



KORN FERRY



Connecticut Health  
FOUNDATION

Position Specification

# Connecticut Health Foundation

**President & Chief Executive Officer**

2020

## POSITION SPECIFICATION

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<b>Position</b>	President & Chief Executive Officer
<b>Organization</b>	Connecticut Health Foundation
<b>Location</b>	Hartford, CT
<b>Reporting Relationship</b>	Board of Directors
<b>Website</b>	cthealth.org

## BACKGROUND AND OPPORTUNITY

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*Connecticut Health Foundation or CT Health, as it's often known, is the state's largest independent, nonprofit grantmaking foundation dedicated to improving the health of the people of Connecticut through systemic change and program innovation. CT Health was created in 1999, when ConnectiCare, Inc., reorganized and converted into a for-profit entity. The foundation is independent of ConnectiCare with a current endowment of \$112M.*

*The Board of Directors made a commitment to address the underlying causes of barriers to health care among the unserved and underserved by supporting systems change through grantmaking, strategic communications, advocacy, and leadership.*

*The CT Health Foundation's priority is health equity for people of color and ensuring that all Connecticut residents have access to affordable health care. The foundation's strategic plan focuses on 5 goals:*

- *Increasing Access to Coverage*
- *Increasing Connection to Care*
- *Improving Health Care Delivery*
- *Linking Clinical Care with Communities*
- *Strengthening Advocacy and Leadership*

*The organization achieves its mission through grantmaking, strategic communications, and advocacy to support and advance models of care, policy initiatives, education programs and research. The Foundation also embraces collaboration with other organizations that share a common vision.*

*CT Health occupies a unique space in the Connecticut public health arena. As a well-regarded and influential organization, the foundation plays a leadership role by informing and supporting high impact health equity efforts, aligning state, regional and local funders, promoting leadership across the sector, serving as an innovator in the health policy arena, and acting as a convener of related members/stakeholders in the healthcare community.*

*As the Founding President & CEO, Patricia Baker retires, the next chief executive will have the opportunity to build on CT Health's rich legacy by leading and serving the field of health philanthropy in the state of Connecticut. In partnership with and under the guidance of the board, this individual will provide inspirational and visionary leadership to drive the Foundation's strategic direction, as well as to foster a forward-thinking culture to promote pathways to health equity.*

## **POSITION SUMMARY**

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The President & CEO (CEO) will provide dynamic, visionary, and inclusive leadership for the Connecticut Health Foundation. In partnership with the board, the CEO will drive the strategic direction and agenda for the organization, as well as lead and advance effectiveness and impact in health equity for the state. The CEO is responsible for directing all components of the organization, leading and empowering the staff, and ensuring a strong culture of respect, teamwork and innovation. The CEO is responsible for finances and operations, quality standards and effective engagement with the board.

As a critical member of the Connecticut community, the CEO will collaborate regularly with a diversity of stakeholders serving as a partner, thought leader, advocate, and a cross sector convener. The individual will adeptly navigate the political climate, and leverage opportunities for health advancement within and outside of public health and philanthropy.

Specifically, the CEO will:

- Ensure the organization has a strong vision, focus and agility to respond to an ever-changing social, economic, and political environment.
- Be astute in conceiving, staffing, funding and supporting innovative projects that align with the foundation's core focus areas of health coverage and access, redesigning the delivery system, linking care to community, as well as advocacy and leadership.
- Be skillful in identifying emerging issues and convincingly convey their importance to key stakeholders including, the state legislature, the business community, and grantees.
- Be adept in building working relationships among partner organizations, policy makers, and with leaders in other fields to collectively further the work of health equity.

## **PROFESSIONAL EXPERIENCE/QUALIFICATIONS**

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The next CEO will be a passionate leader who recognizes the significant disparities and health access for people of color in Connecticut and will be motivated by the urgency of CT Health's mission. The individual will possess demonstrated leadership experience with knowledge and experience related to health, policy, delivery models, diverse stakeholder management, and systems change. With a genuine commitment to diversity, equity, and inclusion, the CEO will bring thought leadership, political sophistication, persuasive communication, and a truly collaborative and inspiring spirit.

**Ideal qualifications will include:**

- Broad knowledge of health and health policy
- Appreciation of philanthropy and how foundations seek to partner in the communities they serve
- Understanding of social drivers of health, and an ability to see issues through a racial and social justice lens, as well as address inequities through systemic change

- Strategic mind to set a clear course for the organization; innovative and entrepreneurial spirit to drive optimization and to challenge the status quo
- Ability to build partnerships with community leaders across sectors and to inspire action by key players in the field
- Strong communication skills and the ability to publicly convey the work of CT Health
- Ability to embrace diverse perspectives, align multi-stakeholders, and drive cohesion and unity around a shared interest for advancing health outcomes
- Ability to identify appropriate opportunities to influence and advocate for public policy
- Keen intellect and an active curiosity; a lifetime learner
- Understand the challenges to health and healthcare of people of color and low-income populations

**Leadership:**

- Clear understanding of and respect for the board's role in setting strategic direction, guiding policy, governance, and fiduciary responsibilities.
- Ability to provide leadership and vision in assessing emerging needs within a changing external landscape as well as to identify current organizational gaps and operationalize strategy
- Ability to create and maintain high standards of performance, accountability, and foster innovation, continuous learning and quality improvement

**Management:**

- Ability to hire, lead, supervise, and inspire qualified staff, as well as develop, maintain, and enhance an organizational infrastructure and systems to build and support growth
- Demonstrated business acumen, including familiarity with budgeting, financial management including endowment oversight, and working with a board to manage fiscal and fiduciary accountability

**EDUCATION**

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An undergraduate degree from an accredited college or university is required. An advanced degree and/or other pertinent experience is preferred.

**KORN FERRY CONTACTS**

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