



RUDISH HEALTH | LEADERSHIP PROFILE

Chief Executive Officer

CIVITAS
Networks for Health



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Position	Chief Executive Officer
Organization	Civitas Networks for Health
Location	Remote
Website	civitasforhealth.org

Opportunity

Civitas Networks for Health, the nation's largest collaborative of health innovators working to use health data exchange and improve population health, is seeking a visionary strategic leader as its next Chief Executive Officer.

Reporting to the Board of Directors, the CEO will hold a highly visible role providing strategic leadership, advocacy acumen, and operational excellence to this central hub of over 160 constituent members, working hand in hand with health information exchanges, regional health improvement collaboratives, quality improvement organizations, and vendors taking data-informed, multi-stakeholder approaches to health improvement.

Key priorities for the role include:

- Member support, enabling the sharing of best practices in the collaborative to make members stronger and more successful together
- Membership retention and growth to build a thriving network
- Government relations and advocacy to help constituents navigate the changing regulatory ecosystem
- Strategic planning
- Revenue diversification

A rare opportunity for an inspirational leader to take Civitas to the next level, the successful candidate will demonstrate a relationship-oriented advocacy mindset, experience with board relations, and a strong understanding of the health IT, data, or population health space with a clear focus on strategic partnerships that expand Civitas' capabilities under evolving reform.



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Civitas Networks for Health

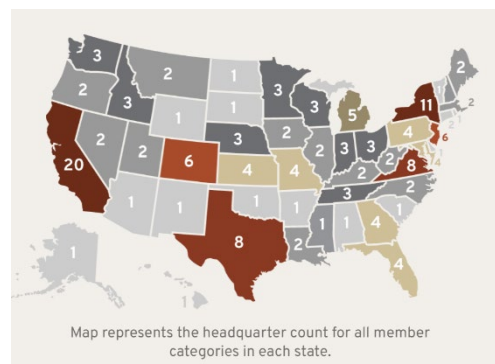
Civitas Networks for Health is the leading voice and convener for organizations working to use data to improve health in communities across the country. Civitas is a small, high-performing, national team of public health and health care management professionals. They serve 160+ member organizations across the country and are committed to their mission of driving cross-sector, multi-stakeholder, and data-driven initiatives through increased collaboration, shared learning, and education.

Civitas was launched from the formal integration of The Network for Regional Healthcare Improvement (NRHI) and the Strategic Health Information Exchange Collaborative (SHIEC) in 2021.

Members

Civitas members represent

- Regional health data utilities
- Health improvement collaboratives
- Regional and state health information exchanges
- Community information exchanges
- All-payer claims databases
- Health data organizations
- and affiliated organizations



Federal and national grant-funded programs focus on multi-site, data-driven approaches to advance health and health equity.

Civitas unites organizations across the health data and health improvement landscape to drive meaningful change through collaboration, policy influence, and shared learning. Their network provides the connections, resources, and support needed to amplify impact at both local and national levels. Their network is diverse and made up of different entities representing varied geographies and ranging in capabilities. Each member that participates in Civitas plays a vital role in transforming health care and data exchange.

Read about Civitas' constituent members [here](#).



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Capabilities

Civitas leverages the combined experience of its internal team with that of its members and partners to offer resource development and dissemination; education and training; technical assistance; project administration; tracking and monitoring public and private funding opportunities; event planning and communications; and more.

Member Strategic Priorities



By joining Civitas, members gain access to...

- **Unparalleled Connections:** Collaborate with peers, thought leaders, and innovators who share a commitment to improving health through data and partnerships.
 - Connect with leading health data organizations nationwide to share best practices and address common challenges.
 - Exchange ideas and strategies with organizations leading multi-stakeholder health improvement efforts.
 - Collaborate with Civitas members to develop and implement cutting-edge solutions that drive health care transformation.
 - Collaborate with industry leaders on data governance, privacy considerations, and sustainable funding models.
 - Insights into best practices for leveraging claims data to inform policy, improve quality, and enhance transparency.
 - Connect with peers across the country to advance standardized reporting and analytics.
 - Stay informed on national policy trends affecting quality measurement, reporting, and patient safety.

