

Southeast Mississippi Rural Health Initiative, Inc.

Chief Executive Officer Recruitment

The Southeast Mississippi Rural Health Initiative, Inc. (SeMRHI) in Hattiesburg, Mississippi is seeking an energetic visionary Chief Executive Officer to lead a fantastic team of dedicated employees.

COMMUNITY ATTRIBUTES

Hattiesburg located in the southeast Mississippi, offers a vibrant art and music scene, excellent schools, colleges, and universities, and a premiere health services and medical community. Located an hour's drive from the Gulf of Mexico and its beaches, with similar proximity to Jackson, MS (state capital) and New Orleans (major city and airport), as well as Mobile, AL, and Biloxi, MS which offer significant tourism and recreational amenities via the Gulf beaches and waterways. Hattiesburg has premiere public and private educational, recreational, and cultural institutions in addition to medical and health amenities for area residents and surrounding communities. The area is also rich in cultural and historical amenities.

The community is particularly fortunate to have four (4) outstanding public-school districts along with three (3) great private schools in the Forrest and Lamar county area. The University of Southern Mississippi and William Carey University are in Hattiesburg. William Carey has a medical school and both universities have nursing schools. Two major community colleges are located nearby. Additionally, there is a Veterans Clinic in Hattiesburg as well as other private medical clinics and medical offices. The City of Hattiesburg provides public transportation within its Midtown area.

Hattiesburg has a lot to offer for both young and old as the City is also in the midst of branding itself as an exceptional community for retirees. The 2021 population of Hattiesburg was 47,169 in a metro area of 172,231. Hattiesburg was ranked first in the state for job creation in 2021. While much of its industry is comprised of small and medium sized businesses, Warren Asphalt, located in Hattiesburg, furnishes most of Mississippi's asphalt supply. Housing stock is diverse, available, and reasonably priced. The midtown area of the City features a significant redevelopment area including upscale shops and eateries. Federal and local taxes as well as income and property taxes are very reasonable.

SOUTHEAST MISSISSIPPI RURAL HEALTH INITIATIVE, INC. (SeMRHI)

The SeMRHI was formally organized in May 1979 as a 501 c) (3) nonprofit corporation. The corporation's purpose is to improve the health status of the residents of a rural area of southeast Mississippi.

SeMRHI is a network of community health centers that provide preventative and primary healthcare for all patients regardless of insurance status. SeMRHI operates seventeen (17) healthcare sites in Southeast Mississippi. Services offered include primary care, women's health, vision, pharmacy, minor care general dentistry, behavioral health, and school-based health clinics.

Initial operating funding was received in September 1979 and the organization began delivering primary care services to residents of metropolitan Hattiesburg from its first clinic in 1980. This clinic was followed the original clinics serving clients in Lamar, Covington, and Perry counties. Other clinics and services have been provided at various community clinics in their respective communities. In 1999, state funds allowed additional expansion of services and a Dental Clinic was added, as well as expansion into various public schools in their communities. Vision services were added in 2015. State funds, awarded in 1999, allowed the establishment of a Social Services Department, which today includes social workers and nurse case managers. Today SeMRHI operates a network of

seventeen clinics located in nine different cities. Through this network SeMRHI serves the region by providing access to much needed health care and social services. SeMRHI operates under a cost-based reimbursement model and the clinics are not totally dependent on federal funding. SeMRHI is authorized 229 FTE's. Revenues for FYE 01/2021 totaled \$28,043,749.

SeMRHI has supplied health care services to more than 38,000 individuals (100,000 visits) annually in the past few years. Female patients make up 64% of the patients. Full-time prenatal care is being provided to over five-hundred women annually. Through its RYAN White program, SeMRHI is the second largest service provider to HIV patients. SeMRHI's service area has a total population of approximately 400,000.

SeMRHI has developed a number of strong, supportive partners through the years including Forrest General Hospital, the Mississippi State Department of Health, Hattiesburg Clinic several private physician offices, the University of Southern Mississippi, William Carey University and many other social and educational agencies in Hattiesburg and the surrounding counties.

SeMRHI's Mission is to provide access to affordable quality primary and preventative healthcare to the communities it serves in a patient centered, safe and compassionate environment

SeMRHI values quality, courtesy, integrity, respect, and teamwork.

CHIEF EXECUTIVE OFFICER JOB REQUIREMENTS

Minimum requirements include graduation from a college or university with a Master's degree in healthcare administration, business administration, public administration, social work, or public health combined with at least five years of supervisory experience in community health or related field. A closely related combination of education and experience may be considered.

The new Chief Executive Officer needs to understand the urban/rural context of service for the organization. Besides rural residents, the organization serves a large inner-city population which includes the homeless, as well as a large immigrant population.

Required competencies include:

- Leadership skills
- Interpersonal and communication skills
- Organizational skills
- Conflict resolution skills
- Time management skills
- Innovative skills to envision the organization's future

Characteristics Of The Ideal Candidate for Chief Executive Officer include:

- A work history demonstrating leadership capability and administrative experience for similar health agencies as well as a passion for the work of the agency and genuine compassion for the employees and clients.
- A demonstrated ability to unite and lead in an effective manner toward a common goal, including having a passion and a compassion for successfully managing the staff.
- Proven skill and success in providing leadership for organizations serving economically disadvantaged clients with an emphasis on health service or similar social service provision is required.
- A demonstrated background in visioning and leading an organization as well as planning for its future sustainability. Health administration, medical care provision, and social work are backgrounds suitable for the position.
- Strong competencies in fiscal management, marketing and branding, innovation, and sustainability.

- Superb community relations skills are needed as the organization serves a five-county area and works cooperatively as a team with the local hospital and medical schools, public schools, and other service organizations in its service area.
- Public relations and marketing abilities are highly desirable as the organization desires to increase its visibility and garner a more favorable view (respect) in its five-county service area. The ability to work well with school systems is especially important as health care programs are provided through agreements with the local public schools. The ability to work cooperatively with the hospital and medical schools as well as the local Health Departments and other medical institutions in the area is extremely important as there is a desire to increase and improve the visibility of the organization throughout the community and its service areas.
- Public speaking and community relations skills as the Chief Executive Officer serves as the spokesperson for the Board of Directors.
- Organizational Leadership including the ability to attract, train, manage and grow staff as well as the ability to provide administrative guidance under the leadership of a multifaceted and diverse 9–25-member Board of Directors whose members reflect the communities they represent.
- Able to sympathize and empathize with the constituents and patients who use the Agency’s Clinics; be sensitive to their needs and willing to “go the extra mile” in serving them.
- Ability to maintain and sustain the financial credibility and integrity of the Agency to ensure its current and future fiscal sustainability.
- Able and willing to be a “community partner” while moving the organization forward as needed by the community and directed by the Board of Directors.

To Apply: The position will remain open until filled. Resumes will be evaluated as they arrive and the process will move forward upon receipt of a sufficient number of well-qualified responses. A first review of resumes is scheduled for August 31, 2022. Therefore, if interested in this outstanding opportunity, please e-mail a detailed resume with a cover letter and salary expectations right away to:

Robert E. Slavin or Barbara Lipscomb

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