



# Confidential Search

## Vice President of Transformation

Remote Role

## Who They Are

The client is a national 501(c)(3) organization that has provided financial assistance to cover the out-of-pocket treatment costs of more than one million people living with serious illnesses for almost 20 years. They are recognized annually by Forbes, the Chronicle of Philanthropy, and the Nonprofit Times as one of the top 100 nonprofits in the United States.

Now, they are on a mission to expand their national impact and triple the number of people they serve by developing a new suite of services to help people live healthier lives and influence the future of healthcare.

But it's not just about numbers: people have always been and always will be at the heart of what they do. And as they move forward, they're doing so with a deep commitment to serving people and communities who have been historically left behind in healthcare access and advocating for permanent solutions to some of the most entrenched challenges in healthcare today.

## What You'll Do

To advance their mission, the organization is establishing an internal team called the Transformation Management Office (TMO), which will drive the creation of two new areas of organizational focus: Reimagined Care Coordination and Diversity in Clinical Trials.

As the leader of the TMO, you will be responsible for the oversight and delivery of the organization's transformation program – from strategy and innovative / entrepreneurial program design to operations and implementation – anchored in patient experience. You will be fully integrated into the Leadership Team to maintain alignment on key strategic objectives and prioritization of transformation initiatives. Additionally, you will lead a team that will serve as internal consultants on expanding the business model into two new service offerings.

How will you make that vision a reality? You will:

**Inspire and lead a transformation team** – You will provide inspirational leadership and direction to a high-performing, cross-functional team and foster a culture of accountability, collaboration, and experimentation, empowering staff through active communication, professional development, and delegation. You will drive ongoing discussion and experimentation that encourages innovation and pushes boundaries in making a wider impact on patients.

**Serve as the ambassador of the new solutions** – Reporting to the Leadership Team and working across the organization, you will have ultimate responsibility for representing this new work. You will be an ambassador and advocate, expanding relationships and

partnerships with healthcare, philanthropic, and community-based organizations, vendors, and governmental agencies and will ensure a return on the trust and investment these valued stakeholders have placed in the organization.

**In time, bring innovation across the organization** —You will capitalize on and expand on lessons learned, and be a driver for innovation and nimble learning across other projects and priorities, with an eye toward making an even greater impact on patients and their health.

**Create a plan and see it through** — In collaboration with the Executive and TMO Team, you will create a multi-year launch and implementation plan as well as corresponding objectives, milestones, and activities for the two new service offerings. You will oversee and provide guidance and senior leadership to the two Senior Directors of the new solutions, and lead and coordinate the team's activities, resources and stakeholders to ensure an effective and efficient launch and activation stage.

**Measure and report on success** — You will track and report on key operational activities and financial metrics, ensuring quality, performance against agreed upon KPIs and fulfilling stakeholder expectations.

**Oversee the transformation budget** — You will manage the initial 5-year budget approved by the board, set financial priorities and specifically ensure that actual to budget variances are tracked, monitored and communicated to the Leadership Team. You will work closely with the CFO and each of the workstreams to determine the financial and operational metrics to measure and monitor and develop a monthly reporting dashboard for the Leadership Team.

## Who You Are

- You have been a program, project, or product leader with a track record of driving growth and leading organizational change, ability to deliver according to timelines and manage expectations.
- You have a deep familiarity with the healthcare sector including the care delivery value chain and / or clinical trials in the US, including its community-based partners and funders.
- You have the ability to set clear priorities, delegate, and guide investment in people, processes, and systems, with a keen eye for detail.
- You have managed finances, created earned revenue streams, and scaled a high-growth organization, product or program before. You understand how to flag and mitigate risk.

- You have demonstrated experience building an internal infrastructure, including a high-performing, cross-functional team, to support a mission.
- You are a collaborative leader who seeks synergy with your staff and partners. You are comfortable both soliciting input from others, influencing others, and making decisions quickly, effectively, and confidently, even amidst ambiguity.
- You are an excellent manager and developer of talent, able to connect with a wide range of personalities and temperaments and give people the freedom to run with ideas.
- You are a dynamic relationship builder who displays a sincere interest in each staff and board member, donor, and partner, and engages others in the mission.
- You can work East Coast hours and are available for occasional national travel for board and strategy meetings.
- You have a Master of Business Administration or Master of Healthcare Administration with 10+ years of experience in a related field. PMP preferred.
- Extra credit! You have worked in a start-up environment, preferably at a health-related company or nonprofit, or a healthcare consultancy role.

## What We Offer

- Total compensation package: \$160,000 – \$180,000 commensurate with experience
- Benefits: Cigna High and Low PPO, or High Deductible HSA plans (employee only, spouse, children or family options), Cigna Dental and Vision plans, FSA, HSA, Life & Disability Insurance, 4% match for a 401(k), tuition and professional development reimbursement, and 25–31 PTO days depending on years of service
- Fully remote, flexible work environment
- The opportunity to work with a team of talented and mission-driven professionals who genuinely enjoy working together

This position description is based upon material provided by the client,  
an equal opportunity employer.

To apply for this position, please click [HERE](#).

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