



POSITION PROFILE

# Chief Executive Officer



# ABOUT WESTERN MONTANA MENTAL HEALTH CENTER

Since we opened the doors in 1971, Western has been driven by the unwavering goal of providing behavioral healthcare that meets the needs of the people we serve throughout Western Montana. Over the years of substantial change, we have stayed true to the commitment to providing person-centered and evidence-based care in community settings.

Today, Western Montana Mental Health Center (WMMHC) provides a full spectrum of mental health and substance use services. As a recipient of multiple Certified Community Behavioral Health Clinic (CCBHC) grants, we are committed to delivering high-quality, person-centered, and integrated care to our community. Our services include 24/7 crisis intervention, comprehensive outpatient mental health and substance use treatment, primary care screening, and targeted case management. We focus on coordinated care, ensuring that our clients and patients receive the support they need to achieve optimal health outcomes.

**Our Mission:** At WMMHC, our mission is to build thriving communities through compassionate, whole-person, expert care.

**Our Vision:** Our vision is to serve as a premiere community provider, employer, and partner in comprehensive behavioral health services.

**Our Values:** Empathy. Integrity. Respect. Impact.

**For more information visit <https://www.wmmhc.org/>**

**Meeting people where they are to provide equitable access to hope, meaningful life choices, and better health outcomes.**





# KEY ANALYTICS

## Reach and Impact:

- Serves over 10,000 individuals annually across Western Montana
- Operates 15 outpatient clinics and 3 residential treatment facilities across a 23,000-square-mile service area.

## Breadth of Services:

- Provides a comprehensive array of mental health and substance use disorder services, including psychiatric assessment, individual/group therapy, medication management, crisis intervention, and intensive case management.
- Offers specialized programs for children, adolescents, adults, and older adults.

## Outcomes and Quality:

- Achieved a 95% client satisfaction rating in most recent 988 survey.
- Maintained a 90% treatment engagement rate, exceeding the national average.
- Reduced 30-day hospital readmission rates by 12% over the past 3 years.

## Community Partnerships:

- Collaborates with over 50 local and regional healthcare providers, social service agencies, and law enforcement entities.
- Leads the Western Montana Behavioral Health Coalition, a multi-stakeholder initiative to improve regional care coordination.

## Financial Stewardship:

- Operates on an annual budget of \$28 million, with 65% of funding from Medicaid, 20% from grants and contracts, and 15% from private insurance and self-pay.
- Maintained a healthy operating margin of 8.2% in the previous fiscal year.

## Workforce Development:

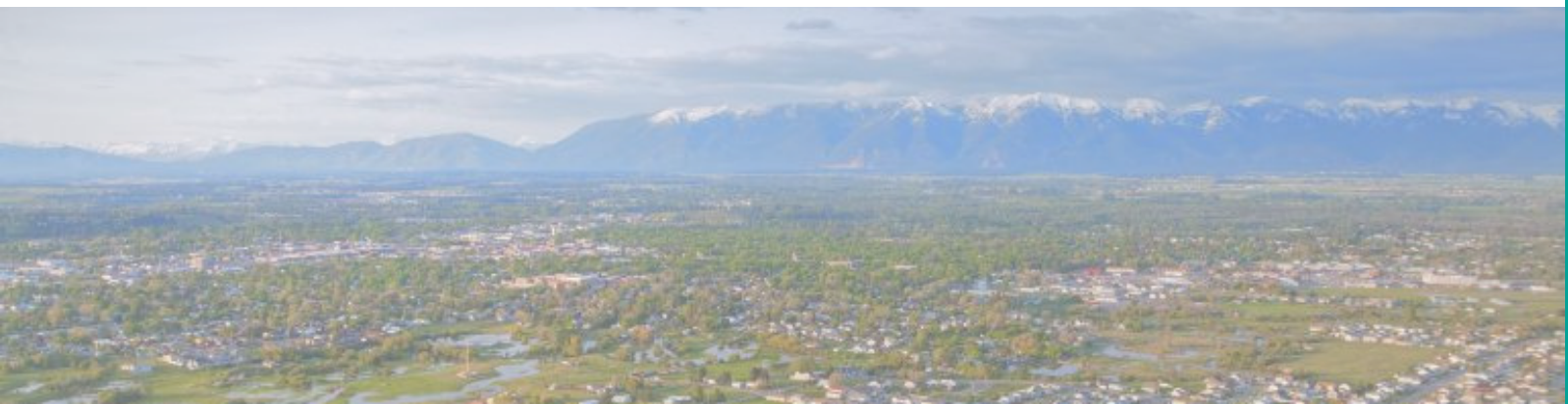
- Employs a multidisciplinary team of approximately 291 health professionals (245 FT and 46 PT), including psychiatrists, psychologists, social workers, and peer support specialists.
- Provides comprehensive training and professional development opportunities, resulting in increased staff retention.

