



HEALTH DISTRICT OF NORTHERN LARIMER COUNTY

# Executive Director





## The Position

The Executive Director leads the Health District of Northern Larimer County, a Colorado special district, which improves the health of the community by providing direct health services and helping to inform decisions on best practices for assessing and impacting the health status of the community. With a focus on health equity, this work is done by assessing the community's current health data, prioritizing improvements to better health, delivering direct health services, and recommending effective strategies for reducing barriers to better health. The Executive Director provides direct leadership and oversight to nine directors and an Executive Assistant and is responsible for the day-to-day management of the organization and its regular staff members.

Serving as a professional advisor to the Board of Directors, the Executive Director assists with developing and monitoring policies. The Executive Director helps focus the Board's attention on the mission to enhance the health status of the community and keeps Board members informed of the organization's issues, programs, and progress. Responsible for strategic planning, the Executive Director works with the Board to develop and implement plans, with continued monitoring to ensure goals and objectives are met. Additionally, the Executive Director supervises the financial management of the organization, including budgeting, disbursement of funds, investments, and monthly reports.

The Executive Director keeps policies relevant, realistic, and updated while providing positive and effective leadership to the Board, staff, and community. The Executive Director stays abreast of changes at the national, state, and local level that may significantly impact community health and collaborates to develop community awareness of and support for health status improvement. Importantly, this position works to involve the community in reducing barriers to health. Additionally, the Executive Director creates positive working relationships with other health, government, and not-for-profit agencies. The Executive Director assures that the community health intervention projects will be evaluated on a regular basis.

## Priorities

- Provide strategic leadership and partner throughout the organization to assess, revise, and further enhance strategic plans that emphasize improving health and promote the Vision, Mission, and Values of the organization.
- Develop strong Board relations, enabling informed decisions and fostering an environment of respect and collaboration.
- Monitor emerging community needs, particularly as it relates to the impacts of COVID-19 and other significant changes in health policy, in order to make continuous adjustments in services and approaches.
- Participate in the 2022 Community Needs Assessment, analyze results, and assimilate findings into appropriate strategies that align with the budget and allow the Health District to continue to meet the health needs of the community.
- Continue to promote an equitable culture throughout the organization, encourage diversity of thought and opinion, and engage in strategic health equity work to expand and assess access to care in the community.
- Support employee growth and development. Formalize training programs and create additional learning opportunities for leadership and management competencies with a focus on employee engagement, empowerment, and retention.
- Enhance community relations, particularly with our Hispanic/Latinx, Black, Indigenous, People of Color, and rural and urban community members. Listen, learn, and develop new and innovative strategies to promote health equity and continue to reduce barriers to health.
- Take an active role in moving rebranding efforts forward by strategically engaging with Board members, internal staff, and the community to effectively promote and communicate the programs and services offered by the Health District.
- Develop and enhance partnerships and relationships with local health organizations like UC Health, Salud, Summitstone Health Partners, La Familia, Larimer County Department of Health and Environment, Larimer County Behavioral Health Services, BIPOC Alliance, Poudre School District, Colorado State University, United Way, and others in support of health equity and enhancing health outcomes for the community.

## The Successful Candidate

The Executive Director is a strategic and visionary leader who leads the Health District guided by the Health District's Vision, Strategies, and Values and provides dedication to the organization's Mission. The successful candidate is positive, enthusiastic, creative, innovative, and brings a new, experienced, and measured voice and perspective to the work. The Executive Director provides exceptional leadership and guidance to the organization and collaborates to implement the policies, goals, and strategy set by the Board of Directors. The ideal candidate brings strong executive leadership skills necessary for managing a complex environment.

The next Executive Director has proven experience leading staff with a human-centered approach, delegating and empowering employees, as well as providing development to strengthen the organization and ensure continued growth. As a truly collaborative leader, the successful candidate values diverse perspectives and enjoys collaborating with key staff to solve problems and inform the decision-making process. The Executive Director fosters a healthy culture and supportive team environment for staff at all levels, recognizing the positive impact on the organization and the important contributions to the health of the community.

A strategic leader, the Executive Director readily adapts and pivots to the ever-evolving needs of the community and continually strives to improve health outcomes. With strong emotional intelligence, the successful candidate values diversity of thought, builds a strong understanding of health equity, and serves as a catalyst for creative and innovative discussions. A natural convener and collaborator, the Executive Director recognizes the importance of relationships and partnerships at all levels and enjoys serving a broad and diverse community that includes urban and rural areas. The ideal candidate is an effective communicator and actively keeps others well informed. Balancing and respecting a variety of views during the decision-making process, while moving forward, will be key. A persuasive and passionate communicator, the Executive Director represents the Health District with integrity and effectively advocates for the organization at all times.

With empathy and compassion, the Executive Director sets the tone for the Health District and brings a sense of calm and stability while driving change and making difficult decisions. The ideal candidate is an experienced leader with prior expertise managing administrative and operational functions with a proven track record of developing strategy, setting goals, and providing clear expectations. Critical thinking and complex problem-solving skills are essential. The Executive Director brings strong policy and legislative knowledge coupled with a keen understanding of the legislative process. With a focus on financial sustainability, the successful candidate has a proven history of developing complex budgets and demonstrated success with budget administration and strategic and operational planning.



## Qualifications

A minimum of seven (7) years of experience in health, public health, health care, human services, or other relevant field, with at least five (5) years in a leadership role, is required. Direct experience working with and supporting a Board of Directors is required. Experience with a variety of healthcare models and approaches coupled with evidence-based practices is ideal. Knowledge of and experience with health and mental health programs and policies is important. Prior experience with community building and promoting health equity are essential. Strong organizational, budget, and financial management experience, along with legal acumen and sound technical skills, are required. Prior experience driving organizational change is ideal. Excellent communication skills and the ability to communicate confidently with a wide variety of audiences are critical to success.

