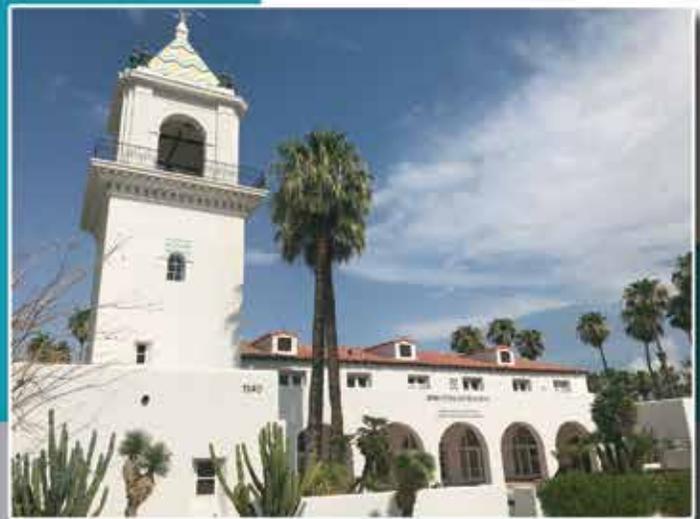


**DESERT HEALTHCARE**  
DISTRICT & FOUNDATION

# Chief Executive Officer





## THE COMMUNITY

Beginning in 2019, the Desert Healthcare District (“District”) boundaries expanded to include the entire Coachella Valley from the north shore of the Salton Sea in the east, to the cities of Palm Springs and Desert Hot Springs in the west. The District is located approximately 100 miles east of Los Angeles and 120 miles northeast of San Diego. Demographically, the Coachella Valley has a population of over 500,000 and has a diverse array of races and ethnicities. Biking, golf, horseback riding, swimming, and tennis in the desert and mountain areas are major forms of recreation. The District headquarters is in the city of Palm Springs which is famous for its mid-century modern architecture and design elements. Tourism is a major factor in the areas economy and

has over 130 hotels and resorts, numerous bed and breakfasts, and over 100 restaurants and dining spots locally, as well as international film and music festivals, several museums, a semi-pro baseball team, a living desert zoo and gardens, an aerial tram and water park, and is just a few miles from Joshua Tree National Park. During the late fall and through the spring, the Coachella Valley boasts one of the most desirable climates to be found, with temperatures ranging from the mid-60’s into the mid-80’s. The summer temperatures go up substantially, usually ranging from 105° to 115° (or higher).

## THE ORGANIZATION

The District is a public agency formed in 1948 with the mission to build a hospital to meet the healthcare needs of the residents in Palm Springs and surrounding areas. Today, Desert Regional Medical Center is a 385-bed acute-care hospital which provides comprehensive medical care to residents throughout the Coachella Valley. The medical center is owned by the District and is leased to Tenet HealthSystem to operate. Since 1998 the District has invested more than \$70 million in initiatives, grants and programs serving and benefiting its residents. Currently, the District supports a wide range of non-profit and community-based organizations, schools, governmental agencies and foundations which provide health and wellness services and programs, health facilities, and communication education within the Coachella Valley. The District is the parent of Desert Healthcare Foundation which is a non-profit organization. The Foundation was formed in 1967 and is presently designed to facilitate projects and programs, including homelessness and behavioral health issues in the Coachella Valley.

With an annual operating budget of roughly \$7 million, the District allocates more than \$3 million each year for grants and other programs. Grant funding is linked to fulfillment of the District’s strategic plan, which focuses on enhancing the health of its residents. Funding has been provided for such programs as the construction of The Wellness Park, a five acre fitness park adjacent to Desert Regional Medical Center, promoting enrollment by local residents in the Affordable Care Act and Get Tested Coachella Valley, a community-wide HIV testing program. Other funding has supported food programs and other health initiatives to include development of health and wellness centers in Desert Hot Springs, which has removed the area from a medically underserved area.

### THE MISSION

*The mission of the District is to achieve optimal health at all stages of life for all District residents.*



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**To learn more about Desert Healthcare District,  
go to: [www.dhcd.org](http://www.dhcd.org)**





## THE POSITION

The Chief Executive Officer reports to the seven-person elected Board of Directors, each of whom serves a four-year term. The CEO supervises a \$7 million annual operating budget and a nine-person staff. In partnership with the Board of Directors, the major role of the CEO is to provide leadership and guidance to achieve the agency's mission, strategy, and goals and objectives set by the Board.

The CEO is responsible for the development of all operational policies, internal grant making procedures, research to support grant making initiatives, and directing of all administrative and program activities of the District which includes, but is not limited to, the effective use of financial resources; maintenance of financial record systems; human resource policies; direction, evaluation, and supervision of staff; and all communications with grantees and the public, some of which include newsletters, request for proposal applications, community education symposia, press releases, and annual reports.

In addition to the Desert Healthcare District, the CEO also serves as the CEO of the Desert Healthcare Foundation.

