



## Chief Executive Officer Leadership Opportunity

The board of RMC Health now seeks a dynamic, visionary Chief Executive Officer to lead our continued growth and development.

### RMC Health: Healthy Schools Start Here

*RMC Health provides professional learning and capacity-building that empowers champions for healthy young people, so students of every background can live their best lives.*

RMC Health supports schools and school districts in Colorado and across the country in these areas:

#### Training Expertise to Create Healthy Schools

RMC Health blends deep content knowledge with expert facilitation to create a unique learning experience that prepares participants to create and sustain healthy schools. We offer professional learning opportunities to staff in schools, districts, and organizations who are champions for healthy young people. Our training topics are driven by state and national priorities for healthy schools and communities and represent practice areas in which RMC Health has developed exceptionally deep content expertise. This includes topics such as building a health and wellness team, substance use prevention, and implementing a whole school, whole child, whole community model.

#### Capacity Building

RMC Health provides capacity-building to increase a school's or district's effectiveness and to accelerate those efforts. With four decades of experience offering productive professional learning opportunities, RMC Health is the ideal partner for capacity building or opportunities to 'train the trainer.' We work with individuals and teams that want to improve their ability to offer professional training to their own organizations.

#### Convening & Collaboration

RMC Health is honored to share our knowledge and learnings with the field, to disseminate best practices, and to exchange ideas to advance school health. RMC Health is a recognized leader in local and national movements for healthier schools. That's why we are a trusted partner to state and local governments, philanthropic partners, and nonprofit organizations leading systemic change. We are invited regularly to share best practices that draw on our decades of experience in schools and in public health as well as our expertise as skilled facilitators.

# The Opportunity

## General Position Description

In conjunction with the Board of Directors, the CEO develops and executes the strategic vision for RMC Health in accordance with its mission to empower champions for healthy students and schools. The CEO implements that vision through detailed plans and effective operations, making difficult decisions that require flexibility, adaptation, and trade-offs. The CEO is responsible for enhancing and maintaining a strong culture that drives the organization and its staff to achieve excellence. The CEO ensures long-term financial sustainability and drives long-term stability and value-added impact to RMC's partner relationships.

## Opportunity for Impact

The incoming CEO will take responsibility for directing our core staff of five talented professionals and managing an annual budget of \$1.2 million. With a business model that derives revenue from significant fees for service, philanthropic support, and government grants, RMC Health is well-positioned for growth and increased impact across the education and professional development sectors.

**Over the next 3-5 years, the CEO will lead efforts in these specific areas:**

- 1 Develop a clear strategic plan with the board and staff of RMC Health that outlines our goals and vision for the future.
- 2 Develop and implement plans for revenue and programmatic growth especially with organizations across the country.
- 3 Develop clear strategy for building a national presence and client base.

- 4 Continue to enhance existing partnerships and develop new ones, particularly with agencies that provide direct service to schools and other organizations.
- 5 Drive our work to bring a consistent equity perspective to our internal culture and our programs.
- 6 Build deeper engagement with the board of directors, strengthen staff capabilities, and enhance our culture to be productive, supportive, and forward-thinking.
- 7 Explore and confirm RMC Health's role in developing and advising on relevant public policy options to support systemic change.
- 8 Continue to build the reputation and respect for RMC Health in multiple external groups, activities, and venues.



“[RMC Health staff] were so perfect for the project. They knew how to communicate with schools and understood what we needed.”

- David Walton, Atlas Preparatory School School Psychologist





“It is overwhelming to step into this position and needing to learn everything from ground zero....I attended every training that RMC Health offered.”

