



PRESIDENT & CHIEF EXECUTIVE OFFICER

WASHINGTON, DC OR VIRTUAL

[HTTPS://WWW.NATIONALALLIANCEHEALTH.ORG/](https://www.nationalalliancehealth.org/)

ORGANIZATION

The National Alliance of Healthcare Purchaser Coalitions (The National Alliance) is the only purchaser-aligned organization with both a national and regional reach. The National Alliance, a 501(c)(6), amplifies the collective voice of coalitions and accelerates improvements in health, equity and value across the country. Its mission is to help its members achieve high value in the health care marketplace.

For over 30 years, the National Alliance has convened coalitions and their purchaser members to develop strategies that improve healthcare nationwide. Coalition members represent purchaser organizations that provide health benefits for more than 45 million Americans. These organizations that include nonprofits, public and private entities, and unions, spend over \$400 billion annually. Additionally, The National Alliance welcomes health plans, pharmaceutical companies and other stakeholders to participate as Affiliate Members and on the National Health Leadership Council.

With a budget of close to \$3 million and a staff of eight operating virtually, the National Alliance has had national impact through its work in these three areas:

- **Delivery and Payment Reform**– Key national initiatives to help drive momentum in healthcare delivery and payment reform include hospital fair price, medical and pharmacy drug management, high-cost claims, advanced primary care, and The Path Forward for Mental Health and Substance Use.
- **Health Policy** – The multidisciplinary Health Policy Strategy Committee discusses and disseminates health policy observations, interventions and recommendations to encourage action on the part of coalitions and their purchaser members.
- **Whole Person Health** – Creating strategies that promote the interconnectedness of the biological, psychological and social dimensions of individuals to support holistic,

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personalized, equitable programs and services for all employees and their families. Current initiatives include post COVID-19 crisis, health equity, mental health, obesity, and oncology.

Additionally, The National Alliance supports its membership by:

- Helping coalitions assist purchaser members in driving improvements in healthcare value and overall employee wellbeing.
- Hosting forums that provide thought leadership, programming and educational benefits
- Influencing regional and national healthcare policy relevant to purchasers.
- Convening coalitions and purchasers to develop strategies that drive better health, equity and value in care delivery that leads to better outcomes.
- Helping coalitions and purchasers leverage their collective influence.
- Resourcing diverse thought leaders to accelerate healthcare marketplace improvements.
- Offering an array of in-person and virtual learning and networking events to connect healthcare change agents.

The National Alliance also operates the Community Coalitions Health Institute (CCHI), a 501(c)(3) dedicated to identifying, developing and sharing best practices that drive health, equity and value for organizations and communities across the country. CCHI's mission is to partner with regional coalitions and their purchaser members and aligned organizations to create healthy, equitable, thriving communities where people live, work and play.

Once under-represented in boardrooms and across the nation, healthcare purchasers understand the benefit of coalition membership to optimize their combined influence. A shared agenda enables development and rollout of market- and policy-based strategies that drive equitable, value-based care. This is an exciting time to be on the frontlines of health care improvement.

POSITION

Reporting to the Board of Directors, the Chief Executive Officer (CEO) will manage a total staff of eight who work virtually. The CEO may also work virtually but will be expected to keep East Coast office hours with anticipated travel of 50% to Washington, DC and other cities for conferences and meetings with coalitions.

The CEO will be an inspirational leader who motivates staff, volunteers and member coalitions to take sustained action in support of improvements in health care. The winning candidate will be a savvy executive who can prioritize and unify stakeholders who may have competing interests. S/he will be an



exceptional communicator and empathetic manager who enjoys developing staff. The CEO will have a deep understanding of the employer health and benefits space.

The CEO will oversee the general management of The National Alliance, including leadership, supervision, oversight, and management of programs, operations and fundraising. Experience in grant writing and relationships with funders will be well received. The CEO should be financially astute and a good steward of resources to ensure The National Alliance remains solvent and financially robust. Additionally, the CEO will represent The National Alliance at meetings within the nonprofit, business, government and scientific/medical communities, at industry conferences and other relevant meetings and events.

The winning candidate will have exemplary relationship development skills, a keen understanding of health care issues in the United States, and proven success in fundraising and advocacy. The CEO will lead staff and key external stakeholder efforts to support the mission and work collaboratively with the Board. The CEO will be tasked with leading the organization to the fulfillment of its five-year strategic goals. S/he should be experienced in leading a growing organization.

