



JOB POSTING

Position Title: Chief Executive Officer (CEO)

Reports To: Board of Directors

Status: Full-Time, Exempt

Manage Others: yes

Salary: \$225,000 - \$250,000

Organization Overview

The new entity formed by the combination of Common Ground Health and the Rochester Regional Health Information Organization is a nonprofit regional health planner and health information exchange dedicated to improving health outcomes for all residents of 14 counties in the Finger Lakes region. With approximately 80 employees in Rochester and a for-profit subsidiary with 45 employees in India, we connect and partner with healthcare providers, government agencies, community organizations, and residents to secure affordable health by leveraging the power of prevention, deep community wisdom, and transparent, data-informed innovation. This organization is in the process of developing new branding that it will launch soon to reintroduce itself to the region. It is poised for growth as it develops new strategies to address the health challenges of our time.

Position Summary

The Chief Executive Officer (CEO) provides strategic, inclusive leadership and operational oversight for the new entity, ensuring the organization fulfills its mission of improving community health and health equity through collaboration, data, and innovation while maintaining financial sustainability and community impact. The CEO is a trusted and collaborative leader who values the rich experience of the team. Reporting to the Board of Directors, the CEO is responsible for translating organizational vision into measurable results, cultivating key partnerships, securing funding, and building a high-performing team in a culture grounded in integrity, compassion, and shared purpose.

Key Responsibilities

Strategic Leadership and Execution

- Develop and implement strategic plans that translate long-term vision into actionable initiatives with measurable outcomes while driving operational efficiency and continuous improvement across all functions
- Align short-term objectives with the organization's mission, values, and long-term strategic direction
- Takes action to ensure that the organization maintains Qualified Entity (or equivalent critical functionality) and health planning status as a service to the state and the region
- Oversee the development, implementation, and evaluation of programs and initiatives targeted to drive improvement in health outcomes for defined populations or communities
- Make informed decisions with agility and navigate complex challenges with innovation and resilience

Equity, Culture, and Organizational Well-Being

- Embed equity and anti-racism principles into all areas of strategy, leadership, and operations
- Demonstrate awareness of systemic inequities and the moral courage to identify and address barriers that influence organizational culture, leadership practices, and health equity outcomes



- Foster an inclusive and accountable workplace where all staff feel valued, supported, and empowered to contribute
- Model integrity, humility, and transparency in leadership decisions and actions

Financial Management and Resource Development

- Manage organizational operations to achieve annual budgets and financial targets
- Create and execute break-even or surplus budgets while ensuring responsible resource allocation
- Allocate resources strategically in alignment with organizational goals
- Cultivate and maintain relationships with current funding sources while identifying and developing new revenue streams that align with strategic goals
- Anticipate and mitigate financial risks; ensure strong internal controls, compliance, and transparent reporting to the Board

Community Engagement and Advocacy

- Serve as a trusted, visible, and credible voice for equitable health outcomes and community well-being
- Build authentic collaborative relationships with diverse stakeholders, including government agencies, healthcare providers, and community organizations
- Representing the organization with integrity, professionalism, and compassion at public events, media engagements, and collaborative initiatives
- Integrate data with community narratives, lived experiences, and diverse forms of knowledge to inform strategy and decision-making

Leadership and Team Development

- Provide executive leadership to the senior leadership team, ensuring alignment with strategic priorities
- Foster a culture of accountability, collaboration, continuous learning, and high performance
- Inspire, empower, and hold teams accountable to organizational goals
- Build strong, diverse leadership teams and support professional development
- Demonstrate emotional intelligence and interpersonal effectiveness in navigating complex dynamics

Board Relations and Governance

- Work collaboratively with the Board of Directors to advance organizational objectives
- Provide timely, accurate, and transparent information to support effective governance and decision-making
- Ensure organizational compliance with legal, regulatory, and governance requirements
- Engage the Board in strategic discussions that position the organization for long-term sustainability and community impact

Experience and Knowledge

- Proven track record of successfully leading complex organizations and implementing strategic initiatives that achieve or exceed defined goals, preferably in a mission-driven or nonprofit setting
- Demonstrated knowledge of public health, health policy, data analytics, or health information technology
- Demonstrated commitment to anti-racism and health equity
- Experience engaging in community-involved health data analysis to identify trends, needs, and outcomes
- Skilled communicator with the ability to engage diverse audiences with clarity, authenticity, and influence
- Experience managing multi-site or geographically dispersed operations
- Strong financial acumen with experience managing budgets, forecasting, and aligning resources with strategic priorities
- Graduate degree in public health, public policy, business, or a related field preferred; equivalent combination of education and experience will be considered

Core Competencies**Ability to Execute**

- Translates organizational vision into actionable plans and measurable results
- Demonstrates strong decision-making and problem-solving abilities under pressure
- Has a proven record of aligning short-term actions with long-term strategic objectives

Essential Leadership Skills

- Demonstrates emotional intelligence, cultural competence, accountability, and integrity in all professional interactions
- Can deliver clear, transparent communication with all stakeholders
- Commits to anti-racism and health equity as foundational leadership principles
- Decisive yet collaborative leadership style with adaptability and responsiveness to changing circumstances
- Leads with empathy, clarity, and moral courage
- Agile learner with the ability to quickly grasp new concepts and technology and apply critical thinking to complex problems
- Builds and motivates diverse, high-performing teams while fostering a positive and inclusive organizational culture

Financial Management and Resource Development

- Proven ability to manage budgets and achieve financial targets
- Experience identifying and developing diverse revenue streams
- Familiarity with financial reporting, compliance, and internal controls
- Ability to allocate resources in alignment with organizational goals

Community Relationships and Advocacy

- Strong, dignified, and executive presence
- Cultivates authentic partnerships and serves as a trusted advocate for community health improvement
- Excellence in one-on-one and small group engagement
- Compelling public speaker and media spokesperson
- Build and sustain relationships that strengthen the organization's credibility and impact



Vision and Innovation

- Forward-thinking approach with demonstrated awareness of social, technological, economic, and healthcare trends that inform strategic direction
- Ability to create clear, inspiring, and actionable strategic roadmaps
- Impact-focused mindset with a commitment to both measurable outcomes that reflect community-defined success and address health disparities
- Flexibility and resilience to course correct when necessary

Physical Requirements

- Must be able to work in a hybrid environment that requires both remote and in-person work
- Ability and willingness to travel locally and regionally
- Sits for long periods. Works long hours on a computer. Uses a keyboard. Reads printed materials or from a computer monitor
- Occasionally required to climb or balance, and stoop, kneel, crouch, or crawl. Must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. In support of the Americans with Disabilities Act, this job description lists only those requirements and qualifications deemed essential to the position

Work Location and Arrangement

This position is based in Rochester, NY. The organization currently operates in a hybrid work mode. Travel to the India subsidiary is not required.

Please send a cover letter and resume/CV to:

Krista Berry, director of human resources
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