

Employment Opportunities

EO-428

March 25, 2024

“Employment Opportunities” (EO) is a job clearinghouse for non-profit organizations. A one-time listing in Positions Available for LeadingAge Wisconsin members/subscribers is \$50 for a direct reply and \$75 for a blind ad. The fee for non-members for a onetime listing in Positions Available is \$100 for a direct reply and \$125 for a blind ad.

Employment Opportunities are typically included in our *Member Updates* newsletter. Ads submitted also are displayed on the LeadingAge Wisconsin website which can be found at:

www.leadingagewi.org/services-education/employment-opportunities.

EO-1019 Chief Executive Officer (CEO) – Kalamazoo, Michigan

Deffet Group is pleased to have been retained by *Heritage Community of Kalamazoo* to conduct an executive search for a *Chief Executive Officer*.

Since 1945, Heritage Community of Kalamazoo (Heritage) has built a local legacy of vibrant senior living by nurturing a passion for providing the seniors and families of West Michigan with exemplary personalized care. Located in one of Kalamazoo’s historic neighborhoods, it is the only locally-owned, non-profit senior living residence in the area. The organization is grounded on principles of honor, community, and meaningful living, and exists to support the desire to continue enjoying life fully. Heritage offers different branches of care, tailored to everyone’s tastes and needs, as well as being designed to fit various income ranges. Its dedicated staff ensures that whatever a resident chooses, they will find freedom, ease and peace of mind.

The Life Plan Community offers a full array of services, including independent living, assisted living, memory care, skilled nursing and multiple rehabilitation options. As of 2023, Heritage serves more than 370 residents and employs approximately 225 staff.

Heritage is searching for a CEO to lead its communities in meeting the needs of the next generation. Reporting to the Board of Directors, the CEO is responsible for the overall performance of Heritage and for developing and executing its strategic vision within budgetary and operational guidelines. Working collaboratively with an outstanding leadership team to ensure the organization maintains a high level of employee engagement and satisfaction, the CEO will establish a positive and interactive relationship with an active and involved resident population to enhance communication and support ongoing resident satisfaction. Serving as Heritage’s liaison to the external community and industry through active engagement in civic life and professional-related associations (LeadingAge, etc.), the CEO will be an innovative, creative thinker with a deep commitment to the organization’s mission, vision, and values.

A successful candidate must have at least a bachelor’s degree; although an advanced degree in a related discipline is preferred. At least five years upper-level management experience and a Nursing Home Administrator’s License (NHA) is also preferred. The candidate must have the ability to respond effectively to sensitive inquiries or

complaints. Sophisticated budgeting and financial management experience and prior board governance responsibilities are also needed for success in this role.

The ideal candidate will be a strategic thinker, team builder, and visionary leader. A communicator who sets the example and has a passion for senior living, the CEO will be an inspirational person who can generate excitement from others regarding the organization's future potential.

Candidate nominations or expressions of personal interest may be directed in confidence to Dan Deffet, Managing Partner, Deffet Group, Inc., via email: info@deffetgroup.com.