



## **Chief Executive Officer Maine Health Care Association**

The Board of Directors of the Maine Health Care Association (MHCA) is conducting a search for a proven and accomplished leader to serve as the Association's next Chief Executive Officer (CEO). MHCA is the largest advocacy organization for facility-based long-term care providers in the state. Its mission is to empower members to ensure the integrity, quality, and sustainability of long-term care in Maine.

### **Organization Overview**

Established in 1954, MHCA is a nonprofit trade association representing 200 Maine nursing homes and assisted living/residential care facilities. Members provide a range of long-term care services including nursing, skilled nursing, rehabilitation or post-acute care, hospice, residential care, adult day care and independent living services. Governed by a strong board of directors and supported by a highly skilled, long-tenured staff of seven, MHCA advances its mission through advocacy, education, workforce development, quality advancement and business efficacy. The current President and CEO is planning to retire this year, having led MHCA since 2001.

More information about the Association and its services and programs can be found at [www.mehca.org](http://www.mehca.org).

### **Role and Responsibilities**

MHCA's Chief Executive Officer oversees all aspects of the Association's operations including the management and development of its staff and programs; acts as MHCA's official spokesperson; and represents MHCA to its members, governmental bodies, business community, and the public, to strengthen their awareness of the Association's mission and vision. The Chief Executive Officer reports to MHCA's Board of Directors and serves as an *ex officio* member of the Board.

The complex challenges posed by COVID-19 magnify the need for strong management and exceptional leadership in the years ahead.

Specifically, the CEO will be responsible for:

- Leading MHCA strategically by establishing short- and long-term goals, objectives, programs, plans, and policies in collaboration with the Board of Directors
- Identifying issues pertinent to the long-term care industry that could be addressed by MHCA and helping to advance legislative and regulatory solutions as appropriate

- Creating and maintaining a strong, dynamic, highly visible presence for MHCA within the long-term care network
- Building strategic alliances to secure MHCA's standing as the authoritative voice of the long-term health care industry in the broader health care community, the business sector and the general public
- Managing and supporting the staff in the performance of their responsibilities; hiring, evaluating, promoting, and dismissing personnel when necessary to maximize human resource potential
- Representing and promoting the interests of the Association and the long-term health care community to the legislative and executive branches of the State of Maine
- Developing and maintaining strong working relationships with association members, encouraging participation in organization activities to foster a commitment to MHCA's mission and values
- Overseeing the organization's financial structure to ensure its strength, stability and growth by promoting, developing, managing and directing MHCA's service and program offerings
- Advising and collaborating with MHCA's Board of Directors to support best governance practices

### **Position Requirements**

Leading MHCA requires a broad set of skills and abilities. The Board of Directors expects that the successful candidate will have:

- Impeccable ethical standards and passion for MHCA's mission
- Senior-level leadership experience managing people in the spirit of trusted collaboration
- Legislative and governmental advocacy experience at the state and/or federal level and familiarity with laws and regulations applicable to Maine's long-term care industry
- Demonstrated ability in creative problem-solving, strategic planning and efficient execution
- A proven track record as an exceptional relationship-builder and effective negotiator, a highly engaging, skilled and confident communicator who is ready to be the "face" of MHCA
- Direct experience working in partnership with a board of directors
- Ability to facilitate and manage complex discussions and to present with authority and sensitivity to diverse individuals and groups
- Mental agility, resilience and the ability to inspire innovation and to manage change effectively
- Experience in budget development, financial analysis, and implementing strategies to ensure program and financial alignment; and knowledge of the elements of finance, reimbursement programs and operations related to long-term care

Some travel will be required, both in and out of state, possibly including evenings and weekends.

## **Compensation**

MHCA's CEO will earn a comprehensive benefits package and competitive salary commensurate with experience. This position reports directly to the Board of Directors. The successful candidate can expect a formal review after the initial six months, as well as an annual review thereafter.

## **Nondiscrimination**

MHCA does not discriminate against any person on the basis of race, national origin, ancestry, public assistance, ethnic background, religion, marital status, economic class, age, disability or handicap (mental or physical), sex, creed, veteran status, sexual orientation, gender identity/expression and any other legally protected characteristics in admission or participation in its programs, services and activities, or in employment. The Association complies with all applicable national, state and local laws pertaining to nondiscrimination and equal opportunity and will take "affirmative action" measures to ensure the enforcement of its policies.

## **To apply**

Interested candidates should send a cover letter and resume to Starboard Leadership Consulting at the following address: [search2@starboardleadership.com](mailto:search2@starboardleadership.com).

Paper copies may be sent to Taylor Rouillard, Starboard Leadership Consulting, 84 Harlow Street, Bangor, ME 04401, but electronic submissions of material are preferred. No phone inquiries, please.

**The deadline for submission is February 4, 2021**, and review of applications will begin shortly thereafter.