

# Chief Executive Officer

## Legacy Community Health

Houston, TX

Salary: \$450,000 - \$500,000

## BACKGROUND

### The Organization

Legacy Community Health is a premium, Federally Qualified Health Center (FQHC) that provides comprehensive care to community members regardless of their ability to pay. Our goal is to treat the entire patient while improving their overall wellness and quality of life, in addition to providing free pregnancy tests, HIV/AIDS screening. At Legacy, we empower patients to lead better lives by promoting healthy behaviors and offering resources such as literacy classes, family planning services, and nutrition and weight management information.

Our roots began in 1981 as the Montrose Clinic, with specialization in HIV education, testing, and treatment. Since then, the agency has expanded to >50 clinics in Houston, one in Baytown, 3 in Beaumont, and one in Deer Park with extensive services that include: Adult primary care, HIV/AIDS care, pediatrics, OB/GYN and maternity, dental, vision and behavioral health. We also service students within KIPP and YES Prep schools. Legacy is committed to driving healthy change in our communities.

For more information about the Legacy Community Health, go to <https://www.legacycommunityhealth.org/>.

### The Position

Legacy Community Health seeks a highly motivated executive with senior leadership experience in a multi-dimensional community-oriented health care environment. This individual must be adept at understanding and honoring the organization's culture and history, while challenging the organization to continue to evolve and grow. The CEO will possess a deep understanding of the healthcare ecosystem, gaps in the current care system, and innovative models for addressing access and inequality issues. The CEO will be passionate about the organization's mission and vision. Equally important, the CEO will possess the business and financial acumen to craft and execute a multi-pronged strategy while tightening on key operational and financial performance metrics.

## ROLE OVERVIEW

### Promoting a Culture of Excellence and Responsible Growth

The CEO is responsible for developing and executing a comprehensive strategic plan to shape the organization's future. Central to this role is the promotion of a culture of excellence across both administrative and clinical domains, and the pursuit of responsible growth in both the quality and volume of patient care delivered annually. The CEO will evaluate and adopt best-in-class practices for healthcare delivery, revenue growth, and operational optimization. With an entrepreneurial mindset, the CEO will lead efforts to expand the organization's footprint through the expansion of clinical presence and increased patient access over time. In driving innovation, this leader will design and implement forward-thinking care models and engagement strategies that align with the evolving needs of the communities served.

**Leading and Empowering Teams**

The CEO will maintain an organizational structure, which reflects the organization’s mission, values, goals, and objectives. This individual will recruit, retain, and develop a high-performing team of direct reports. The CEO will encourage professional growth and development of the management team. This individual will connect with and engage clinicians and frontline staff. The CEO will have a visible presence, demonstrating strong listening skills when engaging with various teams. Serve as the professional coordinator of the activities of the Board of Trustees; staff the Development Committee of the Board of Trustees.

**Building Internal and External Relationships and Influencing**

The CEO will establish and cultivate strong and productive relationships with a variety of stakeholders, advocating for the best interests of Legacy and its stakeholders. The CEO will promote collaborative and positive relationships with other healthcare providers, payers, governmental and regulatory agencies, foundations, and community organizations. The CEO will develop and recommend the organization’s position on key state and federal legislation and regulatory initiatives that will have a direct effect on the organization’s ability to provide accessible, high quality, and cost-effective health care services.

**Managing Financial Outcomes and Sustainability**

The CEO provides leadership in developing the strategic, financial, and human resources plans and budgets, based on corporate goals and growth objectives. This individual develops an annual budget for the organization and monitors all financial operations to assure long-term success. The CEO will serve as a financial steward, ensuring appropriate resource allocation to execute on organizational goals. The CEO negotiates contracts, agreements, and relationships, including investment in new services, technology, and personnel.

**Promoting Clinical and Operational Excellence**

The CEO will promote and support best practices for operational excellence and continuous improvement, while implementing an efficient administrative structure throughout the organization. The CEO will ensure compliance with all relevant legislative and regulatory rules and requirements. The CEO will ensure superior quality performance and patient experience.

Annual Operating Budget	Annual Fundraising Campaign	Number of Direct Reports // Full Team
\$500M	\$25M for government and foundation grants and \$1M+ for private donations and events	6 // 1800

# THE IDEAL CANDIDATE

The ideal candidate for the CEO position possesses the following competencies:

<b>Drives Vision and Purpose</b> Painting a compelling picture of the vision and strategy that motivates others to action.	<b>Builds Effective Teams</b> Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.	<b>Financial Acumen</b> Interpreting and applying understanding of key financial indicators to make better decisions.
<b>Drives Results</b> Consistently achieving results, even under tough circumstances.	<b>Communicates Effectively</b> Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences	<b>Instills Trust</b> Gaining the confidence and trust of others through honesty, integrity, and authenticity.

## Additional Qualifications and Characteristics

### Ideal Experience and Education

- Relevant leadership experience, having held senior executive and/or CEO roles of similar scale and complexity.
- In depth knowledge of Federally Qualified Health Centers
- Experience developing and executing effective growth strategies.
- An understanding of the health care landscape, gaps in care, and innovative models that achieve the aims of Legacy's mission and vision.

### Setting Strategy

- The ability to create and articulate an inspiring vision for the organization.
- Skills to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to best-in-class healthcare delivery and expanded patient access.
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling; to create realistic goals and implementation plans that are achievable and successful.

### Additional Qualifications and Characteristics (cont.)

#### Executing for Results

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- Someone who is not afraid to take informed risks after seeking necessary data and input from others to foresee possible threats or unintended circumstances from decisions.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

#### Leading Teams

- The ability to attract and retain top talent, motivate the team, delegate effectively, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

#### Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.

## WHO WE ARE

### Work Environment

The CEO will be expected to be on site 5 days a week, and there will be some travel.

### Our Commitment to Diversity, Equity, & Inclusion

Legacy Community Health is an Equal Opportunity Employer that welcomes and encourages diversity in the workplace.

## COMPENSATION AND BENEFITS

### Salary

\$450,000 - \$500,000

### Benefits

- Medical, Dental, and Vision insurance
- Long-Term Disability insurance
- Life insurance and AD&D
- 403(b) retirement plan
- Employee Assistance Plan
- Subsidized gym membership
- 24-hour travel assistance
- Paid Time Off
- PTO Exchange Program
- Company holidays (9 days + 1 floating day)
- Bereavement Leave
- Performance Based Annual Incentives
- And more

## TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. The application deadline is May 2, 2025.

Sarah Raful Whinston  
Partner

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[Submit an application](#)