a diversified portfolio of funding sources which supports the work of the organization.
- Has ultimate operational, financial, and managerial responsibility for the affairs and conduct of the organization ensuring effective and efficient operations, and achievement of performance goals.
- Oversees budget development and ensures fiduciary integrity, maintains strong financial reporting and auditing systems, and generally employs strong practices that assure resources are protected, used wisely, and properly managed.
- Inspires and holds staff accountable for achievement of programmatic, operational, and other organizational goals through developing and monitoring implementation of work plans, performance dashboards, etc.
- Drives and supports innovation within the organization and throughout the region.
- Promotes good working relationships and effective collaboration between programs and support services and fosters a culture of integrity, respect, and collaboration.
- Builds and maintains a strong public presence, serving as lead spokesperson for the organization, and cultivating effective relations with board directors, member organizations, community partners, tribal governments, state agencies, and funders.
- Serves as a resource to the Board of Directors and staff as well as mentors staff to drive toward organizational excellence and support professional development.

### **Professional Qualifications**

- Master's in health administration, MBA, or master's degree in a related field or extensive experience in a related field.
- Ten years of executive leadership experience including at least five years in a leadership capacity preferably related to healthcare or non-profit operations.
- Experience in program development and operational oversight of CHOICE's three core program areas:
  - Improving access to care and consumer education
  - Care coordination and integration
  - Health system planning and transformation
- **Considerable experience in financial operations preferred.**

### **Additional Requirements:**

1. Submit and pass Drug Test.
2. Successfully complete a Criminal Background Check. The following will disqualify any applicant from consideration:
  - a. Any felony conviction.
  - b. Any domestic violence violations, conviction, or restraints.
  - c. Any violations, conviction or restraints made against children or vulnerable adults.
  - d. Any false or untrue statement or material omissions in the application and/or related paperwork or during selection process.

### **Leadership Characteristics**

- **Strategic and Business Acumen:** Proven ability to think strategically and develop innovative solutions to complex problems. Demonstrated creativity and effectiveness in addressing major strategic challenges with strong communication, planning and leadership skills. Able to balance the big picture and strategic perspective with focus on day-to-day operations and details of execution.
- **Leadership Style:** Servant leader with a personal style that emphasizes openness, listening, and consensus building. A strong, confident, and results-oriented leader.
- **Collaboration & Relationship Building:** Proven ability to work effectively in building effective internal and external relationships with diverse partners. Demonstrates a positive attitude and a collaborative approach with all stakeholders and partners.
- **Interpersonal Savvy & Political Astuteness:** Builds rapport and strong relationships internally and externally; is politically and culturally savvy; maintains composure under pressure; not easily discouraged; diffuses tension through effective communication; uses diplomacy and tact to maneuver through complex political situations; sensitive to how people and organization's function; tenacious and capable of managing through resistance and challenges.
- **Driving Operational Results:** Knows how to engage and inspire people and teams to perform at their best; empowers others to be accountable for excellent program outcomes and financial results.

### **Personal Characteristics**

- High-integrity, collaborative leader

- Diplomatic and even keeled with a respectful, positive approach
- Must be strategically and culturally savvy
- Entrepreneurial and innovative
- Strong business acumen and analytical skills
- Strong ability to effectively listen and respond appropriately under pressure
- Authenticity of presence
- Strong work ethic
- Adaptable to change

Inquiries and resumes should be submitted to [hr@crhn.org](mailto:hr@crhn.org) for consideration. Thank you!