



## Current Job Opening:

# CHIEF EXECUTIVE OFFICER

Location: 1819 Trousdale Drive, Burlingame, CA 94010

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### THE PENINSULA HEALTH CARE DISTRICT:

Peninsula Health Care District (PHCD) is a political subdivision of the State of California, and a California Special District serving the healthcare needs of more than 200,000 mid-Peninsula residents. Founded in 1947, PHCD serves the communities of San Bruno, Millbrae, Burlingame, Hillsborough, San Mateo, and Foster City by supporting the unique health and wellness priorities of our Peninsula communities, and safeguarding access to health services, today and in the future. PHCD fulfills its commitment to the community through oversight of District assets and infrastructure, planning for future health care needs, providing direct services, and supporting local health-focused organizations that contribute to PHCD's vision. For more information: <https://peninsulahealthcaredistrict.org/>

### THE OPPORTUNITY:

The PHCD Board of Directors is seeking a visionary and forward-thinking leader with a passion for wellness to take the organization and its services to the next level. The ideal candidate will be a highly strategic and innovative professional with a reputation for staying abreast of emerging industry trends and evolving customer needs. The CEO must be proactive in communicating internally and externally with all stakeholders. He/she will be focused on creating alliances with a convincing track record of successful and lasting relationship and partnership building.

The ideal candidate will exercise a concern for maintaining the admirable reputation of the District along with an enthusiastic commitment to sustaining deep connectivity between the organization and the community it serves. The individual selected to lead PHCD will have the proven ability to anticipate opportunities that maintain the District's leading-edge in addressing community health priorities. He/she will be adept at facilitating healthy debate and dialog, and skillful negotiating. This experienced leader will convey impressive business and financial acumen and demonstrate a sophisticated appreciation for data and metrics.

The professional selected will be an empowering people manager who is open-minded and welcomes ideas and input from others. He/she will have the proven ability to infuse and encourage critical thinking throughout an organization. A history of ensuring thorough, balanced, and high-quality staff work will be expected. The ideal candidate will be a humble leader who is generous with credit. A personable and accessible professional with high emotional intelligence, the ideal candidate will possess extraordinary interpersonal skills, convey a healthy sense of humor and be an effective speaker and influential communicator. He/she will be highly communicative and value the importance of sharing the "why" behind decisions and policy direction, so the entire team stays connected to the vision and focused on current goals. The ideal candidate will be an energetic and highly engaged manager with a record of setting clear and high expectations and holding people accountable to such standards.

As an exceptional mentor, he/she will have the demonstrated ability to invigorate and challenge staff and be supportive of continuous professional development. This collaborative individual will also be comfortable leading change and confronting difficult issues effectively.

He/she will be accustomed to dealing with the media and display a sophisticated and contemporary approach to marketing and messaging. In addition to being politically astute, the CEO must be capable of courageously delivering as well as receiving candid feedback or disappointing news. PHCD's top leader will be a resilient and versatile professional with a reputation for consistency and reliable follow through. As PCHD is known for being high performing and lean, it is imperative that the new CEO be supportive of technology and opportunities to streamline and automate.

While a background in preventive health, healthcare, public health, recreation, non-profit, city or general management is desirable, a passion for community wellbeing is essential. Experience in or exposure to the public sector is preferred. A combination of private and public sector experience will be considered favorably. Previous experience working with elected officials and familiarity with management and financing associated with real estate assets and new development and construction will be advantageous but not required. A minimum of 5-7 years of relevant management experience and a Bachelor's degree are required. A Master's degree is strongly preferred. Relevant work experience in lieu of formal graduate or doctorate level education may be considered.

#### **COMPENSATION & BENEFITS:**

The salary is anticipated to be in the low-to-mid \$200,000 range. In addition to salary, PHCD offers a generous benefits package that includes but is not limited to CalPERS retirement program (2% @ 62 formula), health benefits, life insurance, long-term disability insurance, and membership to PHCD's Health & Fitness Center. PTO is accrued at a rate of 2-6 weeks per year based on years of service and the District recognizes nine paid holidays each year.

#### **APPLICATION & SELECTION PROCESS:**

All applications will be held in strict confidence. Please email a cover letter outlining your interest and qualifications, a resume, and a list of four professional references to [careers@peninsulahealthcaredistrict.org](mailto:careers@peninsulahealthcaredistrict.org) with "PHCD CEO" in the subject line. *Application materials submitted without a cover letter will not be considered.* No exceptions.

To be considered for this opportunity, applications must be received **by December 31, 2022.**

Following the closing date, resumes will be screened by the Board's Search Committee in relation to the criteria articulated in this description. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the Search Committee. A small group of candidates will be invited to interview with the Board of Directors and the PHCD team. The Board anticipates making an appointment in the first quarter of CY 2023 following final interviews and the completion of negotiations and background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the candidate impacted.