



**Chief Executive Officer
The Redwoods, a Community of Seniors**

About The Redwoods:

The Redwoods is not for profit, non-denominational retirement facility in Mill Valley, California. The Redwoods enjoys the highest respect and admiration in the community, regularly earning the “Best of Marin” award from local media, as well as community and professional awards for excellence in care. The heart of The Redwoods is its commitment to a thriving community of engaged seniors, and a caring, dedicated and motivated team.

Founded in 1972, The Redwoods provides independent living apartments, assisted living and skilled nursing for 340 residents and 178 staff of which 60% are unionized. The 10 acre campus has recently undergone an extensive renovation and revitalization.

The Redwoods is a culture of possibilities, with a Wellness Center and a robust menu of programs for residents. See <http://www.theredwoods.org>

About the Role:

With the successful renovation completion of most of the campus, the current CEO is retiring after 15 years. The Redwoods now seeks a seasoned, professional Chief Executive Officer to lead the organization forward and execute on the Board’s policies and directions.

The Ideal Candidate:

The ideal Candidate will have operational knowledge and management experience to lead this residential, community-oriented yet professionally run, 178 employee organization. The CEO will have frequent and meaningful interactions with board, staff, the Mill Valley community and residents (and their families), using strong people skills and outstanding business management to accomplish objectives. Importantly, The Redwoods seeks a seasoned leader who truly enjoys working in a non-profit, residential/healthcare environment with a “high touch” community and attendant regulatory requirements. Additionally, the CEO should be an excellent leader able to motivate, manage, review and develop his/her team as well as prepare for future staffing needs. The CEO should be a good communicator and very comfortable budgeting strategically and managing confidently a complex \$20 million annual enterprise that also requires significant fundraising leadership. The CEO oversees, and executes, the long-term strategic plan, and is the driving force for the vision and values of The Redwoods.

The CEO will have unquestioned personal integrity and strong ethics. The CEO will also approach issues with a problem-solving mindset rather than a regulatory manner to facilitate resolution of issues while upholding standards and practices of The Redwoods.

Ideally, the candidate would live in Mill Valley or a nearby community. The position does not include housing.

More specifically, the Ideal Candidate will have:

- Genuine concern for preserving and improving the quality of service presently offered to residents.
- Strong management skills with an ability to function effectively in a demanding and professional organization that expects community involvement combined with responsive and top quality service delivery
- Strong knowledge and experience in senior living facilities providing independent, assisted living or skilled nursing healthcare to seniors. Board is open to candidates outside the industry with proven relevant experience and leadership.
- A results driven approach to the successful management of an organization,
- Ability to analyze information and situations, draw conclusions, and communicate those conclusions clearly to others.
- A keen understanding of finance, and strong appreciation for fiscal prudence to ensure a continued focus on fiscal sustainability for the long-term.
- Excellent communication skills, both verbal and written; excellent organizational skills.
- The ability to quickly establish credibility and trust with the Board, senior staff and residents (and their families).
- A confident style which will promote candid discussions and diversity of thought for Board consideration
- Lead, guide and mentor internal teams; make staffing and hiring decisions.
- A proven track record of dealing effectively with a variety of professional issues in healthcare and senior living facilities
- An energetic and engaging personal style to build strong relationships with staff, the public and residents
- A proactive, strategic and innovative approach with the ability to motivate others to contribute effectively and achieve successful performance.

Qualifying Experience and Education

Experience:

This position requires a minimum of ten years of progressively responsible experience in an administrative or managerial capacity within a not for profit, private and/or public organization such as a hospital or senior living facility, either currently or in career history.

Specific skills in management of a complex organizations experiencing regulatory oversight, whether local, state and/or Federal such as skilled nursing, assisted living or HUD housing are also required.

The ideal candidate has a true passion for service to elders; The Redwoods is a community with an engaged resident population. The CEO sets the culture of the organization.

Leadership and involvement in not for profit professional organizations such as CANHR and/or LeadingAge are a definite plus.

Experience in a union environment is helpful; 60% of staff is unionized.

Education:

The ideal candidate has a Master's degree from an accredited college or university with major course work in healthcare management, senior living, or not for profit management, or a closely-related field. The ideal candidate has or has the ability to earn NHA and RCFE licensing.

In lieu of the desired professional credentials and education, the Board may be open to candidates with relevant professional career history.

Inquires and applications may be sent to:

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