- Annie Baker, NCHA Wellness Coordinator

### What Does It Take?

Leading RMC Health successfully into its next chapter of growth and impact requires a highly capable leader who is committed to our mission and who knows how to build organization capacity. Qualified candidates will have skills and experience in these areas:

#### Strengths and Talents

- **Leader:** Confident, respectful, steady and enthusiastic; respects and values multiple views and input; unites staff toward a common vision; manages organizational growth while continuing commitment to organizational compassion, passion and empathy
- **Communicator:** An exceptional written and verbal communicator; a good listener; a clear, direct and succinct communicator; well-spoken and comfortable with public speaking
- **Team builder:** Open, supportive and empathetic; someone who is invested and has a track record of growing others; ability to build a high performing team
- **Strategist:** Visionary; a long-term strategic thinker; a problem-solver, nimble and responsive to changing environments
- **Unifier:** The ability to synthesize multiple, competing agendas into a unified strategy; the ability to inspire and mobilize others
- **Influencer:** The ability to influence and persuade others
- **Manager:** Well organized; disciplined; comfortable with delegating



## What Does It Take? (Cont.)



### Experience, Knowledge, and Skills

- Demonstrated leadership experience with specific experience leading a team to accomplish challenging goals. Experience working in an educational setting (e.g., school, school district, state education agency), public health, or nonprofit/community-based organization preferred.
- Familiarity with, and ability to build support for, concepts such as health equity; health disparities; social determinants of health; risk and protective factors; Whole School, Whole Community, Whole Child model; best practices; evidence-based practices.
- Experience in developing and implementing a strategic vision for an organization and building buy-in to that vision with diverse stakeholders.
- Experience in working with and cultivating relationships with major funders including foundations and government agencies.
- Demonstrated experience in working with a governing board.
- Leadership experience in managing financial operations, building revenue streams, and recruiting and leading a high performing staff.
- A track record of credibility and relationships with diverse constituents across Colorado and nationally.
- Understanding of how to deliver effective customer service.
- Partner with all members of the organization in both strategic and tactical matters to further the mission and strategies of the organization.
- Ability to efficiently manage multiple tasks with accuracy and respond to changing priorities.

### Other Qualifications

- Bachelor's degree, advanced degree highly preferred; other significant leadership experience will be considered in lieu of formal degree completion.
- Ability to travel, as needed, in-state and out-of-state.

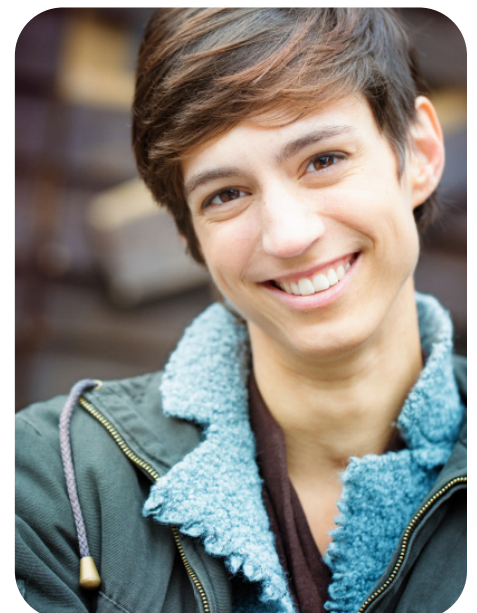
### Dispositions

- Asset-based orientation.
- Learning mindset and continuous improvement.
- Ability to be self-reflective.
- Commitment to equity and inclusion.
- Ability to hold multiple perspectives and the skills to foster relationships with all levels of employees, partners, and clients.
- Ability to accept and give feedback freely and honestly.
- Ability to thrive with minimal direction and supervision in potentially ambiguous and changing environments.



**“This was one of the most impactful trainings I’ve attended. It will have an IMMEDIATE impact on my work. Thank you so much!”**

**-Training Participant**





## Compensation

The salary range for this leadership role is \$110,000 - \$130,000, commensurate with qualifications and experience. RMC Health offers a competitive compensation and benefits package, including medical, dental, and disability insurance coverage, 401(k) retirement saving plans, and a generous holiday/paid-time-off policy. RMC's office environment is relaxed with a culture of accountability that allows for significant workplace flexibility.

RMC Health is an equal opportunity employer. RMC Health will not discriminate in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment, against any employee or job applicant, on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.



## How to Apply

Please send cover letter, resume, and salary requirements to Carolyn McCormick of Peak HR Consulting, LLC at [Carolyn.mccormick@peakhrconsulting.com](mailto:Carolyn.mccormick@peakhrconsulting.com). An ideal candidate will demonstrate experience with most of the responsibilities and skills described, while being open to growth and new opportunities. Electronic submissions only.

References are not required at initial application phase but will be required of finalists.