



## SWACH Seeks Executive Director (Vancouver, Washington)

**Apply by Sept. 29, 2021**

### The Opportunity

Are you a systems leader with a passion for health equity? The Southwest Washington Accountable Community of Health ([SWACH](#)) seeks an Executive Director to advance its mission of bringing partners together to create equitable, sustainable systems change that reduces cost and improves whole-person wellness for all. SWACH's Executive Director will lead a mission-driven staff of 14, report to a dedicated community-based board of directors, and manage an annual operating budget of approximately \$3.5 Million. The Executive Director will work in SWACH's Vancouver, WA office and will live within our 3-county service area (Clark, Skamania and Klickitat) or be willing to re-locate.

Building on SWACH's track record of innovation with the [Medicaid Transformation Project](#) and [Healthy Living Collaborative of SW Washington](#), the Executive Director will lead SWACH's next chapter, working in partnership with communities to: create and sustain health equity on a long-term basis; coordinate community-based care including physical health, behavioral health, and social services; and act as a neutral convener to forge connection and cooperation across diverse stakeholders for continual learning and collaborative action—from supportive public policies to improved care.

**Compensation:** Target Salary Range \$150,000 to \$175,000 depending on experience, plus excellent benefits.

### How to Apply: Submit the Following by Sept. 29, 2021 (5:00 p.m. Pacific Time)

- 1) A cover letter that reflects how your experience qualifies you to become the Executive Director of SWACH based on our leadership profile.
- 2) A statement (up to 350 words) about your journey with diversity, equity and inclusion, including any experience advancing racial equity within an organization or system.
- 3) A complete chronological resume. Send via email as a PDF to Executive Search Consultant Paula Manley: [SWACHdirector@paulamanley.com](mailto:SWACHdirector@paulamanley.com) / Subject Line: SWACH Executive Search

All inquiries will be handled confidentially. Please use this email to request an accommodation.

## SWACH's Vision and Values

### Vision

People, organizations, and systems working in coordination/collaboration to ensure all communities in Southwest Washington have equitable access to what they need for physical, behavioral, economic, and social well-being.

### Values

- Innovating transformations that create positive change
- Fostering community engagement and voice
- Building trust with compassion, integrity, transparency, and accountability



## Executive Director Leadership Profile

### Required:

#### Experience, Education and Knowledge

- Eight years of senior leadership experience in a nonprofit, social service, or healthcare setting.
- Awareness of current trends and developments in healthcare system reform in Washington state and nationally.
- Bachelor's degree.

#### Capabilities

- **Collaborative Leadership:** Facilitative leader with a proven ability to work effectively with a wide variety of constituents, internally and externally. Experience fostering an inclusive culture of trust, respect, and mutual accountability. Ability to cultivate effective partnerships that inspire people from a wide variety of backgrounds and organizations to work together toward a common goal. Ability to facilitate conflict resolution.
- **Equity:** Experience advancing health equity and racial equity within an organization or system—including policies, practices, culture, and/or programs. Ability to work with communities of color as a trusted partner.
- **Community Engagement:** Demonstrated commitment to community engagement, community voice, and building power. Ability to build relationships and design effective processes to engage community members in shaping solutions.
- **Communication:** A self-aware, strength-based communicator with excellent listening and presenting skills. Experience framing messages to connect with diverse audiences including consumers, policy groups, executives, health providers, food banks, and community-based nonprofits.
- **Systems Change:** Experience fostering systemic change through networks, coalitions, alliances, and/or multi-stakeholder initiatives; familiar with the coordination and infrastructure needed to foster and sustain collaborative learning and impact.
- **Business Acumen:** Financially savvy with the ability to identify, shape, and mobilize partners around emerging opportunities and financial resources to sustain and advance SWACH's mission over time.
- **Management:** Experience working with or serving on a nonprofit board of directors. Ability to effectively manage resources and build/maintain appropriate systems for an organization or initiative. A transparent decision-maker who can be flexible and firm, depending on the context. Experience with contracting and managing an organizational budget of at least \$3M that includes complex funding streams.

#### Personal Qualities

Integrity, Entrepreneurial and Innovative, Curious, Lifelong Learner, Systems Thinker, Mission-Driven

### Other Helpful Knowledge and Education:

- Knowledge of health systems, the social determinants of health, health care financing, health economics, and population health
- Advanced degree, e.g., in public health, public administration, MBA, or other.

*SWACH is an Equal Opportunity Employer and seeks applicants who will contribute to the diversity of the organization. All qualified applicants will receive consideration for employment, without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.*



### First-Year Aspirations

SWACH's incoming Executive Director will work in partnership with the Board of Directors and staff Leadership Team to finalize 12- to 18-month goals. The following aspirations provide a starting point for discussion:

- Coordinate efforts with community organizations to reestablish relationships that engender confidence and trust in SWACH, especially our dedication to living out our commitment to racial equity and implementing SWACH's Racial Justice Plan.
- Build relationships with the Board of Directors and staff, as well as peer regional ACH leaders, key State Medicaid leaders, community-based organizations, community groups, policy groups, executives, and health providers.
- Support and partner with the Leadership Team to embody and model SWACH's mission, vision, and values—catalyzing change to improve the overall health of the region's most vulnerable citizens.
- Foster operational excellence through: supporting and developing the staff; fostering an organizational climate of trust, accountability, and mutual support; ensuring compliance with government funding sources; and successfully managing impact projects.
- Develop a deep understanding of state and regional Medicaid Transformation to determine the most effective places for SWACH to invest in the infrastructure and capabilities that the region needs to better serve our community.
- Collaborate with the Board, staff, and community on strategic and business planning, project implementation, and ongoing assessment; strengthen Board-staff relationships and alignment with SWACH's priorities.
- Ensure financial stability through resource development, budget management, and grants oversight; develop and maintain positive relationships with government, foundation, and partner funders.

### About SWACH

SWACH promotes the health of the region's most vulnerable residents while working to make Southwest Washington healthier for everyone. Founded in 2009, SWACH became a 501-c-3 nonprofit organization in 2012. In 2015 the Washington State Health Care Authority (HCA) designated SWACH the Accountable Community of Health (ACH) for Southwest Washington.

With federal funding administered by Washington's HCA, SWACH has been a leader in the Medicaid Transformation Project for the past 5 years (with a 1-year extension through 2022), serving Clark, Skamania, and Klickitat counties. SWACH also serves Cowlitz and Wahkiakum Counties through the Healthy Living Collaborative of SW Washington.

SWACH convenes multi-sector, collaborative partners to use regional data to focus on the whole person, address the social determinants of health, and reward quality and value. SWACH facilitates and sustains system transformation through: workforce development including supporting community health workers, population health management strategies, and supporting providers in shifting to value-based care. Using data to drive changes in policy and service delivery, SWACH has evolved into a regional asset providing long-term coordination and alignment in four areas: better outcomes, lower costs, better provider experience, and better patient experience.

