

Chief Executive Officer Position Profile 2018

THE OPPORTUNITY:

With the anticipated retirement of its current Chief Executive Officer, HealthImpact seeks an exceptional, prominent leader to assume the executive role. The CEO will report to the Board of Directors and will be responsible for leading the entire organization to enhance the well-being of Californians through innovation, interprofessional leadership, and nursing excellence. As health care changes, nurses must evolve to play an ever-increasing role in providing care and promoting population health. Under the guidance of the CEO, HealthImpact brings together leaders in academia, service, and policy to ensure that nursing is relevant, dynamic, and future-directed.

ORGANIZATIONAL OVERVIEW:

In 2001, a group of nurse leaders across California saw the need for comprehensive planning in the field of nursing. They launched HealthImpact, formerly the California Institute for Nursing and Healthcare (CINHC), as a forum for cooperation and sharing best practices across the state. HealthImpact serves as a catalyst for innovation and creative collaboration.

HealthImpact collaborates with a wide range of partners, devising practical solutions to better prepare nurses for the professional responsibilities of today and tomorrow as health care expands beyond traditional settings to encompass team-based care in the community.

HealthImpact:

- Offers programs and tools to help new and experienced nurses keep pace with the changing healthcare landscape
- Sponsors the California Action Coalition, dedicated to specific strategies to use the skills, talents, and experience of nurses to improve health and health care
- Develops white papers with recommendations for new roles for nurses and ways to prepare nurses for future success
- Offers programs that recruit and educate RNs to serve as clinical faculty
- Advises nursing programs on creating a seamless transition from associate degree programs in nursing to four-year programs
- Works to increase the diversity of the nursing workforce so that it is reflective of the state population
- Partners with the Foundation for California Community Colleges to administer a central online system for clinical placements
- Promotes and coordinates simulation in healthcare education
- Helps newly graduated nurses get the skills they need to succeed in the workplace
- Develops new programs to meet the future workforce needs of California

HealthImpact offers consulting, toolkits, and resource guides for a wide range of clients in California and nationwide.

MISSION

To enhance the well-being of Californians through innovation, interprofessional leadership, and nursing excellence

VISION

Transforming nursing to advance the health of Californians

VALUE STATEMENT

Dedicated leaders committed to inclusivity, collaboration, and stewardship

FINANCIAL OVERVIEW:

Total revenue - \$1,099,105

Program - \$328,084

Grants - \$483,388

Contributions - \$287,634

Total Expenses - \$1,084,873

Program Expenses - \$945,004

Administration Expenses - \$114,221

Fundraising Expenses - \$25,648

GOVERNANCE:

HealthImpact is governed by an 11-member volunteer Board of Directors, consisting of an interprofessional group of California leaders in health care.

The CEO is president and a voting member of the Board. The Board is led by a chair who is responsible for the evaluation and setting of CEO performance expectations.

The board meets 4-8 times per year and is responsible for:

- Establishing the vision, mission, and goals
- Leading the development of the strategic plan
- Securing financial health

ADVISORY COMMITTEE:

The board also has a large advisory committee comprised of California nurse leaders from research, education, practice, and policy. The board meets periodically with the Advisory Committee, particularly around special issues and strategic planning activities.

REPORTING RELATIONSHIPS:

6 professional staff members report directly to the CEO

RESPONSIBILITIES OF THE CEO:

The Chief Executive Officer (CEO) provides leadership, strategic vision and direction to fulfill the mission and vision of HealthImpact. The CEO ensures organizational integrity, efficient operation, financial strength, and the development and implementation of goals to secure long-term vitality. The CEO accountabilities include:

- Build an accountable organization with superb execution as a core strength
- Develop partnerships and affiliations regionally, statewide, and nationally when beneficial to HealthImpact
- Serve as a visible leader of HealthImpact in the community, state and nation when nursing and healthcare workforce issues are on the agenda
- Create an outstanding, productive working relationship with all stakeholders
- Oversee the annual budget, ensure appropriate financial performance, and manage financial resources
- Maintain a positive public image and reputation and meet stakeholder needs

- Strengthen the organization's marketing, public relations, promotions, and outreach efforts
- Deliver on the organization's commitment to a diverse and inclusive workforce

GOALS AND OBJECTIVES:

The CEO is expected to demonstrate measurable progress and positively impact important areas of focus within the first 12 to 18 months.

- Determine organizational and financial structure for future success
- Manage HealthImpact's human resources
- Review, validate, and/or refocus strategic plan for next 3-5 years
- Establish strong working relationship with key stakeholders; e.g., BRN, ACNL, CHA, health systems, public health, and all California academic programs
- Understand and navigate the California healthcare landscape to optimize HealthImpact's contribution to the future California workforce
- Make substantive progress toward fundraising goals

CANDIDATE QUALIFICATIONS:

RN required.

EDUCATION:

An advanced degree in business, healthcare administration, nursing, public health or other related field

EXPERIENCE:

- Extensive experience in senior leadership in a complex healthcare environment providing vision, leadership, and management directly related to strategic planning, organizational purpose, dynamics, and growth
- Knowledge and experience in healthcare workforce development and planning
- Direct or indirect nonprofit experience strongly desired
- Knowledge of and/or experience in California preferable
- National experience preferable

PROFESSIONAL PROFILE:

- High level of personal integrity, courage, and character, with a clear focus on nursing individually and within the interprofessional team
- Excellent communication skills in both writing and speaking. The CEO must be a polished, passionate, and well-informed champion of the HealthImpact mission.
- Directive skills to ensure advancement of the California nursing workforce needs at every level of nursing care delivery, including acute, post-acute, long-term care, community and home settings
- Motivated to be available throughout the state