



Position Announcement Executive Director

About Us

Battle Ground HealthCare (BGHC) is a nonprofit, community-supported clinic that provides compassionate, high quality, free healthcare to underserved adults in SW Washington. Our comprehensive services include acute and preventative medical and dental care, and management of patients' chronic healthcare needs.

Founded in 2011, BGHC has grown rapidly in recent years and currently has an annual operating budget of close to \$1 million. In 2021 we purchased a state-of-the art clinic, which has enabled us to increase patient visits to more than 2,600 annually – with space available for further growth. The clinic's seven staff are supported by 180+ volunteers, with licensed medical and dental providers, among other professionals. Our service model includes student interns in healthcare programs at local colleges and universities. In addition, we are proud of BGHC's strong relationships with partner organizations that help further our efforts to serve patients.

BGHC's diverse patient population includes adults who are uninsured or underinsured and face complex health challenges. Our team's efforts have improved the lives and health outcomes of this vulnerable population while reducing emergency room visits in our region.

The Opportunity

BGHC is seeking an experienced and collaborative Executive Director (ED) who is excited to lead the organization in its next phase. The new ED should bring a deep commitment to our mission, services, and the values that drive our work, and an awareness of the community needs we meet and the diverse populations we serve. This individual should be comfortable leading in an organization that embraces its faith-based roots.

The new ED will lead BGHC's highly committed, cohesive, and capable staff team, and will value the essential role of our volunteer network. This individual will help ensure that our team capacity and systems are well matched to deliver on priorities and that our operations and growth are sustainable. In addition to providing oversight of the team and clinic operations, this individual should be enthusiastic to assume a considerable external focus. As the public face of BGHC, the new ED will build the visibility of our organization, foster community partnerships, and play an active role in fund development efforts, in order to enhance our financial position and service delivery.

The community's need for BGHC services is rapidly growing in a changing healthcare market. To successfully guide the organization forward, our next ED will need to be strategic, resourceful, and adaptable, with strong leadership and management skills. The job is varied, highly rewarding, and an opportunity to make a meaningful difference in our community.

The Ideal Candidate – Experience and Capacities

BGHC is seeking an Executive Director with the following profile.

- ***Mission-Driven Leadership.*** Committed to BGHC's mission and values, with an understanding of healthcare, and a deep interest in supporting our patient population. Strategic mindset with the ability to envision possibilities, collaboratively shape plans, motivate others, adapt, and deliver on goals. A proven capability to face the unexpected calmly and respond effectively to advance the mission.
- ***Nonprofit Organization and Management.*** Demonstrated experience in overseeing services, operations, and systems (finances, human resources, clinic, facilities, data, etc.), supporting colleagues, and fostering a high-performing team. Financial and business acumen, and the creativity to rethink how things are done and lead improvement efforts. A track record of working well with and further building an engaged nonprofit Board of Directors.
- ***Fundraising and External Focus.*** A compelling speaker who is well prepared to represent BGHC, and build strong relationships with existing and potential funders, volunteers, partners, and other stakeholders. Skills needed to help raise the visibility of BGHC and the case for further growth. Demonstrated success in fundraising, along with the ideas and initiative needed to develop new and/or grow promising sources of revenue and inspire increased support.
- ***Culture of Care.*** Ability to foster a culture of compassion, respect, and care for the staff/volunteer team and those we serve. High emotional intelligence, humility, and a great listener, who strives to understand and support others, and seek solutions to issues that may emerge. Likes to have fun and models a commitment to creating a healthy work-life balance.

Salary and Benefits

- Starting salary \$85,000 to \$95,000.
- Full-time, exempt position, in-person in Battle Ground, WA.
- Benefits include PTO, sick leave, and public holidays.

To Apply

Please submit the following by **Sunday, May 11, 2025:**

1. A cover letter that demonstrates how your experience and skills would make you a good fit for this position, and what about this opportunity most interests you.
2. A complete chronological resume.
3. Note how you heard about this opportunity.

Please send your application **as a PDF** via email to edsearch@bghealthcare.org, attention: ED Search Committee. We will acknowledge receipt, and all inquiries will be handled confidentially.

For more information visit <https://bghealthcare.org/>.

Equal Opportunity Employer

Battle Ground HealthCare is an equal opportunity employer. We evaluate qualified candidates without regard to race, color, religion, sexual orientation, gender identity, national origin, and other protected characteristics.