

Position Posting President & CEO, Solvista Health, Canon City, CO

Solvista Health is an outpatient Community Integrated Health Center serving all ages in Fremont, Chaffee, Custer and Lake counties in Colorado. The organization's CEO/President (CEO), Louise Delgado, will be retiring at the end of June 2018 after 31 years with the organization (the last 10+ as CEO). Accordingly, the Boards of Solvista Health's two legal entities have jointly launched an executive search for a new CEO who can maintain the organization's success and momentum and guide it into the future. The CEO is responsible for the overall operation of the organization and for collaborating with Board members to visualize, develop and set the strategic direction of the organization.

Essential Duties and Responsibilities

Represents the organization at the highest level with clients, employees, professional colleagues, government agencies and the communities served. Acts as the key representative to promote the organization through networking and marketing opportunities. Responsible to the Boards for the organization's programming, human resources/performance management, budgeting and financial performance. Also ensures that services meet community and client needs and that the organization is in compliance with all regulatory requirements. Represents the organization statewide and nationally and ensures that Solvista Health "has a seat at the table" with regulators and policy makers.

Overview of Qualifications

The Boards are seeking a humble leader with a track record of integrity, positive results as a strategic leader, strong executive and organizational leadership, and the ability to establish and enhance strong working relationships at all levels of the organization and the communities served. The person they seek will be an excellent and open listener, have a track record of decisiveness and effectiveness in making tough decisions, be an excellent written and verbal communicator, and will be someone who embraces and proactively manages change. The Boards also seek someone who is knowledgeable and well-versed in the challenges and issues facing physical and behavioral healthcare service providers and someone who understands and embraces the unique challenges facing healthcare service providers in Colorado; preferably in Fremont, Chaffee, Lake and Custer counties.

Education/Credentials

Graduate degree in Behavioral Sciences, Human Services, Social Work, Nursing, or other related field. Current Professional Licensure/Certification in accordance with current Colorado requirements.

Application Process

Qualified applicants are invited to electronically submit a cover letter and resume to Solvista Health's search consultant, **Rick Mack** at rickmack3@msn.com. **Application deadline 11/24/17. To request a more detailed "Position Profile," please contact Rick Mack at the above email address.**

Solvista Health is an equal opportunity employer.

Position Profile for President & CEO Solvista Health

BACKGROUND

Solvista Health is an outpatient Community Integrated Health Center serving all ages in Fremont, Chaffee, Custer and Lake counties in Colorado. The organization's CEO/President, Louise Delgado, will be retiring at the end of June 2018 after 31 years with the organization (the last 10+ as CEO) and nearly 41 years in the mental health field.

Accordingly, the Boards of Directors of Solvista Health's two legal entities have launched an executive search to replace Ms. Delgado with a new CEO/President who can maintain the organization's success and momentum and guide it to future growth and success during challenging and uncertain times in healthcare.

THE ORGANIZATION

For more than 50 years, Solvista Health has served Fremont, Chaffee, Lake and Custer counties, helping people get well and stay healthy – physically and mentally. They serve their clients at locations in Canon City, Westcliffe, Salida, Buena Vista and Leadville, Colorado.

Vision Statement

We are committed to helping our employees and the people we serve live healthy lives. Our passion is putting people first.

Mission Statement

It is our mission to make available and/or coordinate a comprehensive range of high quality, community based health care to residents of Fremont, Custer, Chaffee and Lake Counties.

Services Overview

Solvista Health provides services in the following areas. Please see the website at **www.solvistahealth.org** for more detailed information:

- Mental Health
- Addiction Recovery
- Primary Care
- Integrated Healthcare Opportunities
- 24 Hour Crisis Services
- Community Education and Awareness

JOB OVERVIEW

Solvista Health, while united in the pursuit of its mission, is governed by two separate Boards of Directors that represent the two legal entities that make up Solvista: 1) WCI (a "holding company"), and 2) West Central Mental Health Center.

The CEO/President has concurrent responsibility to both Boards for the overall operation of the organization and for collaborating with the two Boards to visualize, develop and set the strategic direction of the organization. The purpose of the position is to oversee the entire operation of

Solvista Health. The CEO/President assumes the overall leadership role in guiding all administrative, fiscal, treatment, counseling, and community-oriented program activities as delineated by the standards adopted by the State of Colorado reporting to the Solvista Boards of Directors. The CEO/President is the role model for positive, effective, productive, cooperative working relationships with staff, clients, subcontracted consultants and the community. The CEO/President is also the major representative and embodiment of Solvista Health.

Essential Duties and Responsibilities

- Represents the organization to the highest level including clients, employees, other professionals and the community. Acts as key person representing and promoting the organization through networking and marketing opportunities
- Maintains the integrity and viability of the organizations model
- Develops organization structure and staffing
- Conducts annual performance evaluations for staff, including goal setting and counseling where appropriate
- Develops annual program goals and objectives to support organization's vision
- Conducts regularly scheduled meetings with workforce to communicate issues, challenges and other pertinent information regarding procedures, processes and overall effectiveness of business performance and operations
- Oversees preparation and administers the annual budget
- Manages facility and operates within budgetary parameters
- Ensures that services provided by facilities meet or exceed standards set by applicable governing regulatory agencies
- Conducts regularly scheduled meetings with Boards of Directors to communicate business and program performances and progressive planning to meet the needs of the communities served
- Develops and implements evaluations of program goals and objectives for consideration by the Boards of Directors
- Evaluates programs and procedures and recommends changes when required
- Provides guidance in analyzing, modifying, and improving treatment programs in light of the changing needs of the client population
- Establishes an environment that enhances the positive self-image of the client and employees and preserves human dignity
- Equips and maintains an environment that ensures the health and safety of clients and employees
- Counsels clients in any component of the treatment program, individually or in special groups
- Ensures documentation of planned programs is consistent at all times with the needs of the clients
- Ensures appropriate methods, systems and procedures are in place regarding client records and policies
- This position regularly requires demanding hours. Flexible schedule and availability twenty-four hours per day, 365 days per year are essential to meet the demands of executive management. Due to this requirement, no external employment is permitted

