



## Ronald McDonald House Charities of the Triangle Chief Executive Officer Position Announcement

**Applications will be reviewed beginning April 1, 2022  
and accepted until the position is filled.**

### **The Opportunity**

The Ronald McDonald Houses of Chapel Hill and Durham & Wake are seeking a pragmatic and visionary leader to serve as the Chief Executive Officer to lead a new and dynamic organization resulting from the planned merger of both Houses. *With an aligned mission to keep families close to seriously ill children*, the new organization, **Ronald McDonald House Charities of the Triangle**, will be the 8<sup>th</sup> largest in the United States and the 14<sup>th</sup> largest Ronald McDonald House Charities in the world. The new organization will provide the greater Triangle area of North Carolina with a broader community of support for seriously ill children and their families through greater diversity of programs and enhanced services. The successful candidate will have exemplary leadership skills and practical experience in successfully guiding organizations through restructuring or re-engineering initiatives. The CEO will develop and lead a strategic vision and implementation roadmap for the new organization – furthering the positive community impact of the current Houses.



## Position Summary

Reporting to the Board Chair, the CEO will have overall accountability for the success of the organization with responsibilities for, but not limited to, operations, finance, human resources, development/fund generation, volunteer program and strategic planning. The CEO will work closely with the Board in the development of the vision and strategy for the new organization and for the successful implementation of that strategy. The CEO must provide strong and effective leadership to increase the new organization's brand awareness throughout the Triangle and surrounding service areas, elevate its visibility in the corporate community, enhance traditional and non-traditional funding sources, and further strengthen the operations of its many programs.

As a consolidated entity, the new organization will manage three Ronald McDonald House facilities with a total of 113 bedrooms/suites and three hospital-based RMHC Family Rooms utilized as respite areas for families with children receiving care at UNC Children's Hospital in Chapel Hill, Duke Children's Hospital in Durham, and WakeMed Children's Hospital in Raleigh. Each of the current Houses is financially sound with a combined annual operating budget of \$5.4 million, capital assets of \$25 million, and 30 full-time and 13 part-time positions.



In support of the new organization, the Boards of each House have designated representatives to develop the framework for the merger – which includes the selection of the Chair of the Board and recruiting new members to serve on the combined Board of Directors.



As a reflection of the current Houses, the new organization will be mission-driven, extremely well-managed and led with compassion – with the goal of empowering all levels of the organization to promote a healing and welcoming environment to those families who seek our services. This position requires an extraordinary complement of management, leadership, and transparent communication skills to navigate the successful completion of the merger with the goal of expanding the mission. Preserving a positive and caring work culture is paramount.

The CEO will work closely with the Board of Directors, external advisors, and the valued partnerships with the three affiliated health systems: Duke Health, UNC Health, WakeMed, as well as other regional pediatric healthcare providers, to ensure the organization's long-term financial well-being.

## **Primary Duties and Responsibilities**

### **Strategic Leadership**

- Works with the Board and senior leadership team to develop a shared vision for the new organization, builds understanding around the mission.
- Develops and monitors the goals and strategies established to advance the mission.
- Maintains relationships and dialogue with peers worldwide through RMHC Global to anticipate future trends likely to have an impact on its work and seek best practices related to the organization's programs and operations.

### **Financial and Operational Leadership**

- Is accountable for the operational and fiscal integrity of the organization within policies set by the Board of Directors and current laws and regulations.
- Sets clear operational goals and standards to ensure the needs of families are met and that facilities are maintained at the highest levels within established budgets.
- Oversees strategies to meet annual budget goals and monitors performance to ensure the long-term financial viability of the organization.
- Makes sound financial decisions and program recommendations based on a thorough understanding of the organization's overall financial position.

### **Public Relations and Community Impact**

- Serves as the principal spokesperson in the community.
- Responsible for the overall impact of the organization on the community, with particular emphasis on increasing its capacity to drive mission and vision.
- Looks broadly at community and hospital-partner needs to review and determine alignment of programs to need and mission, continued relevance to the strategic vision, and best use of operating capital to implement the mission.

### **Human Capital**

- Promotes a culture that ensures that guest families, staff, volunteers, and partners are treated with the care, consideration, and values consistent with the mission and vision of the organization.
- Promotes a workforce that values diversity, equity, and inclusion as described by RMHC Global [here](#).
- Supervises senior leadership positions, establishes individual goals, and reviews performance on a regular basis.
- Ensures the organizational structure is appropriate for its size and scale.

### **Board of Directors**

- Serves as the principal resource to the Board of Directors and its key committees and gives informed direction in policy formulation and interpretation, preferred strategies, and resolutions.
- Maintains an effective working relationship with the Board, characterized by open communication, respect, and trust.
- Assists Board leadership in developing a culture of personal giving and the importance of Board involvement in fundraising and capital campaign success.
- Supports board development, especially recruitment, in conjunction with Board leadership.

## Position Requirements

- Bachelor's degree (graduate degree preferred) with 10 or more years of relevant leadership experience.
- Employment history demonstrating increasing levels of responsibility.
- Experience in successfully leading an organization through a major organizational change.
- Exceptional managerial skills, goal- and results-oriented.
- A proven track record of growing, supporting, and supervising staff to ensure a healthy and safe work environment.
- Demonstrated ability to build relationships within the community.
- Experience with a full range of fundraising opportunities, including annual and capital campaigns, events, major and planned gifts, grants, and individual and corporate gifts.
- An excellent communicator with the ability to engage, inspire, and educate as a public speaker, in personal meetings, and in written form.
- An understanding of health care, business, and related fundraising trends.
- Experience with families in crisis or hospitality house-related programs are a plus.

## The Organization

Ronald McDonald Houses are found in 62 countries and are associated with some of the finest medical facilities available. Ninety percent of children's hospitals world-wide partner with one or more RMHC programs. The programs enable and promote family-centered



care, a critically important part of caring for, and supporting, children with serious medical conditions. The programs help keep families emotionally and physically involved in their child's healthcare by helping alleviate some financial burdens for these families. Family-centered care is an approach to healthcare where the entire family is fully supported, engaged, involved and able to make informed decisions about the care and support services provided to their sick child.

## The Location

The "Triangle" area of North Carolina is home to more than two million people and ten colleges and universities. The Research Triangle Park is home to hundreds of companies and is the largest research park in the United States. The Triangle is located midway between the coast and the Appalachian Mountains, with the highest peaks east of the Rockies.

## Benefits

RMHC is committed to attracting and retaining outstanding employees through a comprehensive package that includes a competitive salary and a generous employee

benefits package that includes medical, dental, life, disability, an employer-matched retirement savings plan, professional development, and paid time off.

### **Equal Employment Opportunity**

It is a fundamental policy of RMHC not to discriminate on the basis of race, color, religion, sex, national origin, age, handicap or disability, genetic information, citizenship, or any other protected classification under state law with respect to recruitment, compensation, benefits, transfers, layoffs, hiring, training, promotions, terminations and disciplinary actions and other terms and conditions of employment.

### **Applications**

In one document, please submit a cover letter, resume and how you found out about the position. Applications will be reviewed beginning **April 1, 2022 and** accepted until the position is filled.

Send via email to:

Joint Hiring Committee

[RMHCsearch@mossandross.com](mailto:RMHCsearch@mossandross.com)

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