Journey Mental Health Center
625 W Washington Ave
Madison, WI 53703

Job Posting

**TITLE**
President / Chief Executive Officer

**CATEGORIES**
FTE

**CLASSIFICATION**
Executive Director

**CLOSING DATE**
Until Filled

**PERCENT OF TIME**
100% FTE

**PROGRAM**
Directors

**UNION STATUS**
Non-Bargaining

**SALARY**
Set by Board of Directors

**SUMMARY**
The President and Chief Executive Officer (President) reports to the Board of Directors and is responsible for leading the organization into its next phase of growth and development. In addition to providing the leadership for the strategic and operational direction, the President will drive the strategy development, leadership development, practice guidelines and development, and financial performance management of the organization. Reporting to the President will be a team of department heads and professionals responsible for the day-to-day activities, as well as other necessary support personnel.

**REQUIREMENTS**

**Essential**

- Bachelor’s Degree
- Minimum of ten years of experience in a key management role, including experience within a healthcare organization
- Record of successful, timely and effective implementation of strategic programs
- Talent acquisition experience (including physicians and other mental health professionals)
- Knowledge of the financial aspects of running a healthcare organization
- Significant previous involvement in the development and management of performance management systems
- An energetic, tireless, organized, confident and business-oriented professional with the ability to manage numerous projects simultaneously and thoroughly
- Capable of maintaining structure and order in an environment of high change while leading a management team that values compassionate action and an entrepreneurial spirit
- Capable of building and maintaining solid, positive relationships with the management team, consumers and staff
- System oriented with the capability to identify and integrate potential strategies that will grow
the organization while still achieving financial goals

- Confident manager of people, with a record of working in and promoting a team oriented work environment
- Sophisticated businessperson capable of making solid judgments based upon available information that creates and sustains maximum value for the organization while conserving organizational resources
- Individual of high integrity and honesty, along with the capacity and motivation to see and act upon the strategic vision for the organization
- Capable of making solid presentations orally and in writing, and possess persuasive speaking skills with all audiences
- Possession of a valid driver’s license, a favorable driving record, adequate insurance (per WI law) and access to a vehicle

**Preferred**

- Advanced Degrees
- Experience in a mental healthcare organization
- Knowledge of non-profit strategy, including organizational development, leadership development, succession planning, organizational design and structure
- Involvement in marketing events (mostly promotional in nature)
- Record of successful implementation of operational strategies, policies and procedures that can be replicated to expanded shifts or facilities
- Experience with human resource issues commonly found in clinical environments
- Fluency in Spanish or one of the Southeast Asian dialects in addition to English

**RESPONSIBILITIES**

1. Learn the culture and services of the organization and contribute to the strategic direction of the organization
2. Lead, along with the management team and the Board, in the strategic planning for the organization
3. Develop and implement operational procedures and methods designed to effectively use all the resources of the organization
4. Provide needed policies, in conjunction with the Board to assist in the development of a reliable and consistent organizational effort for the organization
5. Work with all areas of the organization, along with Human Resources to assess, identify, and train for, needed skills
6. Manage through other department heads, to provide contracted services consistently and reliably
7. Work with the Board when requested to provide data, performance management, coaching and mentoring and other services to a rapidly growing organization
8. Lead the strategy to grow the organization’s scope and services within the communities currently served and drive marketing activities to increase the awareness of the services the organization provides
9. When needed, take an active role in recruiting and hiring key managers, as well as driving the performance management and retention of key employees
10. Other duties and activities as required by the Board

The above statements are not to be interpreted as an exhaustive list, but are intended to describe the general nature and level of work being performed by this employee.
ADDITIONAL INFORMATION

Interested candidates can send an email to tpappas@pappasdelaney.com, send a letter of interest and resume to Pappas Delaney at 5307 S. 92nd Street, Hales Corners, Wisconsin 53220-4364, or contact them at 414-858-1387.

Journey Mental Health Center is an Equal Opportunity/Affirmative Action Employer. It is the agency’s belief that staff diversity and cultural competence are the foundation for services, which are accessible, effective, and relevant to the diverse needs of Dane County children, youth, families, and adults. Women, disabled, and culturally diverse applicants are strongly encouraged to apply.