Quality Health Network Chief Executive Officer Search

**Synopsis:**

The QHN Board of Directors invite applications for the position of QHN CEO. The successful candidate will succeed CEO, Dick Thompson, who is retiring from QHN on April 1st, 2022 after leading the organization for 17+ years.

The collaborative and entrepreneurial organization has experienced remarkable growth and transformation during this period; has earned regional, state, and national acclaim in the process; has established itself as an essential component of the region and state health ecosystem; is known for creating innovations that work and are economically valuable; and has key business relationships with other thought leaders throughout the nation. QHN’s leadership has demonstrated an impressive ability to imagine a new and better future, and to collaboratively work with participants towards actions that achieve that future. The new CEO is expected to assume duties on April 1st, 2022.

**About Quality Health Network and the Trade Area:**

*QHN’s headquarters* is in Grand Junction, Colorado - a city located about halfway between Denver, CO and Salt Lake City, UT. Mesa County (population of about 150,000) serves as the regional hub for the population of approximately 600,000 who reside in the 40,000+ square mile area of western Colorado and eastern Utah. The historic economic drivers of the region are largely from the agriculture, mineral extraction, healthcare, and tourism industries. Well known business and political leaders from around the world frequent nearby destinations such as Vail, Steamboat, Aspen, Telluride, and Moab.

*Under Thompson’s leadership*, with capital provided by area stakeholders, the organization established one of the nation’s first Health Information Exchanges as one of its foundational pillars and commenced live operations in October of 2005. Sustainable cash flows from operations were achieved in late 2007. QHN’s multi-vendor information infrastructures are used daily to improve care efficiencies and outcomes for 750,000+ patients served by the network’s participants. 100% of hospitals and more than 94% of area providers in 20+ counties actively participate in and financially sustain the network.

*While QHN’s staff of 30+ is relatively small*, its expertise and culture drive accomplishments regionally and nationally that set enviable standards of excellence. As an example, QHN’s systems act as the western region hub for 17 other information exchanges as part of the national Patient Centered Data Home initiative which shares data to improve care for more than 250 million lives throughout the USA.

*True to its mission*, in 2017 the organization expanded its approach to enhance whole person care improvement initiatives which encompass medical, behavioral, as well as social/human services providers through Community Resource Network (CRN). With award-winning software developed via a joint venture with a Silicon Valley organization, the organization’s whole person shared IT services platform now includes applications that support traditional health data exchange and analytics as well as applications that support better whole person care coordination, referrals and e-Consults, care management, cross sector risk stratification and predictive modeling.

**Opportunity Summary:**

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| Quality Health Network is a health information exchange (HIE) that is a tax-exempt corporation under section 501(c)(3), headquartered in Grand Junction, Colorado, and servicing communities and healthcare providers primarily across western slope of Colorado.  In partnership with QHN’s Board of Directors, and working closely with the senior leadership team, the CEO is ultimately responsible to guide and influence strategic vision, and to provide financial, and operational leadership.  This position serves as QHN’s principal public representative (key relationship builder throughout the state and nation, and primary liaison with other CEOs and community leaders) and spokesperson on improving the quality of community health, health information exchanges, and health information network policies.  As a strong leader/partner in the community, the CEO is also responsible to champion QHN’s culture, living as an exemplar of the organization’s values and working relentlessly toward its service-focused mission; sustains and generates credibility for QHN’s innovative, entrepreneurial approach throughout all external interactions. |

**Supervisory/Leadership Responsibilities:**

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| * *Board Leadership* – an active partner wit, the Board of Directors; primarily accountable for organizing and responding to Board requirements and initiatives, as directed. * *Organizational Leadership and Management* – the organization’s senior leader and manager; establishes the vision and strategic direction, directs/manages supporting operational and financial plans, and guides the organization toward specific and quantifiable goals. * *Vision Leader* - responsible for growing and sustaining QHN into the future including identifying new customers, markets, and business endeavors beyond the traditional HIE business model. * *Senior Coach/Talent Manager* – oversees key position talent recruitment, management and manages succession planning; responsible to recruit and develop senior leaders – either growth in a current role or preparation for other, more senior positions. * *Community Leadership* – responsible to engage with and actively serve as a community leader across service organizations, Boards, committees, etc. in a fashion that affirms QHN’s credibility as a partner and helps grow the organization. * *Health Information Exchange (HIE) Leadership* – serves as the primary “HIE” voice/champion, primarily throughout Colorado but also in collaboration with other HIEs nationally. * *Personal Leadership* – accountable to model, enhance, and preserve the QHN culture. |