# THE OPPORTUNITY

**The Western Montana Mental Health Center Board of Directors is seeking a Chief Executive Officer who will define, communicate, and lead the implementation of the vision and mission for the organization. The CEO directs overall budget and strategic planning to meet objectives of short- and long-range goals, as well as acts as a positive role model through good work ethic, fairness, flexibility, and commitment to appropriate and direct communications and demonstrates energy and enthusiasm for Western's mission and vision.**

**The CEO will have a truly remarkable opportunity to lead an organization that is making a profound and lasting impact on the mental health and well-being of communities across a vast, underserved region. As the head of this respected, mission-driven nonprofit, the CEO will oversee a comprehensive array of evidence-based services, from psychiatric assessment and counseling to intensive residential treatment on innovative community outreach programs. With a talented, passionate workforce, stronger financial footing, and deep roots in local partnerships, the organization is poised for continued growth and innovation.**

**The incoming CEO will have the chance to build upon this solid foundation, leverage data-driven insights to enhance clinical outcomes, strengthen regional care coordination, and expand access to culturally competent, trauma-informed mental health support. Most importantly, the CEO will play a pivotal role in realizing the organization's bold vision of transforming lives and empowering individuals, families, and communities across Western Montana to thrive. This is a truly exciting and impactful leadership opportunity for an experienced, visionary healthcare executive.**





