

Chief Executive Officer



intermountain
Caring Solutions ■ Strong Families ■ Healthy Communities



The Organization



Intermountain is a nationally recognized non-profit headquartered in Helena, Montana providing Hope & Healing to children, youth, adults, and families in need of improved mental and behavioral health. Intermountain has positively impacted the lives of adults, children, and families for over 100 years. At Intermountain, our commitment is to holistic, integrated services and a relationship-based approach. We help create and sustain nurturing, healthy environments where individuals can thrive and grow.

Our residential campus in Helena offers an integrated, intermediate residential services structure for daily living experiences, clinical therapies, academics, to facilitate optimum healing opportunities. Our community services include Child and Family Therapy, Co-Occurring Substance Use and Emotional Distress services, Youth Case Management, Psychiatric Medication Management, Occupational Therapy, Speech and Language Pathology, and Therapeutic Education Services.

Mission: Healing through healthy relationships.

Vision: Relational and emotional health through transformative, integrated care.

Values: In all we do, we create a supportive environment promoting healthy change and growth. Working with others, we improve society's ability to provide prevention, protection, treatment, and permanency for all struggling children, youth, and families.

The Position



Intermountain is seeking a visionary and relational Chief Executive Officer (CEO). The CEO leads the organization in realizing our mission and vision and living our values. This includes championing a vision of integrity, inclusivity, and deep-seated dedication to child well-being. The role emphasizes fostering a vibrant organizational culture, nurturing leadership, advocating for funding, establishing community connections, and ensuring top-notch services within the legal and regulatory framework.

The successful candidate will have a solid foundation for success. In addition to our 100-year history, strong donor and community support, and successful service model, Intermountain is making significant investments in leadership development and organizational improvement efforts. This includes a partnership with SoundMind Leadership (Soundmindleadership.com) to implement self-awareness, intentionality, and a change process that will ensure a high-performance culture. This partnership will support the CEO with executive coaching and consultation services to foster personal and professional development and ensure the success of the team and organization.

Key Accountabilities

1. Leadership and Organizational Culture:

- Inspire and set standards of excellence to achieve Intermountain's mission.
- Foster a healthy, vibrant, and inclusive organizational culture.
- Prioritize staff engagement, mentorship, and professional growth to develop future leaders.

2. Strategic Growth and Planning:

- Collaborate with the Senior Leadership Team (SLT) and the Board to develop strategic initiatives.
- Champion and lead change management to ensure Intermountain's adaptability and resilience.
- Oversee program development, ensuring they align with Intermountain's objectives and deliver high-quality adult, child, and family services.

3. Stakeholder Relationships:

- Build and maintain strong partnerships with the supporting denominations: United Methodist, Presbyterian Church (USA), United Church of Christ, and the Evangelical Lutheran Church in America.
- Represent Intermountain in the community, ensuring effective media relations and robust public engagement.
- Engage in proactive fundraising, working closely with the Development Department, including direct donor interactions.

4. Governance and Compliance:

- Collaborate closely with the Board, ensuring adherence to Ends Policies, Executive Limitations Policies, and other guiding frameworks.
- Ensure all accreditation, licensing, and certification requirements are met.
- Ensure that fiscal, legal, and operational policies reflect best practices.
- Ensure proper financial stewardship of the organization including overseeing collaborative budget development and administration.

5. Community and Advocacy:

- Advocate for resources and support from federal and state entities, private organizations, and legislative bodies.
- Act as the primary spokesperson, engaging in public speaking, community forums, and written publications.
- Strengthen and expand Intermountain's community presence, fostering trust and collaboration.



Intermountain is an equal-opportunity employer that is committed to inclusion, diversity and equal opportunity for all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or other legally protected characteristics.

