

# Executive Director



North Central Health Care

Person centered. Outcome focused.

**NCHC is seeking an experienced, collaborative and community-driven leader to serve as the Executive Director.**

## Recruitment Profile

### POSITION SUMMARY

The Executive Director role requires a visionary who can lead a complex organization, build strong relations, and exhibit a passion for working with those less fortunate while serving as the highest administrative position for NCHC.

The key responsibilities of the Executive Director include administering the policies and directives of the NCHC Board of Directors, while holding a key reporting relationship to the Executive Committee of the Board. Key accountabilities include informing these bodies of progress in the coordination of major organizational activities and in the development and maintenance of effective service delivery systems for the communities NCHC serves. The Executive Director assists these groups in their policy deliberations with data, information and advice. This Executive Director serves as an influential community leader in matters of behavioral and mental health initiatives, interacting with other community leaders, non-profit groups, and the business community.

### EDUCATION & EXPERIENCE

The ideal candidate has experience supporting policymakers and elected leaders in their governance role as well as experience in building collaborative relationships with other organizations and community leaders. A successful candidate will also have experience overseeing large capital projects.

- A Master's Degree in Human Services, Health Care, Business Administration, Public Administration or related field earned from an accredited college or university.
- Ten or more years of Human Services Management, Health Care Management, Business or Public Administration, and/or Behavioral Health/Mental Health services with five or more years in executive management.
- Any combination of education and experience that provides equivalent knowledge, skills and abilities may be considered.



### LEADERSHIP COMPETENCIES

Manages change through alignment of Mission, Vision, Core Values and organizational goals

Uses team-based leadership to inspire and foster commitment, cooperation, pride, trust and outcomes

Uses performance coaching and development to attract, motivate, manage and retain high performing employees

Creates a culture of safety for employees, clients, residents and the community

Is fiscally responsible

Participates in NCHC sponsored events and is a community ambassador representing NCHC

Continuously engages in professional development activities:

- By fostering a culture of trust and safety.
- That is values and respect-based.
- That offers choice, input and involvement.
- Adheres to professional boundaries, ethics, confidentiality and privacy practices, policies and procedures.

Takes responsibility for individual actions in order to achieve consistent results

Identifies problems and uses logical analysis to find information, understand causes, and evaluate and select best possible courses of action

**HOW TO APPLY** Applications will only be accepted electronically on the North Central Health Care website [www.norcen.org/ExecDirector](http://www.norcen.org/ExecDirector) through July 8, 2022. Applicants will complete a brief online form and be prompted to submit a cover letter and resume online.

**Please contact Nic Lotzer with questions at [nlotzer@norcen.org](mailto:nlotzer@norcen.org) or 715.848.4360.**

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## ESSENTIAL EXPECTATIONS OF THE EXECUTIVE DIRECTOR

- Maintains direct operational authority over all North Central Health Care programs through delegation of authority as deemed appropriate to Executives, Directors, and Managers
- Participates as a member of various teams, committees, and taskforces to create innovative solutions associated with the provision of NCHC services
- Plans, directs and reviews services and outcomes rendered by all programs for continuous improvement in meeting business priorities and community expectations
- Responsible for keeping the Board apprised as to how overall operations and services are meeting the Board's expectations
- Monitors ongoing monthly performance and makes appropriate adjustments to ensure budgetary and operational success
- Maintains regular communication with the administrative officers and county boards of Langlade, Lincoln and Marathon counties to develop effective working relationships in supporting NCHC's mission
- Directs the preparation of monthly and annual reports to report results to the Board of Directors. Ensures that all applicable legislation and government regulations are enforced and in compliance
- Directs the preparation and submission of an annual budget showing current financial status and anticipated overall revenue for Board approval
- Develops, for Board approval, long-range strategic plans and targeted service improvements. Recommends changes in Board policies for approval by the Board of Directors
- Models and carries out the organization's Mission, Vision and Core Values

## COMPENSATION & BENEFITS

The expected annual starting salary range for this role is \$177,000 – 197,000, with additional room for wage advancement. A competitive total compensation package will consider the candidate's experience and expertise. North Central Health Care offers a comprehensive benefit package that contains some of the most competitive benefits available in Central Wisconsin. NCHC's benefits package is an important part of your total compensation package, adding value and giving you and your family peace of mind.

