



## **Position Profile for Chief Executive Officer Colorado Behavioral Healthcare Council**

### **Background**

The Colorado Behavioral Healthcare Council (CBHC) is seeking candidates to replace the current Chief Executive Officer (CEO) who will be retiring during the summer of 2023. It is the organization's objective to have the new CEO on board approximately June 1, 2023. This is an in-office position in metropolitan Denver, CO, and the new CEO will need to reside within daily commuting distance to the headquarters office.

### **The Organization**

CBHC is the statewide membership organization for Colorado's network of community behavioral health providers with a budget of approximately \$1.2 million/year and a staff of 5 people. CBHC membership currently consists of 18 individual behavioral healthcare entities that include 16 Community Mental Health Centers (CMHCs), and two specialty clinics. In the foreseeable future, the membership base may change and probably grow due to evolving changes in the Colorado behavioral healthcare system.

CBHC member organizations serve as the primary safety net provider for individuals with serious mental illness and substance use disorders. As such, they have a long history of serving the most complex populations, in addition to serving the needs of the community. This is exemplified by the commitment to community response following natural and human made disasters. The state and communities have long valued these providers as the key to helping people stay connected to needed care in the least restrictive setting. With the newly created Behavioral Health Administration, there are many changes on the horizon for CBHC members. This shift in the healthcare landscape is also creating new opportunities to grow, merge and modify traditional business lines.

Through legislative and executive branch engagement, CBHC serves as the entity to help guide policy objectives on behalf of the members. This includes convening key stakeholder discussions, facilitating feedback on rules and other regulatory matters, assisting with legislation and providing testimony in various key settings. CBHC also convenes the network of experts in the

field to advance innovations and facilitate collective problem solving. The Council supports continuing education and learning opportunities through an annual conference and various other training opportunities throughout the year.

### **Job Overview**

The overall duties and responsibilities of the CEO are outlined below:

The CEO is responsible to the Board of Directors (Board) and the Executive Committee for the overall operation of the organization and has the power and authority necessary to perform those responsibilities and to administer the policies and implement the directives of the Board, Executive Committee and duly authorized committees. The CEO also serves as the spokesperson for the CBHC, as well as for the membership in appropriate circumstances.

The CEO works in collaboration with the Executive Committee and the Board to outline priorities and has the discretion to then accomplish key goals and objectives. The CEO is expected to administer the day-to-day activities and affairs of the organization, including the supervision of all staff and consultants. The CEO is the public spokesperson for the organization and meets and confers with community and governmental leaders about the activities and areas of interest to the organization. Subject to the decisions and policy directives of the Board and Executive Committee, and subject to the CEO's use of the established polling procedure, the CEO is authorized and intended to act autonomously in response to threats and opportunities which may arise, in his or her good faith efforts to advance the best interests of the organization and to accomplish the goals, objectives and established policies of the organization.

Further, the CEO facilitates the Board's role in establishing the vision, mission and strategic initiatives of the organization. In collaboration with the Board, the CEO leads the strategic planning process and is responsible for the execution of the resulting strategies. The CEO keeps the Board informed about significant issues, including but not limited to industry, regulatory and legislative trends and challenges, the financial status of the organization, policy matters, stakeholder wishes and concerns, industry best practices, and any other information material to the organization's overall effectiveness and well-being.

### **Qualifications**

The Board is seeking a candidate with a proven track record of leadership and success. Desired personal and professional qualities include:

- Excellent written and verbal communication skills, including public speaking
- Prolific relationship-building and collaboration skills both within CBHC membership and the community including legislators and governmental agencies



- A proven team player who can build positive relationships and coalitions across various systems and constituencies, e.g. internally and externally, urban and rural interests, behavioral and physical healthcare, etc.
- Ability to work in partnership with other organizations
- Ability to navigate and flourish in a political environment
- A strong passion and advocacy for behavioral health and whole person care
- Impeccable integrity and ability to create and promote an environment of trust
- A strong and credible executive presence with diplomacy skills and a humble leadership style
- Ability to be innovative and develop/recommend new and better ways for the organization to flourish
- Strong vision, including the ability to articulate that vision, and think, plan, communicate and act strategically
- Ability and desire to represent and promote the organization and its members throughout the state of Colorado and the healthcare industry

Desired experience and credentials include:

- A Bachelor's degree in business, healthcare management or a related field. A Master's degree preferred
- 8-10 years of related experience in upper-level management with a track record of growth and success
- Knowledge of behavioral health and physical healthcare systems in general, including an in-depth understanding of healthcare reform and its implications
- Demonstrated effectiveness in strategic planning, healthcare administration and nonprofit advocacy
- Proven staff leadership abilities, including recruiting, developing and inspiring staff, and creating a positive and dynamic culture
- Proven project management skills
- Proven track record of successfully navigating a political environment
- Proven track of record of successful collaboration with CEO level executives
- Proven ability to leverage technology
- Experience leading a trade association or similar organization preferred

### **Compensation and Benefits**

The successful candidate will receive base compensation within the range of \$160,000 to \$185,000 per year, based on experience and qualifications. A competitive benefits package will also be offered. If the successful candidate requires relocation, they will be given up to 90 days to make the transition, and relocation expenses will be reimbursed up to \$20,000.

### **Applications Process**

Qualified applicants are invited to electronically submit a cover letter and resume to the Board of Directors' search consultant, Rick Mack at [rickmack3@msn.com](mailto:rickmack3@msn.com). Phone: 719-930-8033. **Application deadline is 3/12/23.**

The credentials of qualified candidates will be forwarded to the CBHC Search Committee for consideration. Interviews will be conducted by the Search Committee and the hiring decision lies solely with the Board of Directors.

**CBHC is an equal opportunity employer, and all applicants will receive consideration for employment without regard to race, color, religion, national origin, sex, sexual orientation, age, disability, gender identity, marital status, veteran status, or any other protected class.**