**Other Duties/Responsibilities:**

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| * In collaboration with the senior leadership team, effectively links QHN strategy to recurring operations and financial matters. * Identifies and effectively manages organizational risk across all areas of the business. * Anticipates, identifies, and pursues new technologies and solutions that address emerging customer/stakeholder needs. * Identifies new funding sources and guides budget development and resource management; supports appropriate audit and reporting requirements (internal and external reviews). * Sustains the organization’s legal and regulatory status through business filings and compliance with relevant law, policy, and regulation. * Oversees sales, marketing, and business development activities. * Establishes a quality management approach that meets QHN’s mission and demonstrates its values. * Sustains stakeholder/industry trust in QHN by rigorously overseeing implementation of all appropriate national and industry privacy and security (including cybersecurity) measures. * Maintains a work environment that attracts and retains national-level talent; the environment allows individuals to learn and grow toward personal and career objectives (realize dreams working for QHN). * QS Systems, Inc is a for-profit company in which QHN is part owner. QS Systems, in conjunction with QHN. has developed a software program for social information exchange which is now used by CRN. Some level of involvement would be required of the new CEO. * Effectively sustains the Board’s awareness of QHN organizational “health”. * Maintains national-level industry awareness across general health, healthcare, HIE and health information technology (HIT) trends, and relevant legislative direction – postures QHN to anticipate and lead vs. react. * Directs and/or personally sustains working relationships with community and regional leaders, key members of the Colorado legislature, state officials, Colorado’s Congressional delegation, and national-level leaders/associations, as appropriate; coordinates federal legislative and other government agency initiatives with other organizations as needed. * Understands and appreciates differences in cultures and how to direct communication that is culturally aware. * Actively directs and/or engages and influences state and federal legislative policy with respect to HIE/HIT; educates the public and promotes grassroots involvement in state and federal health care policy advocacy. * Sustains and advances the QHN brand. |

**Required Skills/Abilities:**

* A person of integrity.
* A proactive, self-starting strategic and ever-curious thinker.
* A master of emotional intelligence – self-awareness, self-management, social awareness, and relationship management; naturally applies these skills across diverse stakeholders in both internal and external environments from the community to national stage.
* Good communications skills – an expert listener, oral and written communicator, and public speaker/presenter; able to translate complex technical details and present key concepts clearly to industry as well as lay audiences in terms that serve to “close the deal.”
* Clear leadership presence and skills; collaborative, dependable, transparent, and ability to project a confident “this is the way forward”, even in environments exhibiting high levels of fear and uncertainty.
* Business and financial acumen sufficient to lead an agile, adaptable organization in an evolving industry; entrepreneurial.
* Political savvy and strategic-level thinking to support both technical and non-technical.
* Ability to drive/compel organizational and community level change, both inside and outside the organization.
* Ability to recruit and retain technical professionals; expert at coaching and developing others.
* Broad knowledge of healthcare issues (the context for QHN’s business).
* Advanced proficiency with Microsoft Office products (Word, Excel, PowerPoint) and collaborative tools.

**Education and Experience:**

* Either a bachelor’s-level degree in a relevant field (business, public/health policy, information systems, technology management, etc.) from an institution of higher learning or equivalent experience required.
* Previous management and executive leadership experience at the organizational level is required, preferably in similar organizations.
* Entrepreneurial experience is desired.
* Previous community leadership experience is desired.
* Previous experience in the healthcare industry and with health information exchanges/ information technology is desired.
* Regional or national-level experience in advocacy is desired.

**Physical Requirements:**

* Frequent travel required (as much as 30%).
* Fully vaccinated against COVID-19 subject to reasonable accommodations as may be required by law.
* This position involves work in office and remote environments and significant after-hours requirements throughout the community and region.

**Application and Nomination Process:**

To assure full consideration, a complete application should be received by December 31, 2021 and includes:

* A letter of interest of not more than two pages addressing the criteria outlined above.
* A current curriculum vita or resume; and
* The names of five professional references with each person’s position contact information (i.e., office or home address, e-mail address, and telephone numbers either land line/extension or mobile or both), and a note indicating the candidates working relationships with each. References will not be contacted without prior notification of the applicant.
* Websites of interest to applicants include:
  + Search URL
  + QHN URL https://qualityhealthnetwork.org/
  + CRN URL https://communityresourcenet.org/

Applications should include applicant’s contact information (i.e., full name, title (Dr., Mr., Ms., etc.) email address and employer.

**Base Salary** $200,000 - $250,000 - compensation commensurate with qualifications and experience. CEO is also eligible for an annual performance bonus. Excellent benefits including Health Insurance with an H.S.A. option; Life, Dental, Vision, & Long-term Disability insurances; Retirement; PTO & Sabbatical.

*Quality Health Network (QHN) is committed to providing a safe and productive living and work environment. To help achieve that goal, we conduct background investigations for all final applicants being considered for employment. Applicant must be able to verify U.S. employment eligibility. Quality Health Network is an Equal Opportunity Employer. Any person with a disability as defined by the ADA Amendments Act of 2008 (ADAAA) may be provided a reasonable accommodation upon request to enable the person to complete an employment assessment. To request an accommodation, please contact the QHN Human Resources.*