CEO Leadership Attributes

1. **Visionary Thinking:** Foreseeing the future of the industry and company, setting a clear direction, and aligning everyone towards the same goals.
2. **Leadership Focused:** Establishing effective leadership as an organizational imperative. Intentional focus on identifying and growing leaders within the organization.
3. **Decisiveness:** Making firm decisions even amidst uncertainty and taking responsibility for those decisions' outcomes.
4. **Integrity:** Upholding ethical standards, demonstrating honesty, and cultivating trust.
5. **Strong Communication:** Communicating clearly, persuasively, and inspiringly. Demonstrate active listening and reciprocal communication.
6. **Emotional Intelligence:** Recognizing, understanding, and managing emotions, both personally and in interactions with others.
7. **Lifelong Learner:** Demonstrates a commitment to continuous learning and personal growth, actively seeking opportunities to expand knowledge and skills, thereby driving innovation and excellence.
8. **Adaptability:** Pivoting when necessary and being flexible in response to change.
9. **Courage:** Taking calculated risks and making tough decisions when needed.
10. **Empathy:** Genuine care and understanding for employees, patients, families, and other key stakeholders.
11. **Strategic Mindset:** Thinking steps ahead and aligning company operations with long-term goals.
12. **Problem-Solving Skills:** Addressing challenges efficiently and turning potential threats into opportunities.
13. **Stakeholder Management:** Balancing the needs and interests of all parties involved in or affected by the company. Including the community, the Board of Directors, donors, and church affiliations.
14. **Financial Acumen:** Understanding and making decisions based on the financial dynamics of the business.
15. **Delegation:** Entrusting responsibilities based on team strengths, fostering growth and efficiency.
16. **Continuous Learning:** Being perpetually curious and fostering a culture of ongoing growth and education.
17. **Resilience:** Bouncing back from setbacks and continuing to lead with confidence.
18. **Cultural Competency:** Appreciating and leveraging diverse cultures, especially in global contexts.
19. **Networking Abilities:** Maintaining beneficial relationships with industry peers, leaders, and influencers.
20. **Innovation Drive:** Cultivating a culture receptive to new ideas and continuous improvement.
21. **Patient-Centric Focus:** Placing the patient (children, adults, and families) at the heart of all decisions.
22. **Collaborative:** Promoting teamwork and valuing the collective intelligence of the group.
23. **Donor Relationships:** Skilled in nurturing and maintaining relationships with donors or external funders.
24. **Mission-Focused:** Ensuring all actions and decisions align with the organization's core mission.
25. **Visible and Engaging:** Being actively present and interacting with employees, customers, and stakeholders.
26. **Vulnerable:** Embracing openness about challenges, uncertainties, and weaknesses to foster a culture of trust and authenticity.

Qualifications



- A master's degree in a relevant field or an equivalent combination of education and experience.
- A minimum of 8 years in senior leadership roles, preferably in healthcare, mental health, behavioral health, social services, or a related field.
- Proven experience in fundraising, public relations, community engagement, fiscal management, relations with government agencies, and working with boards and understanding of the legislative process and personnel management.
- Strong understanding and passion for Intermountain's vision, mission, and values.
- Intermountain will sponsor required annual training in Emergency Preparedness, HIPAA/HITECH and workplace safety.



Compensation



Intermountain offers an excellent compensation and benefits package and the opportunity for the CEO to earn performance incentives for achieving organizational goals.

The starting salary range for this position is \$190,000 - \$220,000 annually depending on qualifications, with the opportunity to earn incentives in the form of salary increases or bonuses for achieving organizational goals in the first year and additional performance incentives thereafter. The initial salary offer must be within this range.

Intermountain's Benefit Program

Relocation expenses: Reimbursement for relocation expenses up to a specified amount.

Retirement: A 403(b) with many benefits such as being tax deductible and tax-free, an employer match, and an optional Roth IRA. Intermountain matches 4% if the employee contributes the minimum 2%.

Medical Insurance: Employees can choose a Traditional Medical Plan or a Health Savings Account (HSA) Qualified medical plan through BlueCross BlueShield of Montana.

Health Reimbursement Arrangement: The HRA can be added to the HSA-Qualified Medical Plan to buy down the \$5,000 per person deductible to \$3,000 per person.

Health Savings Account: Intermountain provides an HSA employer contribution match of \$100 per month.

