

# Job Posting

Hôpital Albert Schweitzer Haiti

## **CHIEF EXECUTIVE OFFICER / DIRECTEUR GÉNÉRAL**

Deschapelles, Haiti

### **The Organization:**

Hôpital Albert Schweitzer Haiti (HAS) is an integrated rural healthcare network based in Deschapelles, Haiti which employs approximately 525 employees to operate a 150 bed hospital, 4 community health centers, and a variety of community-based services, providing more than 80,000 consultations per year. HAS's mission is to collaborate with the people it serves in Haiti's Artibonite Valley as they strive to improve their health and quality of life. In the spirit of Dr. Albert Schweitzer and his principle of "Reverence for Life", HAS delivers high quality preventive and curative healthcare services through its hospital and community clinics. For more information, visit our website and see the HAS snapshot below.

### **The Position:**

The Chief Executive Officer / Directeur General (CEO) is responsible for leading and inspiring the organization and its network of supporters to sustain HAS's long established mission and to achieve the strategic and operating plans as developed by the Management Team and the Board of Directors. The CEO will be instrumental in maintaining HAS's caring, vibrant, and innovative culture and will oversee all aspects of HAS's operations, which include hospital services, integrated community health services, support services and fundraising. For full details, see the CEO job description below.

### **The Candidate:**

The ideal candidate is a highly motivated, collaborative senior executive with experience in, and a passion for, living and working in resource-challenged settings. Amongst other qualities and experience, the candidate will be fluent in French, will be a strong leader with a Master's degree or equivalent and will have a minimum of 6 years of senior management experience. He or she should also have experience in fundraising and institutional development. A familiarity with Haiti is highly desirable.

### **How to apply:**

If you are an interested and qualified candidate, we want to hear from you. Please submit a resume and cover letter, in English, to [ceosearch@hashaiti.org](mailto:ceosearch@hashaiti.org) by February 28, 2019.

### **Need More information?**

For more information, please visit our website at [www.hashaiti.org](http://www.hashaiti.org). Inquiries may be directed to Adeline Azrack, Chair of the Search Committee, by email at [ceosearch@hashaiti.org](mailto:ceosearch@hashaiti.org), or by phone at 347-244-2931.

## Hôpital Albert Schweitzer Haiti

### **JOB DESCRIPTION**

#### **Job Title:**

### ***CHIEF EXECUTIVE OFFICER / DIRECTEUR GÉNÉRAL***

#### **Overview:**

The Chief Executive Officer / Directeur General (CEO) is responsible for leading and inspiring the organization and its network of supporters to sustain HAS's long established mission and to achieve the strategic and operating plans as developed by the Management Team and the Board of Directors. The CEO will be instrumental in maintaining HAS's caring, vibrant, and innovative culture and will oversee all aspects of HAS's operations, which include hospital services, integrated community health services, support services and fundraising/ development.

#### **Specific Responsibilities:**

- As a member of the Board of Directors, lead the Board and senior management in setting the mission, vision, values and strategic direction for HAS.
- Work collaboratively with the Board and senior management to review and update the institution's strategic plan, including effectiveness and quality of care improvement strategies, external engagement strategies, and revenue generation plans.
- Translate the strategic plan into concrete actions and accountabilities for the HAS staff. He/ She will develop and implement annual objectives, operating plans and budgets to fulfill the mission.
- Provide strong leadership for an integrated and collaborative multinational management team in Haiti and in the U.S. Develop and directly supervise a team of senior managers and support the overall supervision and performance management structure of the organization. Ensure accountability of all departments for the fulfillment of objectives, strategic and operating plans and budgets.
- Oversee efforts to continuously improve and measure quality of care provided to patients at the hospital and community clinics.
- Oversee and personally lead revenue producing activities, including the development of strategic relationships with institutional funding agencies, governmental and private sources.
- Maintain regular communications with employees, community members and the Board to with the goal of transparency and respectful collaboration in all matters.
- Conduct her/himself according to the HAS Code of Ethics, which requires that all members of the institution maintain a professional, respectful and honest approach with respect to the treatment of employees and patients and utilization of funds.

