

## Job Announcement

### **District of Columbia Primary Care Association President and CEO (Washington, DC)**

(Posted: December, 2016)

The District of Columbia Primary Care Association (DCPCA) in Washington, DC, has retained Slesinger Management Services to recruit a dynamic, visionary, and innovative leader with experience in healthcare and underserved communities to serve as president and chief executive officer (CEO).

Applications will be accepted until this position is filled.

#### **The Organization**

DCPCA is a nonprofit health equity and advocacy organization dedicated to improving the health of DC's vulnerable residents by ensuring access to high quality primary health care, regardless of an ability to pay.

Founded in 1996, DCPCA is an association of 15 community health centers and community-based organizations located in the District of Columbia and the Maryland suburbs. These members own and operate about 60 health care delivery sites that serve approximately 200,000 residents. Its recent and current projects include:

- Building community health centers to expand access to quality health care.,
- Developing policies to support access to care and sustainability of community health centers.
- Developing health information technology to link the system together.
- Facilitating the development and sustainability of an effective, integrated health care system in the District that guarantees access to primary care and eliminates inequity in health outcomes.

DCPCA has a staff of 20 and a budget of \$8 million. Revenue comes primarily from government grants and contracts, grants from foundations, donations from individuals, and member dues and fees.

To learn more about DCPCA, please go to [www.DCPCA.org](http://www.DCPCA.org).

#### **Principal Responsibilities of the President and CEO**

The CEO's most important responsibilities, especially during the first year or two, include:

1. Working with the board, staff, and members to create an innovative and creative strategic plan to guide its work over the next several years. This plan will include a thorough review of DCPCA's business model, including identifying new opportunities to increase its impact and generate revenue.

2. Insuring the financial health of the organization, through fundraising from foundations, corporations, and other donors, and identifying new ways to generate income that can supplement member dues and fees.
3. Strengthening the organization's relationships with its members, DC government agencies that work in healthcare, and other organizations concerned with health equity for all residents of the District of Columbia.
4. Representing DCPCA before the media, with the goal of increasing awareness of DCPCA's importance and relevance.
5. Motivating and inspiring staff to continue to perform at the highest levels with creativity and dedication to the mission of DCPCA.
6. Supporting the board of directors as it carries out its governance responsibilities. (The board is made up primarily of CEOs of its member community health care centers, plus several at-large members.)

### **Desired Skills, Experience, and Personal Characteristics**

To be successful, the CEO should be:

1. Knowledgeable about healthcare, especially issues related to access to primary care for underserved populations.
2. Committed to the mission of DCPCA and its focus on both serving its members and more broadly advocating on behalf of all underserved residents of the District of Columbia. A demonstrated commitment to social justice is essential.
3. Business-minded so that this nonprofit organization staffed with many healthcare specialists can be a financially healthy and viable organization.
4. Knowledgeable about many emerging key issues in healthcare such as possible changes in the Affordable Care Act, accountable care organizations, insurance company reimbursement policies, and Medicaid financing, and able to work collaboratively with individual health center members to manage key changes in national or local policies.
5. Knowledgeable about Washington, DC, including the relevant DC Government agencies that deal with primary health care and community-based organizations that can be important partners to DCPCA.
6. A fearless fundraiser, eager to spend considerable time cultivating potential donors among government agencies, corporations, foundations, and individuals.
7. A collaborative leader, able to hold the respect of a dedicated staff and membership, as well as to draw on their knowledge and experience.
8. An excellent communicator, able to motivate, inspire, and persuade members, staff, colleagues at other organizations, and other stakeholders to take action that helps DCPCA carry out its mission.
9. Knowledgeable about leading a nonprofit membership association, where providing exceptional customer service to dues-paying members, who are not obligated to be part of NatureServe, is essential.
10. Able to develop a strong working relationship with the board of directors.

## **Compensation**

Salary will be commensurate with experience and qualifications. Compensation also includes a comprehensive benefits package.

## **To Apply**

Please e-mail:

1. cover letter that explains why you're interested and qualified,
2. resume, and
3. three-year salary history (which will be held in strict confidence)

to search consultant Larry Slesinger, Founder and CEO of Slesinger Management Services, at [Larry@SlesingerManagement.com](mailto:Larry@SlesingerManagement.com).

**Please include "DCPCA" in subject line;** attached files in Microsoft Word or PDF only.

All applications will be acknowledged promptly.

*DCPCA is an Equal Opportunity Employer.*