A master's degree involving major study in public health, social work, healthcare administration, human services administration, public administration, business, or related field appropriate for the District is preferred. An equivalent combination of education and experience will be considered, provided the individual's background demonstrates the knowledge, skills, and abilities required for the position.

## About The Health District of Northern Larimer County

The Health District of Northern Larimer County is a special tax district created by voters in 1960 to serve the health needs of the community. It is a local government operating under special district laws of the State of Colorado. The boundaries of the District encompass the northern two-thirds of Larimer County and include the cities of Fort Collins, Laporte, Timnath, Wellington, Livermore, and Red Feather Lakes. The Health District is primarily supported by local property tax dollars.

The Health District has been meeting local healthcare needs since 1960. Today, it provides health services from seven sites in Fort Collins – four owned facilities and one leased Health District space, as well as shared space with two other facilities where Health District staff work collaboratively with staff from other organizations, including Salud Family Health Centers and the Family Medicine Center. The District provides dental, mental health, prescription assistance, cholesterol and blood pressure testing, quitting tobacco, health insurance assistance, and advance care planning services to the residents of Northern Larimer County. With a focus on health equity in its work, in addition to providing direct services, the Health District assists the community in understanding and addressing key barriers to health and adjusting to the ever-changing challenges and opportunities that impact health and health care. It also partners with other local organizations to assess and plan for the larger healthcare needs of the community.

The District is governed by a publicly elected, five-member Board of Directors that establishes the agency's priorities and hires and oversees the Executive Director. The Health District's 2022 budget is \$19.7 Million, \$16.4 Million of which is budgeted for operational expenditures. Programs and services are provided by 110 talented and dedicated employees.

### Mission

To enhance the health of our community.

### Vision

District residents will live long and well. Our community will excel in health assessment, access, promotion, and policy development.

- Our practice of assessment will enable individuals and organizations to make informed decisions regarding health practices.
- All Health District residents will have timely access to basic health services.
- Our community will embrace the promotion of responsible, healthy lifestyles, detection of treatable diseases, and the prevention of injury, disability, and early death.
- Citizens and leaders will be engaged in the creation and implementation of ongoing systems and health policy development at local, state, and national levels.
- Like-minded communities across the country will emulate our successes.

### Strategy

The Health District will take a leadership role to:

- Provide exceptional health services that address unmet needs and opportunities in our community,
- Systematically assess the health of our community, noting areas of highest priority for improvement,
- Facilitate community-wide planning and implementation of comprehensive programs,
- Educate the community and individuals about health issues,
- Use Health District funds and resources to leverage other funds and resources for prioritized projects, and avoid unnecessary duplication of services,
- Promote health policy and system improvements at the local, state, and national level,
- Continuously evaluate its programs and services for quality, value, and impact on the health of the community,
- Share our approaches, strategies, and results, and
- Oversee and maintain the agreements between Poudre Valley Health System, University of Colorado, and the Health District on behalf of the community.



## Values

- Dignity and respect for all people
- Emphasis on innovation, prevention, and education
- Shared responsibility and focused collaborative action to improve health
- Information-driven and evidence-based decision making
- Fiscal responsibility/stewardship
- An informed community makes better decisions concerning health

## Commitment to Equity, Diversity, and Inclusion

At the Health District of Northern Larimer County, we strive to have equity, diversity, and inclusion at the core of our work in providing health services to our community and to being an employer of choice.

Health Equity is central to our vision and mission as an organization. The Health District has adopted the following definition of Health Equity: "Health equity means that everyone has a fair opportunity to live a long, healthy life. It implies that health should not be compromised or disadvantaged because of an individual or population group's race, ethnicity, gender expression or identity, income, sexual orientation, neighborhood, or other social condition. Achieving health equity requires creating fair opportunities for health and eliminating gaps in health outcomes between different social groups". (Boston Public Health Association, 2018).

In addition, our organization recognizes that racism is a public health crisis in our country. We know, as an organization, a community, a state, and as a nation, that we have work to do. The Health District is committed to listening, learning, and acting in ways that are anti-racist to support and encourage change within and beyond our organization.



## Compensation and Benefits

The Executive Director contract is at the discretion of the Board of Directors with an expected hiring range of \$174,000 - \$197,000 and will depend on the qualifications of the successful candidate. The Health District offers medical insurance, dental insurance, long-term disability insurance, life insurance, and an Intermediate Medical Leave benefit to eligible employees. A 125 Flexible Spending Account, Pension Plan, and Deferred Compensation Program are offered to eligible employees. Time off with pay is available for benefit-eligible employees to use as they choose for vacation, sick leave, dependent sick leave, or other personal needs.



## How to Apply

The Health District of Northern Larimer County fosters a welcoming, safe, and affirming environment that nurtures respect, health, and support for all employees and clients. Applications will be accepted electronically by Raftelis at [raftelis.recruiterbox.com](https://raftelis.recruiterbox.com). Applicants complete a brief online form and are prompted to provide a cover letter and resume. Open until filled with the first review of applications on **January 18, 2022**.

COVID-19 vaccination is mandatory for all covered employees.



## Questions

For more information or questions regarding the Health District of Northern Larimer County or the Executive Director position, please contact Catherine Tuck Parrish at [ctuckparrish@raftelis.com](mailto:ctuckparrish@raftelis.com) and Robert Colichio at [rcolichio@raftelis.com](mailto:rcolichio@raftelis.com).