**Location and travel:**

- The CEO will travel frequently to locations within North America and Europe in support of the organization's development efforts.
- He or she will work with senior management and the Board to maintain an appropriate balance of time spent on the hospital campus engaged in active management of the institution, and elsewhere engaged in fundraising, leadership and networking activities.
- The CEO will be provided with housing in Deschapelles and may maintain his /her principle residence in Deschapelles, Port Au Prince, Haiti, or other locations within a reasonable distance from Deschapelles

**Candidate Attributes:**

The ideal candidate would possess the following qualifications:

- At least 6 years' experience in senior management, including healthcare in an international setting.
- A Master's degree from an accredited institution or equivalent through work or other academic experience.
- Experience in, and passion for, living and working in resource-challenged settings.
- Experience in change management.
- Experience in fundraising and institutional development, including writing and negotiating major grants and contracts, working with individual donors, and engaging in capital campaigns.
- French and English fluency and the ability and interest to learn Haitian *Kreyol*.
- Proven ability to collaborate with institutional partners in private and public sectors will be highly desirable.

**Key skills and qualities for success in this position include:**

- Respectful understanding of Haitian customs, culture and Dr. Schweitzer's philosophy of Reverence for Life;
- Visionary;
- Self-motivated and highly accountable;
- Strong team building skills and proven ability to inspire and motivate collaborative work;
- Caring personality, yet commands respect;
- Relates to all kinds of people;
- Knowledge of healthcare administration in a developing country;
- Knowledge of and commitment to human rights, equity and social justice;
- Effective communication, both written and spoken, to a wide range of audiences;
- Good listener;
- Ability to simultaneously lead a variety of work teams and initiatives;
- Fiscally astute;
- Proven ability to obtain institutional grants and major gifts from individuals and private foundations;
- Ability to work collaboratively with communities and groups in the self-determination of their goals.

## HAS SNAPSHOT

Founded in 1956, Hôpital Albert Schweitzer Haiti (HAS) is an integrated rural healthcare network which employs approximately 525 employees to operate a 150 bed hospital, 4 community health centers, and a variety of community level services. Today, Hôpital Albert Schweitzer is a model for healthcare facilities in developing countries around the world. HAS provides medical care and community health and development programs for more than 350,000 people in the Artibonite Valley of central Haiti. HAS, despite its resource limitations, strives to adapt and respond to the changing health needs of the population it serves. At the core of all of HAS's programs are the following two objectives:

- To promote and create equity among all people served.
- To provide holistic programs that address the root causes of health problems.

The hospital provides surgical services, internal medicine, pediatrics, high-risk maternity care, diagnostic services and rehabilitation. It is the only hospital capable of handling severe obstetrical emergencies and trauma cases for a large region of the Artibonite Valley. The hospital receives patients referred from four HAS community health centers, as well as health centers operated by the Ministry of Health (MSPP), and other non-governmental organizations.

HAS is committed to sustaining the hospital's full-time complement of Haitian physicians and nurses, supported by visiting specialists from the international community. Following are some current key statistics related to HAS's hospital services:

- There is a permanent staff of approximately 525, with international volunteers accepted on a pre-scheduled basis.
- HAS provides preventive and curative care for more than 350,000 people living within the 610 square-mile service area.
- Emergency patients are received without referrals on a 24 X 7 basis
- On average, the hospital treats more than 200 outpatients each day and has a daily inpatient census of 175.
- Approximately half of the hospital's inpatients are children.

HAS's Integrated Community Services (ICS) seek to improve the quality of life of the population by providing medical care away from the hospital and by working to build sustainable and healthy communities. In addition to providing healthcare closer to home, ICS focuses on increasing livelihoods through agroforestry and improving access to clean water.

Hôpital Albert Schweitzer Haiti is the registered operating name of The Grant Foundation, a registered 501(c)(3) charitable organization founded in 1953 and headquartered in Pittsburgh, Pennsylvania. The Grant Foundation was established as a conduit for charitable contributions to support the initial construction and subsequent operation of HAS. The Grant Foundation continues to this day as the governing body of HAS. For more information, see [www.hashaiti.org](http://www.hashaiti.org).