- Paid Time Off
- Paid Holidays
- Wisconsin Retirement Pension Plan with Matching Contributions. NCHC currently matches 6.5% of your income
- Health, Dental, and Vision Insurance
- On-site Employee Health & Wellness Center Clinic
- Income Continuation Insurance
- Exercise Rewards Program
- Employee Discount Program
- Tuition Reimbursement Program
- Employee Referral Program
- Accident Insurance
- Short-Term Disability
- Group Term Life Insurance
- Critical Illness Insurance
- Medical, Dependent Care or Limited Purpose Flexible Spending Accounts
- Pet Insurance Plan
- Identity Guard

## THE SELECTION PROCEDURE

The selection of the successful candidate may be made by assessment of experience and education, oral interview, reference check, written management assessment, criminal background check, and other appropriate job-related selection procedures. All applicants will be notified as to the status of their application. **Contact Nic Lotzer with any questions at [nlotzer@norcen.org](mailto:nlotzer@norcen.org) or 715.848.4360.**

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# About Us



## North Central Health Care

Person centered. Outcome focused.

**Our Mission:** Langlade, Lincoln and Marathon Counties partnering together to provide compassionate and high quality care for individuals and families with mental health, recovery and skilled nursing needs.

## Our Organization

### NORTH CENTRAL HEALTH CARE

Nestled in the heart of Central Wisconsin, North Central Health Care (NCHC) is a healthcare organization formed fifty years ago as a partnership between three Central Wisconsin counties - Langlade, Lincoln and Marathon. NCHC employs approximately 950 people in diverse roles across a variety of care environments. NCHC is governed by a Board of Directors composed of both appointed and elected officials from the three counties.

Programs offered include mental and behavioral health services for people of all ages in a variety of settings including outpatient, day treatment, community treatment, inpatient hospitals and residential treatment, as well as detoxification services for alcohol and drug dependency and 24-hour crisis care. For individuals with developmental disability needs, programs are offered for vocational, life skill training, early intervention, housing and care management services.

In addition, NCHC operates two large skilled nursing facilities. Mount View Care Center is located at the main campus in Wausau and Pine Crest Nursing Home is located in Merrill. These facilities serve individuals in need of long-term care, short-term rehabilitation or post-acute care with complex physical needs including ventilator-dependent needs. Specialized nursing care for dementia, psychiatric and neurological diseases, or behavioral challenges is also provided.

Additional specialized programs are available for Adult Protective Services and specialized Aquatic Physical Therapy.

NCHC's main campus is located in Wausau, Wisconsin on 18 acres overlooking beautiful Lake Wausau on the Wisconsin River. In 2019, in partnership with Marathon County, NCHC broke ground on a \$72M campus renovation project that is expected to finish in 2023. To date, a brand new Aquatic Therapy Center, Skilled Nursing Home, Youth and Adult Behavioral Health Hospitals and a Crisis Stabilization Facility have opened and are operational, serving people of all ages. [www.norcen.org/Renovations](http://www.norcen.org/Renovations)

Additionally, two health care centers for outpatient mental and behavioral health and other programs are located in Merrill and Antigo, Wisconsin, both co-located with other community partner programs such as county health departments, resource centers and community agencies. Multiple community-based programs are located throughout all three counties for a variety of services.

