



President/Chief Executive Officer – HealthNet, Inc.

THE OPPORTUNITY

The HealthNet Board of Directors is seeking an accomplished healthcare executive who is highly-skilled in providing strategic leadership in a patient-centered environment of care. This is an outstanding opportunity to join HealthNet and significantly shape the future of this organization.

HealthNet is a Federally Qualified Health Center (FQHC) and a not-for-profit 501(c)3 corporation providing primary care health services to the medically underserved. The mission of HealthNet is:

To improve lives with compassionate health care and support services, regardless of ability to pay.

The President/CEO is responsible for providing strategic leadership for the HealthNet by working with the Board and other management to establish long-range goals, strategies, plans and policies. Plan, develop, organize, implement, direct and evaluate the organization's fiscal function and performance. This position is also responsible for the efficient and purposeful integration of services with other areas and emerging delivery systems. This position reports to the HealthNet Board of Directors and its Executive Committee.

Administrative Responsibilities:

Approves and makes final decisions regarding new construction, new contracts, leases and agreements, and the annual operating and capital budgets.

HealthNet Accountabilities:

Represents HealthNet to outside organizations, and at professional gatherings. Maintains a working relationship with all HealthNet department heads and provides support for and oversight of their Joint Commission (JC) facility review. Provides leadership within and between teams from all departments to enhance quality of care and improve the efficiency of the patient care delivery system. Represents HealthNet in applicable committees for planning and program administration. Participates in developing expanded business relationships for HealthNet. Apply a minimum of one health literacy method when communicating with patients/clients.

Leadership:

Is accountable for strategic planning, program development, labor management, and overall operational administration. Accountable for development of department policy and ensuing procedures and effective communications are in place. Accountable for fair

and consistent interpretation and application of policy across department. Provides decision making at senior level. Pushes decisions down to lowest level. Practices and deploys evidence-based decision making. Responsible for supervision of the senior leadership team.

Personnel Management:

Maintains personnel management accountability for the team by fairly interpreting and applying personnel policies and procedures. Facilitates a continuous employee feedback process to enhance work processes.

Accreditation:

Ensures compliance with all applicable accreditation standards within the assigned areas of accountability. Ensures all facilities and equipment is maintained according to JC accreditation standards. Ensures adherence to the organization Corporate Compliance guidelines. Reviews patient care audit results with Clinic Managers and develops improvement strategies.

Financial:

Accountable for HealthNet budget including multiple accounting units, financial planning, capital proposals and expenses and department budget performance.

Strategic Planning:

Accountable for accomplishment of strategic plan goals from 6 months to two years. Integrates, aligns, and synthesizes high level plans with organization and corporate priorities.

Communication:

Develops and maintains a communication system that assures effective flow of information up, down, and across organization.

Safety:

Promotes a just culture of employee/patient safety. Establishes direction, department policy and action plans resulting in the prediction, anticipation, and prevention of accidents and mistakes. Sets an expectation that staff will report all accidents/mistakes without retribution and uses information as a source of learning. Accountable for operational audits and controls which result in evidence-based data used to improve safe outcomes. Accountable for system reviews/process redesign to ensure safe outcomes and prevent mistakes.

People Excellence:

Accountable for and models a culture of people excellence for the organization. Models and expects all management to engage the workforce in a way that fosters mutual trust, respect, care and concern. Develops policy and action plans for department that ensures talent development (recruitment, retention, and staff learning and development, satisfaction and well-being). Fosters a culture of valuing staff by: 1) demonstrating commitment to staff success; 2) providing recognition beyond regular pay; 3) offering

development and progression; 4) sharing the department's knowledge to better serve customers and meet strategic objectives; 5) creating an environment that encourages risk taking and innovation; and 6) creating a supportive environment for a diverse workforce. Retention rates and employee opinion survey results meet (or are moving toward) preeminent status.