Essential State and National Duties/Responsibilities:

- Key partnerships/additional organizations/meetings required to attend to fulfill major revenue streams
- Required Board Membership with Colorado Health Partners, Quarterly meetings and participation in various subcommittees that meet monthly and quarterly
- Oversight of HCPF & OBH contracting and all regional contracts, i.e. 1451 collaboratives, DHS contracting
- Participation in County advisory meetings
- Participation in additional community boards, collaboratives, and health and wellness initiatives
- Other duties as assigned

QUALIFICATIONS

Overview

The Boards are seeking a humble leader with a track record of positive results as a strategic leader, a strong executive presence, and the ability to establish and enhance strong working relationships at all levels of the organization and the community. The person they seek will be an excellent and open listener, have a track record of decisiveness and effectiveness in making tough decisions, be an excellent written and verbal communicator, and will be someone who embraces and proactively manages change.

The Boards also seek someone who is knowledgeable and well-versed in the challenges and issues facing physical and behavioral healthcare service providers and someone who understands and embraces the unique challenges facing healthcare service providers in Colorado, and preferably in Fremont, Chaffee, Lake and Custer counties.

Desired Knowledge, Skills and Abilities

- Possesses visionary leadership for future success in the ever-changing healthcare environment
- Five years of successful experience at the executive/"C-suite" level
- Knowledge of specific medical/psychiatric illnesses, procedures and treatments
- Excellent interpersonal skills including negotiation skills necessary to work within a team
- Cultural sensitivity and demonstrated competency in age specific behaviors
- Ability to work effectively as a member of a multi-disciplinary team
- Excellent organizational skills
- Knowledge of community agencies/resources. Ability to advocate/negotiate systems for/with patients
- Ability to be a team player
- Ability to prioritize decisions based upon multiple criteria and identifiable standards of policies and procedures
- Ability to multitask under stressful situations
- Ability to work within a Windows operating system and related programs
- Ability to communicate effectively with a variety of stakeholders
- Ability to support, develop and manage a diverse population

- Knowledgeable in Joint Commission accreditation standards and Federal & State regulations
- Current in “best-practices, evidence-based” behavioral health and psychiatric treatment practices
- Strong track record in demonstrating ethics and integrity
- Excellent interpersonal, writing and presentation skills
- Ability to manage a complex budget
- Ability to develop, implement, and continually evaluate and refine programs and the infrastructure needed to support them
- Ability to interpret and administer regulations and conditions of treatment program licensure
- Exceptional management and teambuilding skills and the ability to foster a healthy organizational culture and to encourage teamwork and collaboration

Education/Training

- Graduate degree in Behavioral Sciences, Human Services, Social Work, Nursing, or other related field. An MBA coupled with strong clinical experience is also viable
- Current Professional Licensure/Certification in accordance with current Colorado licensing/certification requirements

Personal and Professional Attributes

- Impeccable integrity
- Excellent leadership and organizational skills
- A “heart” for the mission of the organization
- A generally humble personal and professional style
- A demonstrated ability to be a flexible and agile leader
- High level of energy and enthusiasm
- Strong written and verbal communications skills
- Excellent analytical and problem-solving skills

Working Conditions and Physical Demands

- Ability and willingness to live in the Canon City area
- Ability to work competently and consistently through sleep interruption or deprivation situations
- Ability to work in a busy, high-stress environment; prepare and maintain accurate records; interpret rules and regulations; read and understand client records
- Ability to work tactfully and effectively with staff, clients, families, fiscal intermediaries, and providers
- Ability to prepare clear and concise reports using correct grammar, punctuation, and spelling
- Ability to maintain objectivity and confidentiality
- Ability to gather and analyze data, draw conclusions, and make recommendations
- Ability to communicate effectively, both one on one and in groups; use word processing, spreadsheet, and database applications on personal computer
- Participate in job-related training sessions and seminars
- Perform related work as required

Conditions of Employment

- Annual TB, federally required drug screening, and Influenza vaccination or compliance with policy and procedure
- Required possession of a valid state driver's license
- Successful candidate must submit to and pass, post-offer drug screen

COMPENSATION AND BENEFITS

Solvista Health will offer the successful candidate a competitive compensation and benefits package

APPLICATION PROCESS:

Qualified applicants are invited to electronically submit a cover letter and resume to Solvista's Health's search consultant, Rick Mack, at rickmack3@msn.com. [Application deadline 11/24/17](#). The credentials of qualified candidates will be reviewed by the search consultant and the Boards of Directors and their designees. Interviews of final candidates will be conducted by the Board and their designees and the hiring decision lies solely with the organization. Solvista Health is an equal opportunity employer.