MDLive virtual health: The virtual health option provides convenience and reduced copay amounts.

Vision and Dental Coverage: Vision includes frames, lenses, contacts, and a well-vision exam, and dental includes preventive, basic and major care and an orthodontic option.

Life Balance Programs: Creating a healthy balance between work and play is a major factor in leading a happy and productive lifestyle. To support balance, Intermountain offers an Employee Assistance Program and a Wellness Program to support employees in managing stress and maximizing physical well-being.

Gym Discount: The fitness program provides access to a nationwide network of fitness locations.

Life and Accidental Death and Dismemberment Insurance: Employer-sponsored coverage financial security for families with a base amount paid for by Intermountain and an option to purchase additional voluntary coverage.

Personal Leave: Generous paid personal leave allows employee time away from work for sick days, rest and relaxation, or for other personal needs. Intermountain provides three to five weeks of paid leave per year based on length of service.

Holidays: In addition to generous paid leave, Intermountain offers 7 paid holidays per year.



Selection Process

- Applicants submit a resume, cover letter, and reference. The deadline for the first review of applications is January 10, 2024.
- Search firm conducts preliminary candidate screening to identify those meeting minimum qualifications and to rank candidates based on qualifications.
- Selected candidates complete a one-way video interview (HireFlix).
- Selection officials review video interviews to identify semi-finalists.
- Intermountain schedules and conducts video interviews with semi-finalists.
- Intermountain identifies finalists and invites them to in-person interviews with the selection committee and a presentation to the Board and staff.
- Finalists complete an assessment with SoundMind Leadership.
- Search firm conducts reference/background checks on top candidate(s).
- Board of Directors authorizes job offer to the top candidate.

How To Apply

Candidates are invited to submit a resume, a cover letter, and three professional references to Communication and Management Services, LLC at the following link: [Intermountain CEO](#)

The cover letter should describe why the candidate is interested in the position and relevant background information. The resume should include employment details, the size of staff and budgets managed, and career highlights. Candidates are encouraged to submit their application materials early for review by the Search Committee.

For more information about Intermountain:

<https://www.intermountain.org/careers/whyintermountain/>

The position is open until filled. To ensure consideration, applicants should apply by **January 10, 2024**. Initial applications will be confidential. Finalists will participate in open meetings. Confidential inquiries are welcome and may be directed to James Kerins of Communication and Management Services, LLC, at (406) 442-4934 or jkerins@cmsmontana.com.



The Community

By The Numbers

8

Elementary Schools

2

High Schools

1

Community College

1

Private College

Nestled in Montana's heart, Helena offers premier outdoor activities. A paradise for hunters, it's surrounded by the Rockies, teeming with elk and deer. Nearby lakes and Blue Ribbon Trout Streams offer nearby fishing opportunities. Winter transforms the landscape into a skiing wonderland at Great Divide. With extensive trail systems, Helena caters to hikers and bikers, providing a year-round haven for those seeking adventure and natural beauty.

7
Nearby Lakes
70
Miles of Trails
620
Acres of Parks & Trails
5,468'
Elevation of Mt Helena

Helena also offers a vibrant arts scene. Museums like the Holter Art Museum and the Archie Bray Foundation showcase the city's commitment to the arts. The arts community thrives at venues like the Myrna Loy Center, hosting a variety of performances and events.. For those seeking a blend of history and creativity, Helena offers a wealth of artistic experiences. Helena is also home to ExplorationWorks! interactive science museum for kids.

Helena is situated less than 20 miles from the continental divide and was named in October 1864 during the Montana gold rush following the naming of the Montana Territory. The city's historic millionaire mansion district remains evident in and around Helena's downtown shopping area along Last Chance Gulch, one of the most famous placer deposits in the West. In 1875, Helena became Montana's capital city, home to commerce and state, county, and local governments representing and serving state residents and several tribal nations.

Helena is home to more than 70 miles of hiking and biking trails adjacent to the city limits and is designated as a Silver-level Ride Center by the International Mountain Biking Association.