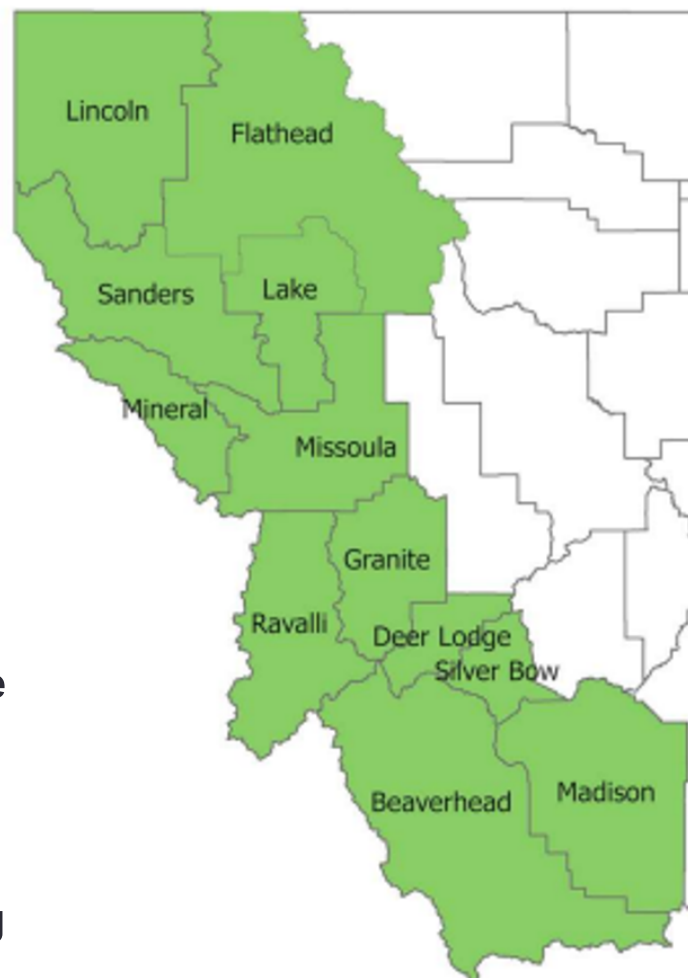
# THE OPPORTUNITY

The CEO will oversee and manage the day-to-day operations of WMMHC through strategic oversight, lifting up and empowering our dynamic staff, and ensuring the effective coordination and growth of our programs and services, including but not limited to:

- Adult Treatment Services
- Group Adult Homes
- Crisis Receiving and Stabilization
- Client Housing
- Jail Diversion
- Outpatient Therapy
- Psychiatric/Medication Management Services
- Program of Assertive Community Treatment (PACT) Services
- Targeted Case Management
- SUD Services
- Home Support Services
- Comprehensive School and Community Treatment Services
- 988 Suicide & Crisis Lifeline

WMMHC operates across 12 western counties and is part of statewide efforts to advocate for increased mental health awareness and support. The CEO must ensure proper management with a focus on operational efficiencies, pursuing all opportunities for financial growth, and providing viable solutions to complex financial challenges to ensure the financial health of the organization.

The CEO will also provide the strategic vision for the organization and serve as the corporate and community ambassador in serviced communities. The CEO also must be the leader in establishing a culture that honors individual contributions, motivating employees to peak performance, and maintaining accountability at all levels.



# CANDIDATE PROFILE

**The WMMHC Board of Directors is interested in hearing from candidates who offer honed leadership skills, professional and lived experiences, and diverse perspectives.**

**We are looking for candidates with:**

- **experience leading diverse teams of employees and providers**
- **extraordinary and proven fiscal management abilities**
- **lean operations management experience**
- **demonstrated risk management and strategic visioning expertise**
- **program development oversight experience**

The details provided below are representative of the competencies, knowledge, and experience WMMHC is seeking for the CEO position.

## **Strategic Visioning**

- Serves Western as a corporate and community ambassador and role model, reflecting the Western vision and leadership competency to serve all local and county needs.
- Understands and assumes primary role in establishing the corporate culture as an organization which recognizes and honors each individual and their contributions to Western's success.
- Monitors legislative developments and responds accordingly.
- Promotes communication in partnership with the Director through a variety of means to inform staff of events, program development and changes, etc.
- Provides leadership, information and education for lay and professional groups in the broad areas of mental and behavioral health.



## **Operational Management:**

- With the Executive Team, develops and annually reviews corporate policies and procedures that support Western's mission, vision and values.
- Addresses legal and/or liability issues that arise concerning Western, its programs, staff and Board of Directors.
- Responsible for final approval of union contract negotiations.
- In collaboration with the Human Resources Director ensures consistency of application of personnel policies and procedures. Serves as the final decision maker for employee grievances.
- Oversees the maintenance and obtainment of physical properties of Western and that they are maintained in a sound, safe and sanitary condition and good repair and operating condition.
- Provides final signatures for all major negotiation and acquisitions with the approval of the Board of Directors.
- Provides guidance, direction, and authorization to carry out major plans and procedures that are consistent with established policies and approval of Board of Directors.
- Supports compliance with quality improvement and assurance initiatives, standards and practices to maintain appropriate licensure and provide quality service to clients.
- Reviews operating results of Western and compares them to established objects and ensures that appropriate measures are taken to correct unsatisfactory results.

