

CHIEF EXECUTIVE OFFICER
Berrien Mental Health Authority
(Benton Harbor, Michigan)

The Whittaker Group Search Consultants has been retained by Berrien County Mental Health Authority (BMHA) to conduct the search for their Chief Executive Officer.

Reporting to the Board of Directors, the CEO will be responsible for providing oversight of the day-to-day operations at the BMHA facilities throughout Berrien County, Michigan. This leader will direct the management of the organization and providing visionary and strategic leadership for a continuum of behavioral health services.

Under the name of Riverwood Center, the BMHA delivers personalized, quality behavioral health services and programs to children, families and adults with mental illnesses, intellectual/developmental disabilities and substance use disorders. The BMHA also purchases services it does not provide in order to offer a full array of services to these populations.

In Fiscal Year (FY) 2013 6,231 persons received services from the BMHA. The BMHA manages the Medicaid funding for specialty behavioral health services for Berrien County. Additional funding includes State General Funds, Medicare and insurance reimbursements and grants. The BMHA's total budget is in excess of \$40 million.

Riverwood is accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF), an independent, nonprofit organization that sets high standards for services in behavioral health. The BMHA seeks a CEO who can continue this high standard with a holistic view of the community and its needs.

This critical role requires a leader with strong communication skills and a collaborative management style. Reporting to the BMHA Board of Directors, the CEO's performance will be considered synonymous with organizational performance. The BMHA uses the Public Policy Governance Model (known as the Carver Model) to clearly define the role of the CEO and the Board.

The CEO's responsibilities are extensive; including clinical, financial, human resources, regulatory compliance, performance improvement, public relations, information systems, network management and the rights of persons served. Duties include:

- Executive oversight of the day to day operations of Riverwood Center
- Direct supervision for assigned staff including hiring, training, monitoring, evaluating, and disciplining
- Performing in accordance with agency standards and code of conduct and ethics
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- Promoting a culture that supports the vision, mission and values of BMHA
- Developing and implementing strategic and operational planning, and ensuring the organization is structured and staffed to maximize its ability to deliver its services
- Monitoring performance of the organization, its contract providers and its staff, and taking corrective action to respond to less than optimal performance
- Overseeing the development, delivery, and quality of programs and services
- Ensuring that all financial systems and controls are fully compliant with federal, state and local laws and regulations, and reporting and filing requirements
- Overseeing an organizational compliance program that meets all regulatory and contractual requirements and ensuring that all functions and departments actively work to minimize exposure to risk
- Representing the interests of BMHA with the Operations Committee of the Southwest Michigan Behavioral Health Prepaid Inpatient Health Plan.
- Leading the organization's efforts to build and maintain a positive public perception and reputation for BMHA in the community
- Ensuring achievement of BMHA Ends as established by the Board and ensuring operations are within executive limitations policies as established by the Board.

These duties require a leader with a broad knowledge of community health and human services administration and finance, with demonstrated success in achieving results through community, personal and business relationships.

This seasoned professional should have a history of building trusting relationships (internally and externally) and be able to balance leadership and management roles. The ideal candidate would be a charismatic communicator who can establish credibility in the community and be an ambassador for Riverwood Center. The CEO should also be an active listener and strategic thinker who can evaluate critical issues and actively engage with the Board, senior managers and staff.

The BMHA seeks a decision maker with a commitment to innovation and collaboration, who can build a motivated team environment with high expectations and accountability. An understanding of state and local politics is important in order to provide the vision necessary to maximize benefits with current and future social welfare and healthcare policies.

Knowledge of current financing models, technology and best business practices, the current regulatory environment and corporate compliance requirements is essential. The new CEO should be a collaborator who builds service capacity through community outreach and partnerships, an advocate for cultural diversity, a champion of quality standards, and a leader who delivers on executive commitments.

Career highlights should include progressive leadership including at least five years of senior management and executive experience. This should also include a proven record of working effectively with staff, providers, physicians and community, state and federal leaders. Exceptional skills in verbal and written communications, interpersonal and human relations, facilitation and collaboration, critical thinking and organizational leadership are necessary for this role.

The preferred candidate should ideally have knowledge of behavioral health, CARF, MDCH, Managed Care standards, and the Carver governance model. Finally, the CEO should demonstrate a strong commitment to recovery and community based services that enhance the lives of those served.

The BMHA offers an excellent compensation package and is an Equal Opportunity Employer.

All contacts and correspondence regarding this search will be kept strictly and highly confidential. For consideration please send your resume to michelle.whittaker@whittakergroup.org and fill out a professional profile on our website, www.whittakergroup.org. You can find the professional profile form under the "Engagements" tab.

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