

## CEO

### MetroWest Health Foundation

#### Background

Based in Framingham and serving the 25 communities of the MetroWest region of Massachusetts, the MetroWest Health Foundation (Foundation) is a health conversion philanthropy. With over \$100 million in assets, the Foundation has invested over \$75 million in the health of residents since it came into being in 1999.

The Foundation seeks improvement in health status within the region and the systems that support health using multiple strategies, including tracking community needs through recurring convenings of community stakeholders; initiatives that address barriers to accessing care; developing and sharing health data and information to inform the public and shape policy at local and state levels; and by supporting a community based grantmaking and scholarship process that is focused on local priorities and invites local initiatives.

Most of our grant resources are devoted to long-term, strategic funding to bring about systemic change and promote access to health care. This work also continually reveals new insights, and opportunities. This is the nexus of the next CEO's project – to build upon our current, effective strategies as needed and to shape new strategies that best respond to emerging needs and opportunities in the next cycle of our strategic plan.

More information about the Foundation can be found at: <https://mwhealth.org>

#### Current Circumstances

The CEO will inherit an effective, healthy organization that enjoys broad support from the greater community based on values and strategies we think vital to our continued exemplary performance. Key features include:

- A strong independent governing board that has continued to refresh itself with diversity in membership and viewpoints, focused on high level strategy, applied rigorous fiduciary standards, and empowered its CEO as the principal voice and thought leader of the organization.
- An experienced staff that has developed and maintained effective systems, analytical tools, and steady relationships throughout the community, ready for a fresh review and consideration of methods in step with changing needs.

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- The CEO is involved in agency operational management, and policy, grantmaking and investment committee staffing, with future potential for re-aligning current or additional staff resources.
- A near universal expectation from citizens, advocates, and leaders throughout the region that the Foundation continues its role as a strategic grant maker, social justice advocate, judicious convener and thought leader.
- An expectation that continued investment in evidence-based analysis and community dialogue will inform our next CEO's facilitation of long term, comprehensive investments in promising solutions and expanded access to services.
- Changing demographics, an increase in undocumented and uninsured residents and the emergence of newer grass roots community organizations present an opportunity to expand our research, dialogue and convenings and invest in organizational capacity building.
- Our next long term strategic planning cycle will begin again towards the end of 2024, giving our new CEO the opportunity to absorb our current strategy and prepare for a fresh review.

## Qualifications

We are seeking a CEO with a breadth of knowledge of contemporary health care and health equity, motivated by the best interests of this community, with the community organizing skills necessary to convene and facilitate respectful dialogue, advance evidence-based strategy, policy and grantmaking and be a champion for equity and social justice.

The CEO will be a servant leader with extraordinary vision who is able to realize that vision through a rich interaction with the Board, staff, community members, advocates, and innovators. The CEO must have a value set consistent with a culture that is based upon humility, respect, collaboration, high ethical standards, and a passion for our mission.

Community organizing is defined as “uniting people to work together to solve social problems and make the world a better place.” This is a key characteristic, as described by virtually the entire community, of the founding, now retiring CEO of this organization, Martin Cohen. The skills, the values and the character required for effective community organizing are at the core of our expectations for the next CEO.

A minimum of 10 plus years' experience in senior leadership roles, or its equivalent, is required. An advanced degree in public health, public policy, management, community development, or other related disciplines is a plus.

Specific skills and commitments required of the CEO include:

- **Leadership:** Commands respect for his or her character and values. Is well connected and has extensive experience working with local, regional, or national governmental, health care, policymaking and grant making institutions and leaders. Can inspire others and engage in collaborative leadership. Is adept at listening, learning, and modeling convivial dialogue and an exchange of ideas in frequent community engagements.
- **Vision & Creativity:** Has a clear capacity for advancing opportunities for the Foundation and for using the resources of the Board, staff, policymakers, citizens, activists, and the media to realize this vision.
- **Diversity:** Is a skilled practitioner in issues of power, oppression, and cultural sensitivity; embraces diversity of race, ethnicity, religion, gender, age, and sexual orientation; and has a demonstrated track record of developing and reinforcing an anti-oppression lens in the external and internal work of the organization.
- **Management Skills:** Possesses a proven track record managing staff, finances and a complex organization in a manner that is progressive, fair, and consistent. Experienced in community organizing, program development and implementation. Skilled and experienced at building and growing an organization and working with a nonprofit board.
- **Communication Skills:** Is an effective marketer, who can promote the qualities and potential of the Foundation to a broad audience. Demonstrates superior verbal and written communication skills and can serve as the primary spokesperson for the organization, while directing and inspiring board leaders and program directors to effectively represent the organization in their areas of expertise.
- **Interpersonal Skills:** Is well grounded in techniques and skills of listening, providing feedback, catalyzing learning, and creative activity, promoting respect, and setting limits.
- **Knowledge/Understanding:** Has a sophisticated understanding of the political, cultural, social, technological, and policy issues confronting our communities and has a strong understanding of the landscape of change and opportunity in this field.
- **Organizational Skills:** Is creative and imaginative. Has a proven ability to attract outstanding and diverse talent. Is resilient, decisive, and can stick to a plan and lead it through to completion. Is skilled at appropriately assigning responsibility and authority.

## Application

The Foundation is an equal opportunity employer. All candidates will be evaluated on a merit basis. Our salary range is \$225,000 to \$275,000 and is negotiable, depending on qualifications and experience. Serious candidates will be offered an open discussion about

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compensation early in their conversation with us. The position will remain open until filled.

Our consultant, Ted Ford Webb, will welcome inquiries from those who would like to explore this opportunity in more detail. He can be reached at the email address below.

Resumes and a cover letter may be submitted, in confidence, to:

Ford Webb Associates, Inc.

60 Thoreau Street

Concord, MA 01742

Or

[MWHF@fordwebb.com](mailto:MWHF@fordwebb.com)

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