

**POSITION ANNOUNCEMENT****CHIEF EXECUTIVE OFFICER****WHAT WE DO**

Established in 1952, the Grossmont Healthcare District (the District) is a public agency that plays a vital role in supporting the health and wellness of people who live, work, or access health care services in the East Region. We serve a large and diverse group of communities, extending from La Mesa to the Mountain Empire region, and from the international border to Santee. The District is governed by an elected Board of Directors that creates and approves healthcare initiatives that are then implemented and managed by the District's CEO and 14 team members. Our work is guided by an overall regional strategic plan focused on current community health priority needs: aging concerns, behavioral health (including mental health and substance use disorder), and the chronic conditions of heart disease, cancer, and stroke.

One of the most unique aspects of the District is our highly effective public-private partnership with Sharp HealthCare. While Sharp manages hospital operations, the Grossmont Healthcare District maintains formal ownership of the 524-bed hospital property and buildings on behalf of East Region taxpayers. This precedent-setting and innovative relationship was designed to ensure the hospital remained competitive and could attract new patients, technologies, and services in a changing healthcare landscape.

In addition to overseeing the partnership with Sharp HealthCare, the District also provides critical funding to nonprofit organizations that provide a range of health initiatives and services across the communities we serve, including healthcare career scholarships for both high school and post-secondary students. Our 2025 funding cycle is expected to exceed \$4 million, supporting dozens of organizations. Between our grant funding and hospital operations, the District serves approximately 500,000 community members annually, ensuring they have access to the critical health services they need.

**LEADERSHIP & CULTURE**

The Grossmont Healthcare District is governed and led by a dedicated five-member Board of Directors, each representing one of the District's five regions. These Directors are deeply invested in the District's mission and actively engaged in its work. The Chief Executive Officer (CEO) will have a close and collaborative working relationship with and report directly to the Board of Directors, serving as their primary tactical and operational partner.

This is an exceptional time to join the District. With annual revenues of \$12.1 million, the District is experiencing significant growth and impact. Notably, the grant and sponsorship funding has surged in recent years, a testament to the Board's proactive efforts to bolster local health and wellness initiatives. This robust financial position provides an incredible opportunity for the CEO to oversee vital programs and drive meaningful community health outcomes.

## COMPENSATION & BENEFITS

- Salary – \$250,000 to \$300,000 DOE/Neg.
- Medical, dental, vision, and life insurance
- Retirement - Public Employees' Retirement System
- 457 deferred compensation plan
- PTO: 10 paid days off, 12 paid sick days, 12 paid holidays, 3 personal days
- Educational Advancement Incentive Program
- Employee Assistance Program

## LOCATION

This is a hybrid position based at the Grossmont Healthcare District office: 9001 Wakarusa St, La Mesa, CA 91942.

## POSITION SUMMARY

The CEO, appointed by the Board of Directors, is responsible for the overall administration and management of the District, executing the Board's vision, managing resources effectively, and representing the District to the hospital, the community, and other governmental bodies. The CEO will prioritize and promote transparency, integrity, and accountability. This is a highly visible role, often representing and speaking on behalf of the District to the media and responding to public inquiries.

The CEO manages the operations of the Grossmont Healthcare District's facilities and programs, including systems development for management and accountability, management of the physical property, maintenance of District records, supervision and recruitment of employees, and provision for professional staff development. They will lead a team of 14 staff members, including 3 direct reports: the Chief Administrative Officer, Chief Community Health Officer, and Executive Assistant. In addition to staff, the CEO will also work with the District's independent contractors, including professionals such as legal counsel, lobbyist, media relations, accounting and auditor.

The successful CEO will demonstrate a profound commitment to public service and will be a visionary and empathetic leader who fosters a culture of collaboration, accountability, and continuous improvement. This role requires an individual who can not only manage complex operations but also inspire a team dedicated to innovative healthcare philanthropy, impactful community wellness programs, and responsible stewardship of public resources. They will cultivate strong relationships, champion a diverse and inclusive environment, and embody the District's mission to enhance the health and well-being of the East Region community.

### Initial Priorities:

1. **Board and Staff Relations:** Build meaningful relationships with the Board and staff. Uphold exemplary standards of governance, supporting board development, communication, and continuous engagement.
2. **Partnership Development:** Further cultivate relationship with hospital partner, Sharp Grossmont Hospital Corporation.
3. **Strategic Planning:** Partner with the Board on the development and execution of a comprehensive strategic plan aimed at elevating brand visibility and enhancing our programs and services to maximize impact.

4. **Community Relations:** Cultivate strong relationships with key stakeholders, including grantees, partner organizations, and regional groups.

**Time Allocation:**

- 50% Board and Committee Support
- 30% Staff Management and Program Oversight
- 20% Community and Coalition Building

**DUTIES & RESPONSIBILITIES**

- **Implementing Board Policy:** Carrying out the policies, directives, and strategic goals set by the Board of Directors.
- **Managing Operations:** Organizing, directing, and managing the District's day-to-day operations, including its human resources, facilities and property management, and programs such as the community grants and the Health & Wellness Library.
- **Staff Leadership:** Leading, supervising, and recruiting District staff, and fostering an environment focused on excellence, innovation, and employee development.
- **Financial Oversight:** Managing the District's financial interests and obligations, monitoring the operational budget, ensuring sound fiscal practices, and working with auditors and accounting firms.
- **Strategic Leadership:** Providing mission-driven leadership, developing strategic plans, and initiating programs aimed at improving community health and wellness in East Region. This includes anticipating unmet healthcare needs and supporting services to address them.
- **External Relations and Liaison:** Serving as the primary liaison between the District and Sharp Grossmont Hospital (which the District owns and leases to Sharp HealthCare), as well as community partners, and local, state, and federal officials. This includes representing the District on legislative matters.
- **Compliance and Governance:** Ensuring the District complies with all relevant laws and regulations, administering the lease agreement for the hospital, overseeing preparation for Board meetings, and maintaining official records.

**BACKGROUND PROFILE**

- Leadership experience within a public administration setting is highly desirable, including working with elected boards, commissions, or special districts.
- Healthcare experience is helpful, but not required, including public health, behavioral health, or community health.
- Demonstrated experience in board and committee relations.
- Exceptional business acumen, including managing organizations and teams.
- A solid fundamental understanding of fiscal management with experience developing and managing budgets.
- Thorough understanding of government agencies and local politics, and a high degree of political acumen and advocacy experience.
- Ability to process and translate complex government regulations and reporting instructions, providing timely and legally required public notices.
- Excellent communication skills, both written and oral, including strong listening skills and the ability to connect with and inspire a wide range of partners and stakeholders.

- A successful track record of building trust and confidence in the community.
- Proven ability to create lasting and impactful cross-sector relationships and partnerships with a wide array of stakeholders, including business, government, nonprofit, philanthropic, tribes, and community organizations.
- Strong organizational and prioritization skills with the ability to manage multiple projects/priorities while maintaining vigilant attention to detail.
- A master facilitator who can bring a diverse group of parties and interests to the table and find creative ways to build agreements.
- Flexibility to travel locally and regionally, as well as covering evening and weekend events as required.

**FOR MORE INFORMATION OR TO APPLY, PLEASE CONTACT:**

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