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- Gain access to best practices in advancing health equity, value-based care, and population health strategies.
- Gain insights into evolving trends in interoperability, data governance, health IT, quality improvement, public health, population health, and other health transformation efforts.
- Connect with other hubs who are transforming the way care is delivered in communities.
- Engage in collaborative discussions on improving cross-sector partnerships and interoperability.
- **A Seat at the Table:** Help shape the future of national health policies, standards, and programs, ensuring local solutions drive national progress.
 - Engage in national advocacy efforts to strengthen member roles in health care transformation and state health data ecosystems.
 - Engage in policy discussions that impact funding, data governance, and interoperability.
 - Shape the evolving landscape of health data exchange by showcasing members in national conversations, advocacy efforts, and spotlight opportunities.
 - Engage in advocacy efforts that elevate the role of nonprofit neutral community infrastructure in national health policy discussions.
- **Valuable Training and Education:** Participate in industry-leading webinars, workshops, programs, and conferences designed to equip members with the knowledge, tools, and strategies they need to succeed.
 - Access technical resources and strategic support to enhance data-sharing capabilities and sustainability.
 - Access tools and frameworks to enhance collaboration between patients, payers, providers, public health, and community organizations.
- **Definitive Resources and Guidance:** Gain trusted resources and best practices, providing clarity on the evolving roles of HIEs, HDUs, RHICs, CIEs, APCDs, QIOs, and other key players in health data ecosystems and the country's health improvement infrastructure.
 - Gain technical guidance and peer support for expanding data exchange beyond clinical settings to public health, social services, and other sectors.
 - Access tools and resources to enhance data sharing, closed-loop referrals, and social determinants of health initiatives.
- **Greater Impact:** Amplify work through collaborative campaigns, programs, and public-facing events that highlight and scale proven solutions.
 - Connect with health data and health improvement leaders and decision-makers to identify partnerships and opportunities.



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- Collaborate with health data organizations to improve coordination between social services and health care.
- Collaborate with health data organizations to leverage real-time data for quality improvement initiatives.

Key Statistics

Membership: 160 total and growing (88 full members, 18 affiliate members, and 52 strategic business and technology members)

Revenue: \$3.5M

Budget: \$3.3M

Grants raised for members: \$35M

States impacted: 50

Convenings: 55 visits with local and federal government officials annually and 100+ virtual convenings annually

Mission, Culture, and Core Values

Mission: To drive cross-sector, multistakeholder, and data-informed initiatives to improve health and health data exchange by

- Increasing collaboration and shared learning,
- Providing thought leadership and technical expertise,
- Educating public and private entities about the benefits, functions, and roles of Civitas' community, including All-Payer Claims Databases, Health Information Exchanges, Regional Health Improvement Collaboratives, and Quality Improvement Organizations, and the emerging Health Data Utility model.

Culture Statement: We are an intentionally remote team distributed across the United States. We are committed to fostering creativity, clear lines of communication and accountability, curiosity, and a collaborative, supportive, and inclusive environment.

Core Values: Care and collaboration; adaptability, trust and communication, inclusivity and new perspectives; taking care of one another; and fun and hard work are the core values that define Civitas' vibrant community.

Reporting Structure

The CEO will report to the Civitas Networks for Health Board Chair. This leader has oversight over a team of 9 full time employees and 5+ contract services/staff extenders. Read about the team and board [here](#).

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Position Summary

The Civitas Networks for Health CEO is a proven leader whose passion for addressing complex health and healthcare issues and developing successful responses has been well demonstrated at a regional and national level. The person in this role will have significant experience in leading strategic and high-level decision-making and in using their keen interpersonal skills to coalesce national stakeholders and partners around common goals to develop and implement a sustainable, comprehensive business model for HIEs, RHICs, affiliated organizations and communities we serve.

The CEO provides executive leadership, guidance, and overall organizational direction to Civitas, and is the national representative responsible for all of Civitas' strategic, financial, operational, and development functions, ensuring achievement of the organization's strategic goals and performance measures. In consultation with the Civitas Board of Directors, the CEO creates and refines the organization's Vision, Mission, Values, and key strategic objectives and plans; advances the Mission; and meets governance needs through committee and Board work.

Civitas Networks for Health is incorporated in Maine. Civitas is a remote workplace with staff and contractors in multiple locations across the US, as well as a national membership base in nearly every state in the nation. The CEO must effectively oversee these staff and their work and engage with members across the country. While the CEO may be based anywhere, this leader is expected to have a substantial presence in or travel to the Washington, DC area to support government relations efforts.