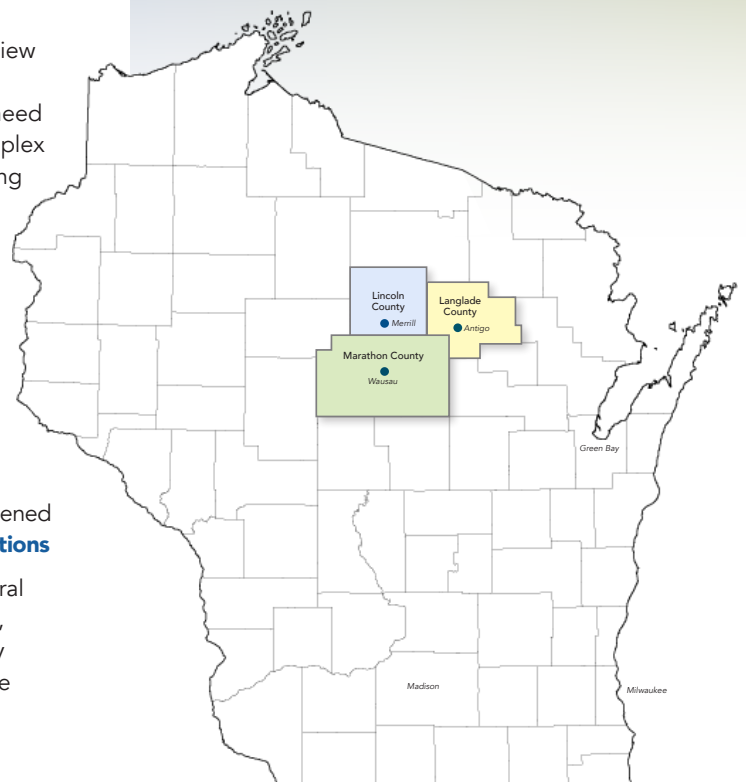
**Our Vision:** Lives Enriched and Fulfilled.



Mount View Care Center | Wausau, WI



Youth Behavioral Health Hospital | Wausau, WI



**North Central Health Care Main Campus | Wausau**

1100 Lake View Drive | Wausau, WI 54403

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# About Us



## North Central Health Care

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### Our Core Values

**DIGNITY** We are dedicated to providing excellent service with acceptance and respect to every individual, every day.

**INTEGRITY** We keep our promises and act in a way where doing the right things for the right reasons is standard.

**ACCOUNTABILITY** We commit to positive outcomes and each other's success.

**PARTNERSHIP** We are successful by building positive relationships in working towards a system of seamless care as a trusted community and county partner.

**CONTINUOUS IMPROVEMENT** We embrace change through purpose-driven data, creativity and feedback in pursuit of the advancement of excellence.



### Our Commitment to Person-Centered Service

#### EVERY EMPLOYEE. EVERY DAY.

At NCHC, we provide Person-Centered Service every day with everyone we interact with. Person-Centered Service has a foundation in our Core Values and includes:

- Serving with a proactive approach
- Serving with a caring and compassionate attitude
- Truly listening to understand
- Creating a safe & healing environment
- Doing no harm
- Understanding all the dimensions of diversity and identifying cultural influences
- Understanding and respecting life experiences
- Shared decision making
- Recognizing and building on strengths
- Involvement of others whenever possible

Person-Centered Service means we serve others through effective communication, listening to understand and building meaningful relationships.

### OUR COMMUNITIES

Central Wisconsin boasts extraordinary quality of life, outdoor recreation and business-friendly communities. If you're looking for a place that has all the features you want along with a quality of life that's hard to match, welcome to Central Wisconsin. Here you'll find communities with affordable housing, solid education systems and employers who appreciate a remarkable work ethic.

And, when you look around, you'll find so much more. Our rolling landscape is dotted with beautiful lakes, rivers that teem with fish, lush forests and picturesque bluffs that make Central Wisconsin a prime destination for people who love outdoor activities. Central Wisconsin is the place the Midwest comes to hike, bike, camp, fish, hunt, cycle, kayak, canoe, golf and water-ski... and you can have access to all that right in your own backyard!

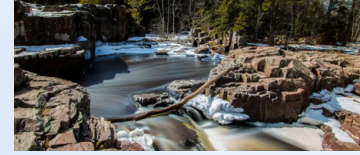


Photo credit: www.greaterwausau.org/

### HOW WE RANKS

Wisconsin is consistently ranked at the top, from health care and cost of living to career opportunities and outdoor recreation.

**#5 Best States for Millennials**

**#4 in Overall Health Care Quality**

**Top 10 Most Livable States**

Learn more about what Central Wisconsin has to offer by visiting

[www.inwisconsin.com/](http://www.inwisconsin.com/)  
[www.greaterwausau.org/](http://www.greaterwausau.org/)

Learn more [www.norcen.org](http://www.norcen.org)