Commitment to Purpose/Service:

Demonstrates a commitment to HealthNet’s mission, vision and values and supports organizational decisions and behaviors. Demonstrates efforts to discovering, meeting and advocating for patient and customer’s needs.

HIPAA:

Maintains at all times the confidentiality of any patient or employee medical, financial, or other personal information, records and data to which there is access. Ensures all employees are aware of HIPAA regulations and complete required annual training as assigned. Views, uses or discloses such information only for reasons necessary to perform duties. Responsible to challenge unauthorized individuals from viewing such confidential patient or employee information or accessing restricted areas.

Diversity & Inclusion:

We commit to fostering a diverse, inclusive, and equitable work environment, where all employees, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feels valued and respected.

We take a nondiscriminatory approach and provides equal opportunity for employment and advancement in respective departments, programs, and worksites.

We strive to respect and value diverse life experiences and heritages and ensures that all voices are valued and heard.

We pledge to modeling diversity and inclusion and to maintaining an inclusive environment with equitable treatment for all.

Who is HealthNet?

<https://www.indyhealthnet.org/>

HealthNet is a nonprofit 501 (c) (3) organization of community-based health centers located in Indianapolis and Bloomington, IN Since 1968, HealthNet has improved the health status of the neighborhoods it serves by making quality health services accessible to everyone. HealthNet annually provides affordable health care to more than 61,000 individuals through its network of 9 primary care health centers, 5 dental clinics, 2 school-based clinics, a mobile health unit, and additional support services. HealthNet’s mission is to improve lives with compassionate health care and support services, regardless of ability to pay.

Requirements

Qualifications/Knowledge/Skills/Abilities

- Currently not sponsoring work visa.

- Requires at least a master's degree in a health care or related field.
- Requires strong leadership skills typically acquired with a minimum of 7-10 years of documented progressive leadership experience in a health or related field.
- Requires knowledge of state and national regulatory agency guidelines.
- Requires the ability to lead quality improvement initiatives.
- Requires the ability to plan and manage the utilization of resources.
- Requires the ability to facilitate and lead work groups.
- Requires ability to apply the organization personnel policies and procedures.
- Requires knowledge of state and federal laws relative to assigned area.
- Requires effective written and verbal communication skills.
- Requires ability to communicate sensitive issues with all levels of employees/management.
- Requires strong customer service skills.
- Requires the ability to promote teamwork and build effective relationships.
- Requires the ability to take initiative and meet objectives.
- Requires a high level of interpersonal, problem-solving and analytical skills.
- Requires excellent people and service skills.
- Requires extensive travel between health centers and to other agencies in the city.

Physical Requirements

- Able to be involved in degrees of prolonged standing, walking, sitting, bending, squatting, and stooping; as well as abilities of repeated bending, stooping, and squatting.
- Able to lift, push, and/or pull light to moderately heavy weight up to 20-30 pounds is a necessary function of this position.
- Able to perform duties during periods of varied and/or prolonged work hours.
- Must be able to read, write, hear, and communicate effectively in the English language by both orally and written.

Why work for HealthNet?

- Competitive Compensation
- Medical, Dental, and Vision Plan
- Short-Term & Long-Term Disability
- Employer Paid Health Savings Account
- Flexible Spending Account
- Employer Sponsored Life Insurance, AD&D
- Group Accident, Critical Illness & Hospital Indemnity
- Domestic Partner Leave
- Wellness Programs
- 401k Match
- Paid Time Off accumulates at start of employment and available to use.
- Tuition Reimbursement
- Employee Referral program

EQUAL EMPLOYMENT OPPORTUNITY:

HealthNet is an Equal Employment Opportunity Employer and employment decisions are made without regard to race, color, sex, religion, national origin, age, disability, sexual orientation, or any other category protected by federal, state, or local law.

TO LEARN MORE ABOUT THE POSITION AND APPLY, PLEASE VISIT:

[HealthNet - President/Chief Executive Officer](#)

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