## **Executive Team & Board Oversight:**

- Leads the executive team and is responsible for leading all aspects of operations including strategic planning, daily operations, public relationships, financial sustainability, and compliance with all state and federal regulatory requirements.
- Provides consultative leadership and technical consultation to the Board of Directors.
- Provides exemplary leadership to Western including, but not limited to: Team and leadership selection, vision alignment, leadership mentoring, performance management and strategic corporate guidance.
- Recruits, hires and supervises direct reports including performance evaluation, compliance insurance, policy and process adherence, and meeting organizational objectives.

## **Fiscal Management:**

- Oversees the adequacy and soundness of Western's financial position including asset management, budget oversight, and fiscal accountability.
- Pursues all opportunities for financial growth and provides viable solutions to complex financial challenges to ensure the financial health of the organization.
- Advises the Board of Directors of financial conditions and future needs of Western and its various programs and makes such recommendations for consideration.
- Directs preparation of an annual organization-wide budget for review by the Board of Directors that illustrates expected revenues, expenditures, and reasons for variances with plans to address variances in the future.
- Maintains strong relationships with state and federal partners and legislative bodies to generate funding through all appropriate resources.
- Supports compliance with all employment and fiduciary laws, standards and practices to assure full accountability throughout the organization.

## **Program Development and Oversight**

- Establishes and enforces the performance of agreements and contracts to which Western is a party; supervises the administration of capital improvement programs, expansion of services, and long-range planning.
- Integrates the services of Western with other health, welfare and educational programs to effectively utilize all resources to the end that the purposes of Western may be achieved.
- Reviews and directs appropriate corrective action upon reports and recommendations of regulatory and inspecting agencies to assure that Western is in conformity with their requirements.
- Dispenses advice, guidance, direction and authorization to carry out major plans and procedures consistent with established policies and Board approval.
- Represents Western in the mental and behavioral health communities throughout Montana.
- Performs other job-related duties as assigned by the Board of Directors.



## Education and Experience:

- Graduated from an accredited college with a master's degree required.
- Medical degree (M.D./D.O.) or doctoral degree (Ph.D./Ed.D.) preferred.
- Minimum of seven years of increasing management responsibility in a similar role with a record of achieving long-term growth and success in the health and human services or similar fields

## Knowledge and Skills:

- Must have transformative financial management skills to ensure long-term financial stability for the organization.
- Must be able to identify, enhance, and execute all daily operational functions of the organization.
- Able to read, analyze and interpret complex theories and business practices and utilize best practices and data collection and interpretation. Must be able to respond logically to a variety of abstract and concrete variables.
- Able to utilize mathematical skills such as probability, statistical inference and ability to apply concepts such as fractions, percentages, ratios and proportions to practical work situations.
- Must be able to understand and interpret laws and regulations related to or pertaining to a mental health program.
- Must have reasoning ability to define problems, collect appropriate data and information, establish facts, conduct investigations and draw valid conclusions that can be utilized to conduct further education and training experience.
- Display a confident comfort level presenting to groups of people or individuals at top levels of management, Board of Directors, legislative members or in community forums.
- Ability to write and conduct speeches and/or publish articles to effectively represent Western.
- Must have a confident comfort level to mediate conflicts among employees or community partners.





## **Compensation and Location and Hiring Process**

The compensation for this role will offer a base compensation range of \$190,000-\$210,000. Salary will be commensurate with skills and experience. WMMHC is located in Missoula, Montana, and this position requires an on-site CEO who is regularly available for staff and community stakeholders.

Benefits include health, dental, vision, life, and Health Savings Account contributions. Additional perks include employer paid life/AD&D Insurance, 403(b) Retirement Plan, generous paid time off package that begins upon employment, flex dependent care to assist with daycare expenses, a student loan forgiveness program, and much more!

We are committed to respecting candidates' time and efforts during the hiring process. At this time, we anticipate that the process will include 2-3 interviews.

**[Click here to apply!](#)**