

## Employment Opportunities

EO-439

April 15, 2024

“Employment Opportunities” (EO) is a job clearinghouse for non-profit organizations. A one-time listing in Positions Available for LeadingAge Wisconsin members/subscribers is \$50 for a direct reply and \$75 for a blind ad. The fee for non-members for a onetime listing in Positions Available is \$100 for a direct reply and \$125 for a blind ad.

Employment Opportunities are typically included in our *Member Updates* newsletter. Ads submitted also are displayed on the LeadingAge Wisconsin website which can be found at:

[www.leadingagewi.org/services-education/employment-opportunities](http://www.leadingagewi.org/services-education/employment-opportunities).

### **EO-1030      Chief Operating Officer – Multi-sites in Illinois**

Deffet Group, Inc. is pleased to have been retained by *Covenant Living* to conduct an executive search for a *Chief Operating Officer*.

As a ministry of the Evangelical Covenant Church, Covenant Living is a leader in faith-based senior living and continuing care. The Skokie, Illinois-based company is the nation’s seventh largest non-profit senior services provider, spanning 20 communities and operating two home health/hospice agencies across ten states. Covenant Living serves 5,000+ residents and employs a dedicated team of approximately 3,500 staff members.

Reporting to the CEO, the Chief Operating Officer (COO) is a genuine partner to the CEO in setting and driving organizational transformation in terms of vision, operations strategy, and workforce plans. Working collaboratively with the AVPs of Operations to translate strategy into actional steps across all communities, the COO establishes impactful performance goals and milestones to ensure financial and operational success. Responsible for oversight of all communities, the COO provides strategic leadership across dining operations, facilities management, and community-based health services, ensuring effective development and management of each community’s operating and capital budgets. The COO also provides oversight for two home health businesses, leads and directs all community operations associated with new acquisitions and affiliations, is responsible for development of the SAIDO/Memory Care business model and strategy, and provides guidance to the Manager of Chaplain Services. Direct reports include four Reginal AVPs, VP of Health Services, VP of Dining Operations and VP of Facilities Management.

This position is based in Chicago and requires up to 50% travel. Previous involvement with successful centralization of functions fulfilled at the individual campus level is highly desired. Preferably, the ideal candidate holds a master’s degree in business administration, nursing, health care management or a related field. They must have ten years of progressively responsible leadership experience with at least five years in a senior leadership role overseeing multiple facilities in multiple states. The finalist will build strong relationships and know how to lead diverse teams over a multi-state, four-time zone region, including working remotely. Additionally, the candidate must have not-for-profit experience in either a Continuing Care

Retirement Community or senior housing. As the position is a senior ministry leadership position of the Evangelical Covenant Church, they must have an active faith in a Christian church and be comfortable as a spiritual leader on campuses.

This is an excellent opportunity for individuals who desire to grow, challenge and dedicate themselves to a highly regarded organization. For the individual that derives gratification from being a part of a deeply committed not-for-profit organization, this should be regarded as a premier professional opportunity.

*Candidate nominations or expressions of personal interest may be directed in confidence to Elizabeth Feltner, Chief Executive Officer, Deffet Group, Inc., via email: [info@deffetgroup.com](mailto:info@deffetgroup.com).*