Primary Duties and Responsibilities

Assures effective strategic and operational planning

- Leads the organization's strategic planning effort in partnership with the Board and supports the Board in the development of a definable organizational identity, Mission, Vision, and Values.
- Develops and executes strategies to enhance member engagement, satisfaction, and retention.
- Ensures alignment of strategic goals with member needs and national health priorities.
- Informs the Board of the progress of the strategic plan through regular reporting.
- Leads the organization's operational planning and informs the Board regularly about progress towards meeting key operational goals and objectives.



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Assures positive financial performance

- In cooperation with the Board and in accordance with the strategic and operational plans, leads the development of the overall sustainability plan and actively seeks new revenue for Civitas and its members.
- Effectively directs the development of annual operating budgets for Board approval.
- Directs and guides effective financial analysis, accounting systems, and protocols.
- Monitors monthly financial performance, taking action as appropriate to ensure that monthly, quarterly, annual, and long-term financial objectives are met.
- Directs the development and presentation of financial reporting to the Board of Directors and operational managers.

Assures achievement of key strategic objectives

- Cultivates and fosters key strategic relationships with public and private partners and creates opportunities for improved outcomes and future growth for members and Civitas.
- Secures funding and national partnerships to accomplish key strategic objectives.
- Serves effectively as the executive sponsor for contract/grant negotiations.
- Assures that contract/grant deliverables are timely and meet quality expectations and stay on budget.

Assures effective management of corporate risk

- Assures that the organization has an organized, systematic risk management program in place (including, but not limited to, insurance, confidentiality, and security) that meets all relevant laws, rules, and regulations for the organization.
- Assures that organizational policies, employment practices, employee benefits, and employee relations practices are in full compliance with related laws and regulations and conducted in a manner to provide optimum protection for the organization.
- Assures that competent legal counsel is available for consultation as appropriate in the conduct of corporate business.
- Maintains Civitas' business registrations and filings, maintains and updates Civitas' Articles of Incorporation and Bylaws as needed, in consultation with the Board.

Assures positive and effective relationships with members, national health and healthcare leaders, and policymakers

- Establishes and builds critical partnerships, relationships, and alliances that will leverage the achievement of Civitas' goals and enhance success.



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- Leads key strategic initiatives to advance data driven health improvement, regional and statewide health information exchange and health data utility models, and healthcare quality initiatives through cross sector, multi-site programs that promote Civitas' network.
- Provides visible and productive leadership nationally, with member organizations, and within the organization.
- Represents the organization to the media, federal government, and national partners and relevant entities through proactive and reactive meetings and events, interviews and articles, public speaking engagements, and advocacy and government relations efforts.
- Leads efforts to anticipate and respond to emerging trends in health data exchange, interoperability, and population health that may impact member organizations.
- Serves as a convener and facilitator of national dialogue on health data exchange, equity, and transformation.

Assures a talented, engaged workforce and positive corporate culture

- Leading by example, assures compliance Civitas' policies and procedures.
- Fosters a culture of respect, learning, innovation, empowerment, recognition of performance, and celebration of achievement.
- Assures that Civitas is adequately staffed with talented, engaged employees through effective recruiting and retention programs. Makes hiring and staff/services decisions for direct reports, supports hiring and staff/services decisions of other managers as needed and manages direct staff.
- Assures that compensation and benefits programs are market competitive.

Establishes and maintains an effective and efficient organization and board governance

- Effectively directs the allocation of personnel and funds to accomplish Civitas' work.
- Organizes Civitas to maximize productivity and efficiency in the effective execution of its contracted obligations and the pursuit of its strategic plan.
- Supports Board and Committee functions to maximize Board input, efficiency, and consensus.



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Candidate Qualifications and Experience

- A bachelor's degree is required.
- Proven experience in managing board and committee structures.
- Proven executive leadership experience in healthcare, non-profit associations, or related fields. Experience leading a membership-based organization or association is highly desirable.
- Significant subject matter expertise in one or more of these member competencies is required: health IT, health information exchange, health policy, population health, payer supplied data, value-based care, or quality improvement.
- Experience with government relations and advocacy at the state and/or federal level is strongly preferred.
- Demonstrated success in influencing policy and securing public, grant award, or philanthropic funding.
- Strong skills in analytical problem-solving, project management, and effective written and verbal communication.
- Strong understanding of healthcare industry dynamics and trends.
- Exceptional communication, negotiation, and relationship-building skills.
- Proficient in financial management and strategic planning.

Compensation

An attractive compensation and benefits package, with a base salary range around \$300,000 plus bonus, will be offered commensurate with the candidate's experience.



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