



**Position Announcement:
Executive Director
Western Carolina Medical Society Foundation
Located in: Asheville, NC**

PLEASE NOTE: To receive full consideration for this position, please submit the requested information at <https://armstrongmcguire.applytojob.com/apply/oEmf7taA9m/Western-Carolina-Medical-Society-Foundation-Executive-Director>

The Opportunity

This is an exceptional opportunity for an experienced leader looking for a long term commitment to assume the role of Executive Director (ED) at the Western Carolina Medical Society Foundation (WCMS). Nestled in the heart of Western North Carolina (WNC), WCMS stands as a cornerstone in healthcare advancement, dedicated to fostering collaboration within the medical community, enhancing community well-being, and championing healthcare access.

The Executive Director will spearhead initiatives that positively impact the healthcare landscape of WNC, contributing to the Foundation's mission of advancing healthcare and community wellness. This role involves shaping the strategic direction of WCMS, ensuring operational excellence, and fostering initiatives that align with the unique healthcare needs of the region.

The successful candidate will join a dedicated team and work closely with the WCMS Foundation Board to chart a course for the future, building upon the Foundation's rich history and expertise. This visionary leader will drive innovation, oversee operations, cultivate a values-driven organizational culture, and strategically position WCMS for sustained impact for generations to come.

As a key ambassador for WCMS, the Executive Director will play a crucial role in community engagement, representing the Foundation throughout the region and beyond. This is a chance to lead a respected nonprofit organization, contribute to the well-being of the community, and be a catalyst for positive change in healthcare access and community health in WNC.

The Ideal Candidate Profile

The ideal candidate will have a combination of these qualities, skills, and experiences. We welcome people of all backgrounds to apply.

- **Operational Excellence**

The ideal candidate will bring a comprehensive understanding of financial and internal controls, ensuring the operational integrity of WCMS. With a strategic approach, this leader will execute plans with a commitment to process improvement and efficiency. They should have experience with managing operations and programs effectively, including developing and reporting on program outcomes. Navigating contracts, understanding business and financial metrics, and operating effectively in a competitive business environment are key components.

- **Team Leadership**

The ideal candidate will bring a distinctive blend of visionary leadership, effective communication, empathy, and a collaborative spirit to the organization's dynamic team. They will inspire and motivate the WCMS team, fostering personal and professional growth among team members with a coach/mentor mentality. This leader will encourage teamwork, collaboration, and diversity within the organization to create workplace culture and practices based on organizational values.

- **Nonprofit Management**

The ideal candidate will have experience in nonprofit management, demonstrating a deep understanding of the unique dynamics inherent to mission-driven organizations. This leader will excel in collaborating with the WCMS Foundation Board, staff, members, and community. They will have demonstrated proficiency in nonprofit governance and accounting principles. This visionary leader will play an important role in steering WCMS toward excellence in nonprofit management, fostering a collaborative and ethical organizational culture that contributes to the foundation's positive impact on the community.

- **External Relations / Resource Development**

The Executive Director will be an adept communicator, fostering meaningful relationships with a wide range of stakeholders, including physicians, healthcare professionals, community leaders, and donors. This leader will possess strong listening skills, a solutions-oriented mindset, and the ability to clearly articulate WCMS's values and mission. As the external face of the organization, the ideal candidate will skillfully share WCMS's impact with the broader community.

- **Connection to the mission**

The ideal Executive Director will exhibit a genuine connection to the mission of WCMS, bringing authenticity and enthusiasm for advancing healthcare access and community well-being in WNC. This leader will be a true partner and community connector, demonstrating the ability to share WCMS's vision and mission with medical professionals, existing supporters, and elected officials while attracting new, diverse advocates.

Why Western Carolina Medical Society Foundation?

The Western Carolina Medical Society Foundation's mission is to advocate for healthy communities, increase access to healthcare, fight health inequities, and promote wellness in Western North Carolina. WCMS connects healthcare professionals with low-income uninsured people in need in our communities, strengthening the health of everyone. Our vision is to be a dynamic physician community dedicated to a healthy, vibrant region. Our values include integrity, quality, compassion, diversity, and innovation.



We are passionate advocates, innovators and collaborators with a deep understanding of our community and a wide network of relationships that support our mission, vision, values and goals.

Want to know more? Visit WCMS' website at <https://www.mywcms.org/>

Other key requirements or skillsets sought in the Executive Director

- Master's degree in health care related field or business or equivalent experience preferred
- Outstanding written, verbal, public speaking, and interpersonal skills
- Full computer proficiency with standard Microsoft Office programs including Word, Outlook, PowerPoint, and Excel

Think you are the new WCMS Executive Director?

Apply at <https://armstrongmcguire.applytojob.com/apply/oEmf7taA9m/Western-Carolina-Medical-Society-Foundation-Executive-Director>. You will see instructions for uploading your compelling cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact talent@armstrongmcguire.com. No phone calls, please, and **no applications will be accepted by email or directly from third-party posting sites.**

Review of candidates will begin in March and continue until the position is filled.

Salary is commensurate with the requirements of the position and starts at \$100K+. This position includes 15 paid holidays and a generous vacation allowance. Additionally, WCMS provides significant employee benefits including hybrid work schedule and medical, dental, vision, and life insurance. WCMS will also contribute to a simple IRA plan.

Equal Employment Opportunity and Non-Discrimination: WCMS is committed to a policy of equal employment opportunity and to providing employees with a work environment free of discrimination and harassment. WCMS bases all employment-related decisions on individuals' skills, abilities, and qualifications. This applies to recruitment and hiring, promotions, transfers, training, wages, salary and benefit administration, and all other aspects of employment with the organization. Consistent with this principle and applicable federal, state, or local laws, WCMS does not discriminate based on age, race, color, ethnicity, national origin, religion, creed, medical condition including pregnancy, disability, genetic information, sexual orientation, gender identity or Veteran's status. Further, WCMS condemns discrimination, harassment, and intimidation in any form in the workplace, and recognizes its duty to provide all employees with an environment free from such conduct.