

HARRIS RAND LUSK

122 East 42nd St, Suite 3605 New York, NY 10168
(212) 867-5577 harrisrand.com

Primary Care Development Corporation Position Announcement Vice President for Primary Care Transformation

The Opportunity: Primary Care Development Corporation (PCDC) is dedicated to expanding and transforming primary care in underserved communities to improve health outcomes, lower health costs and achieve health equity. PCDC is seeking a highly skilled individual to lead one of its core practices. The new Vice President for Primary Care Transformation (VP) will manage and grow the Performance Improvement Practice (PI), building key relationships with both current and new clients/partners across the country. This is a rare opportunity to join a growing and dynamic organization in a key leadership role at a time when the primary care sector is expanding and transforming through local, state, and national initiatives.

Founded in 1993 to reshape primary care access and delivery in NYC, PCDC now works with providers in nearly 40 states and has \$1.2B of financing behind it to support primary care capital projects in low income communities. PCDC's Performance Improvement Practice provides consulting, training and coaching services to improve the capacity of the primary care sector to assess, plan, and transform the delivery of care, helping providers become efficient, patient-centered sites of care. With nearly 50 people on staff and an operating budget of \$13 million, PCDC also advocates for primary care by promoting and implementing policy initiatives nation-wide.

Position: The VP will be expected to strengthen and build on the competencies of the Performance Improvement Practice to achieve three main goals: continue to serve the primary care sector by leading the way in system reform; increase PCDC's geographic footprint; and strengthen PCDC's internal systems. S/he must be able to foster a culture that drives accountability toward the achievement of these goals and skillfully manage staff to meet key performance indicators in strategy, business and program development, project execution, and operations. Reporting to the CEO, the VP leads a staff of 22 (including five senior-level directors) and oversees an annual operating budget of \$5.6M.

The VP must have not only policy and program skills/expertise, but also be able to lead business development that includes client engagement, government contracts and philanthropic funding. This role is an integral part of the executive team and senior leadership and will work with other team leads and department staff to ensure consistency and coordination across the organization to ensure fulfillment of PCDC's mission and vision.

Responsibilities

- Implement, refine, and articulate PI's strategic direction consistent with PCDC's business plan, goals, objectives, and quality standards
- Lead and support development, growth and sustainability of program areas including subject matter expertise, staffing, professional development, infrastructure and operational support, integrating continuous quality improvement into PI work and culture
- Plan the creation, content, scope, successful delivery and evaluation of programs to achieve PI and client outcomes
- Provide expertise on primary care and its relationship with behavioral health, social determinants of health, as well as payment and delivery system reform, both internally and externally
- Lead and direct business development opportunities, including identifying, managing, cultivating, negotiating and securing business through paid client engagements, government contracts, and philanthropic funding
- Continuously monitor the health care environment as it relates to the mission of PCDC, program development, and sustainability of the PI practice
- Work with each Senior Director to support and strengthen the external-facing strategy of their program area
- Identify opportunities and represent PCDC as an expert through participation on panels, presentations, public speaking engagements, etc.
- Oversee all client proposals, program development, project budgeting, and contracting processes
- Develop and manage annual PI budget
- Staff Performance Improvement Committee of the Board of Directors

Qualifications

- Master's degree in a related field (e.g., MPH, MPA, MBA, MSW) or clinical professional degree (MD, DO, NP, PA, RN) required
- At least 10 years progressive management and/or consulting experience with a minimum of 7 years' experience in health care, preferably ambulatory care; NYS experience preferred
- Demonstrated expertise in health policy, particularly as it relates to primary care, and related issues
- Thought leader with success in planning and the implementation of a strategic direction
- A demonstrated track record in business development from a variety of sources, including paid client work, private philanthropy, and government grants and programs
- Ability to translate primary care trends/issues into opportunities for business development
- Demonstrated experience managing and growing multiple complex programs and projects toward successful outcomes

- Very strong interpersonal, collaborative and working relationship skills and proven ability to build networks and partnerships
- Strong leadership and team-building skills, especially a demonstrated ability to inspire and manage a highly results-oriented, diverse and quality-focused team
- Excellent communication skills, especially the ability to write and present compelling proposals, presentations, and publications, representing the organization to industry leaders, agencies, external clients and other constituents
- Solid budgeting and fiscal management skills
- Driven, results-oriented, entrepreneurial, creative and flexible, and willing to work hands-on in a fast-paced, growing organization
- Capable of integrating smoothly into the senior management at PCDC, fitting into the organization's culture
- Demonstrated commitment to PCDC's mission of advancing primary care in underserved communities
- Travel required (approximately 20%)

For more information, visit: <https://www.pcdc.org>

PCDC offers a competitive salary and comprehensive benefits package. The Primary Care Development Corporation (PCDC) is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, sex, gender, gender identity or expression (including transgender status), sexual orientation, national origin, ancestry, citizenship status, age, disability or handicap, veteran status, marital status, pregnancy, genetic information or any other characteristic protected by applicable law

To Apply: PCDC has retained the services of Harris Rand Lusk to conduct this search. Inquiries, nominations and applications may be directed in confidence to:

Jack Lusk, Managing Partner and CEO
 Elly Kirschner, Director, Healthcare and Advocacy Practice
 122 East 42nd Street, Suite 3605
 New York, NY 10168
ekirschner@harrisrand.com

Please put "PCDC" in the subject line of your emailed application (resume and cover letter).