### Current Priorities and Opportunities:

- Create a solid working relationship with all Board Members; bring balanced information along with pros and cons on all issues and possible solutions to allow for best decisions and outcomes – work effectively with staff to carry out Board's directives.
- Increase Staff visibility and success throughout the organization. Ensure legal compliance and implement process and policy improvement.
- Assist in planning and policy direction in working with various non-profit, public and private agencies in service areas that include homelessness, behavioral health, housing, etc.
- Plan and pursue additional funding and revenue generating sources to support the District's recent expansion and needs to provide associated services.
- Address opportunities and concerns around planning for the future of the Desert Regional Medical Center.



## THE IDEAL CANDIDATE

The ideal candidate will be a dynamic, strategic, and visionary leader able to inspire trust, respect, and integrity while collaborating with key stakeholders to find mutually beneficial solutions and positive outcomes. Strong communication and interpersonal skills are necessary to build and maintain strong professional relationships with staff, elected officials, partnering agencies, business leaders, and the community at large. The successful candidate will have solid political acumen but be apolitical, excellent financial skills with the ability to develop and create new funding and revenue streams, and an understanding of how to negotiate and execute large business transactions. Past experience creating or updating a strategic plan is helpful. Knowledge of or previous work in a healthcare environment is highly desirable.

## KEY COMPETENCIES AND CHARACTERISTICS

- Strong in driving accountability, policy development, legal concepts, government regulations; know how to run local government and understand the relationship between a Board and CEO.
- Skilled in the principles of management, supervision, training, and performance evaluation with the ability to guide a cohesive message and consistent supervision based on the organization's mission and vision, as well as direction of the Board of Directors.
- Able to create and facilitate effective and economical Board agendas, committees, and structured meetings.
- Experience in development and execution of policy and procedures with strong ethics, transparency and accountability.
- A friendly approachable leader who is visible and actively engaged within the organization and community to ensure quality customer service.
- A diplomatic and effective communicator with a reputation as a people person, comfortable interacting with a wide spectrum of individuals, and one who welcomes dialogue and discussion.

- Passionate and experienced in working collaboratively while building a cohesive working environment; a well-rounded executive with depth of experience in the principles and techniques of human resources and organizational development.
- An outstanding fiscal manager; proven skills in budgeting and financial planning for an organization.
- Demonstrated leadership, critical thinking, innovation, and creativity in bringing ideas to fruition, including the application of existing and new policies.
- The ability to work well and stay calm under pressure and be an active listener - a sense of humor is helpful.

## EDUCATION AND EXPERIENCE

- BS/BA college degree or higher with emphasis in health services, public administration or business administration or equivalent educational emphasis. An advanced degree is preferred.
- Significant years of knowledge/experience in healthcare including experience as a senior executive with another healthcare district, a public health department, public hospital, large healthcare system or other public authority.
- Experience working in government/public sector with a background in government compliance and legal issues and requirements.
- A background reporting to a Board of Directors/ Supervisors or similar experience.
- Bi-Lingual English-Spanish is helpful.

## COMPENSATION AND BENEFITS

The salary for this position is \$175,000 - \$225,000 depending on qualifications and experience.

The District offers a generous benefits package that includes:

**Retirement** – District employees participate in a defined contribution 457(b) program with up to an 8% match component allowed by the District to a 401(a) plan.

**Health, Dental and Vision Care** – The District provides its employees and their dependents health, dental, and vision care insurance plans. Medical coverage is paid entirely by the District subject to medical plan coverage and policy limits. Delta Dental plan coverage is \$1500 per year for covered benefits and VSP plan provides for annual one-time eye exam and discount on eye wear. The District also provides a \$3,000 annual reimbursement of out-of-pocket medical expenses.

**Life and Disability Insurance** – Regular full-time employees receive a life insurance policy in an amount not to exceed \$125,000. Short and long-term disability insurance premiums are covered by the District.

**Leaves** – Leaves (Vacation and Sick) amounts will be negotiated with the Board of Directors upon appointment.

**Additional Benefits** – The Board may provide a variety of other benefits including such items as cell phone and auto allowance. These benefits may be negotiated within the CEO contract with the Board of Directors.

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

The final filing date for this position is **Monday, April 29, 2019**. To be considered for this exceptional career opportunity, please submit your cover letter, resume, and six work-related references (who will **not** be contacted in the early stages of the recruitment). Resumes should reflect years **and** months of employment, positions held. Forward your resume to: <https://secure.cpshr.us/escandidate/JobDetail?ID=440>



CPS HR Consulting  
 Tel: 916- 471-3111  
 Email: [frojas@cpshr.us](mailto:frojas@cpshr.us)  
 Website: [www.cpshr.us/search](http://www.cpshr.us/search)

Resumes will be screened on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultant. Desert Healthcare District will then select finalists to be interviewed. Candidates deemed most qualified may be invited to participate in a final interview process that includes comprehensive reference and background checks. For additional information about this opportunity please contact Frank Rojas.