This is an excellent opportunity for an executive who has a passion for making an impact by improving health care in America. The CEO will have a proven record of creating a positive environment where employees are empowered. S/he will have significant organizational development skills. The CEO should be a forward thinking, high energy, strategic partner to the Board, the Senior Leadership Team, and staff while building new partnerships and expanding the 30-year legacy of The National Alliance.

RESPONSIBILITIES

Vision & Leadership

- Provide inspirational leadership and vision for staff, board and stakeholders.
- Work collaboratively with the Board to attract diverse, inclusive and highly engaged members.
- Cultivate and foster relationships with key stakeholders including funders, coalitions and purchasers.
- Serve as the face of The National Alliance, representing the organization in multiple venues, e.g., fundraising events, conferences and with meetings with public, private and government entities.
- Publicize issues of interest to membership of The National Alliance by securing speaking engagements, writing op/eds and utilizing other opportunities to advocate on behalf of members.
- Ensure that The National Alliance continues to operate in an efficient, legal and fiscally responsible and sustainable manner.



- Foster a keen sense of collaboration across the organization and with the Board.

Strategy & Programs

- Set and persuasively communicate The National Alliance's vision with timebound/achievable, yet bold goals.
- Align the vision, mission and values with core strategies and operations.
- Implement a strategic planning process with the Board, staff and other key stakeholders to set a structure for the near future.
- Ensure that strategies and objectives are measured and reported regularly.
- Assess, improve, and leverage internal organizational processes and infrastructure to facilitate growth and ability to fulfill mission.
- Set and drive accountability for program-level goals, ensuring intended outcomes are achieved.
- Work closely with staff to monitor key performance indicators.

Team Development

- Lead and manage eight staff who are working virtually.
- Serve as a creative thought partner in day-to-day management and in longer-term work to build an inclusive, positive organizational culture supportive of a team environment.
- Promote a culture where staff are empowered to share their ideas, be recognized for their work, and can leverage their knowledge and capabilities to work effectively and efficiently.
- Mentor and develop staff using a supportive and collaborative approach, ensuring that staff members receive timely and appropriate training and feedback and have clear objectives and priorities.
- Help to instill a human capital development and coaching culture within the organization.
- Achieve a level of employee satisfaction and engagement that is reflected in acquisition and retention of top talent.

QUALIFICATIONS

- Passion for The National Alliance's mission.
- Bachelor's degree required.
- At least 10+ years of leadership experience in the health care or association industry.
- Demonstrated record of success working with boards to advance the mission of an organization including board development, fundraising and strategy implementation.
- Capable and strategic leader who can assess opportunities and threats and anticipate issues and challenges.
- Proven excellence as an inspirational and positive leader who inspires confidence and action in all stakeholders.



- Superior communicator who can inspire, persuade and unify stakeholders with competing interests. Effective presentation capabilities with an ability to passionately represent The Alliance in any setting, including events and meetings with high-profile funders and elected officials.
- An exceptional manager who sets clear expectations for the team, knows when to collaborate and when to make decisions. Proven ability in developing, recruiting, and retaining team members; foresight and ability to delegate; ability to enhance the effectiveness of the organization. An accessible and flexible leadership style that inspires trust and confidence in staff to work hard and well together.
- Excellent people skills and the ability to build significant partnerships. Proven record of successful fundraising. The foresight, charisma, and creativity to identify and implement strategies that diversify funding streams and maximize funding opportunities.
- Charismatic, confident and poised leader with an energetic and positive approach. A visionary leader who is driven to lead a national organization with members who may have competing interests.
- Keen analytic, organizational, and critical thinking skills to support and enable sound decision making; demonstrated resourcefulness in setting priorities and guiding investment in people and systems.
- Active listener who is highly collaborative, builds consensus and is open to receiving and providing feedback constructively. Persuasive negotiator with excellent coalition-building skills.
- Excellent computer skills with strong knowledge of Microsoft Office programs.

This job description is not a contract – The National Alliance reserves the right to change its contents at any time.

APPLICATION PROCESS

All inquiries, nominations and applications should be directed to Cydnee Dubrof of The Dubrof Group, at cydnee@dubrof.com. Applications should include a letter of interest and a current resume in MS Word. Please indicate in your cover email where you learned about this opportunity. Please note that only those candidates invited for screening will be contacted. PLEASE - NO PHONE CALLS.

The Dubrof Group is committed to social justice and access to opportunity; we actively cultivate relationships with leaders with varied life experiences and the skills needed to lead strong, innovative organizations. The team is also committed to your privacy and to protecting your personal data. To view The Dubrof Group's privacy policy, please visit www.dubrof.com.