



Terrific Opportunity for a Chief Executive Officer at a Community Mental Health Authority in Traverse City, Michigan

ABOUT THE ROLE

As Chief Executive Officer, you will be responsible for Northern Lakes' bottom line performance – programmatic, financial, and administrative. Key leadership roles include:

- Collaborating with the Board to develop policies, plans and budgets to meet the needs of Northern Lakes' clients and communities.
- Developing and implementing NLCMHA's strategic vision.
- Leading the development of state-of-the-art programming strategies that position NLCMHA as a regional leader for achieving community impact.
- Guiding, coaching, supporting, and developing the leadership team to facilitate their active collaboration in planning, coordination, and management of operations to achieve NLCMHA's goals.

As the executive staff leader, you must balance the competing demands of both internal and external challenges. Northern Lakes is facing several challenges, each of which is critical to its future and all of which require exceptional leadership and teamwork:

- Executive leadership transition
- Transformation of services and supports consistent with community/regional needs and the re-design of Michigan's strategic and Medicaid Plans
- Recovery and stabilization in the post-Covid environment
- Meeting increasing service demand amid new standards of care and the uncertainties about future funding
- Realignment, recruitment, training, development, and retention of Staff in a highly competitive environment
- Financial stabilization and growth to assure future viability of the organization

This is a unique opportunity to shape the future of Northern Lakes and to impact mental health, addiction recovery, and intellectual and developmental disabilities (IDD) services for individuals and families in its six-county area and across the region.

CANDIDATE PROFILE

To be successful in this critical role, the "Ideal" candidate should:

- Be a forward-thinking strategic leader skilled in driving the creation of new services, revenue streams, strategic partnerships, and business models.
- Be exceptional at relationship-building and communicating.
- Have strong data analytics skills with the capacity to integrate data-driven outcomes into the business decision-making process.
- Be able to serve as a credible and influential advisor and partner to the BOD, and Executive Team in leading organizational change.
- Be a collaborative leader skilled at building strong teams across diverse departments by creating synergy across business areas, fostering an environment that promotes sharing new ideas, and making connections that add value across service lines and with customers and amplify the impact of everyone's work.



- Be able to lead and motivate, commit to “team,” and have strong “Emotional Intelligence” attributes.
- Have a commitment to serving a culturally diverse community with a staff equally committed to justice, and inclusion.
- Have experience leading teams that deliver mental health, addictions, IDD services, and Children’s services.
- Have demonstrated business acumen in today’s evolving healthcare environment while achieving both clinical and operational excellence.
- Have experience working in an organization with a complex structure where board partnership and collaboration is utilized to improve flexibility, collaboration, and resource sharing across the organization.
- Have a history of accessibility, accountability, and transparency that fosters trust
- Master’s Degree in Public Administration, Business Administration, Social Work, Psychology, Health Administration or a related field.
- Progressive leadership roles with a minimum of five years at the senior level in a human services, governmental, or health care setting, preferably in an integrated health care organization with diverse administrative experiences, preferred candidate must have public mental health work experience and a strong commitment to community based services and enhancing the lives of persons served.

LOCATION

Traverse City, Michigan, is a vibrant destination nestled along the shores of Grand Traverse Bay in the state's northwest Lower Peninsula. Known as the "Cherry Capital of the World," it boasts a rich blend of natural beauty, cultural attractions, and culinary delights.

The downtown area is a hub for dining, with innovative restaurants and eateries. For instance, a husband and wife team who left Michelin-starred kitchens in Chicago to start anew in northern Michigan. Additionally, an organic wine shop that transforms into a restaurant on weekends offers unique culinary experiences. In addition to delivering services in Grand Traverse County, NLCMHA provides services across five other counties that include residential and rural environments.

This position will require residency in the state of Michigan.

We invite you to consider joining us in a meaningful leadership role to help shape the future of behavioral health care and IDD service delivery for our community. This is a challenging yet rewarding opportunity. If you are interested, please contact us.

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