

Employment Opportunities

EO-470

September 19, 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.

EO-1061 Chief Executive Officer (CEO) – Wauwatosa, Wisconsin

Position: Chief Executive Officer- Responsible for leading and directing overall business operations and development of St. Camillus. Provides the leadership, management and vision necessary to implement the strategic plan for the organization by ensuring that St. Camillus has the essential operational controls, administrative and reporting procedures, and human talent in place to effectively and efficiently grow the organization.

Reports to: Board of Directors and Provincial Delegate of The Order of St. Camillus

Mission: By providing services to the poor, the sick and the elderly with a sense of compassion and love, St. Camillus campus offers hope and meaning to those who are suffering, comfort and security to those who are aging, and serenity to those who are dying, taking into account each person’s innate dignity, unique needs, and God given rights.

Vision: St. Camillus will become a nationally recognized Life Plan Community by achieving the highest levels of healthcare quality; sharing knowledge and best practices; and delivering exceptional experiences to help individuals achieve their life goals.

About our Founder: St. Camillus de Lellis was born in Bocchianico, Italy on May 25, 1550. His mother died when he was a child and he was neglected by his father. At age 16, he joined his father in the Venetian army and spent a number of years serving in the military. He became an avid gambler and by 1574, was penniless in Naples. At 24, he became a Capuchin novice, but was unable to be professed because of an infected leg that would remain with him for life. He committed to devoting himself to caring for the sick. In 1591, Pope Gregory XIV approved and established the status of an Order called “Order of the Ministers of the Sick.”

St. Camillus began operations on the site in Wauwatosa in the early 1930's. The Order originally built a hospital designated for caring for men with chronic diseases. That original hospital was added onto several times and was changed to a nursing home in the 1960's, when the campus shifted services from acute care to subacute and services for the long-term care market. The campus also added a community house for the priests and brothers of the Order in the 1960's that eventually transitioned into an assisted living community and later into a memory care community. Both buildings were phased out of operations in 2018, to provide land for the East Residence independent living expansion.

The campus expanded further into senior care services with a home health agency established in 1985, followed by a private duty supportive services agency. The West Residence, formerly known as San Camillo (independent living), was built in 1989 and was added on to in 1992. St. Camillus Health and Rehabilitation Center, a 210-bed skilled nursing residence was built in 1990. The addition of this new building allowed the original hospital to be repurposed from a nursing home to an assisted living community. In 2006, it was decided that a strategic shift to reduce the nursing home bed count was needed, and the Health Center was remodeled to offer 76 assisted living apartments and a reduced 67 licensed nursing home beds. Today, the campus consists of 444 independent living, 76 assisted living and 65 memory care apartment homes, as well as 47 skilled nursing beds. Over 500 seniors proudly call St. Camillus Life Plan Community their home through the work of almost 600 employees.

Candidate Profile

A successful candidate possesses all or many of the following personal and professional qualities:
Passion for the Mission: As the leader of St. Camillus, and a prominent representative of the Order, must have a thorough knowledge of the Roman Catholic faith and teachings and be a strong advocate of the faith-based programs sponsored by the Order of St. Camillus.

Strategic Acumen: Proven record of strategy creation and execution. Proven record of revenue growth. Experience with change management. Successful track record of leading through change.

Leadership: Experience in executive level leadership roles in senior living settings, including strong knowledge of regulations governing operations of life plan communities. Proven record of providing accountability and discipline to all levels of the organization. Experience in managing a large, diverse employee base in a competitive labor market. Experience in employee, community, and resident relations. Experience in navigating complex challenges such as payor mix, insurance, risk, and legal matters, etc.

Financial and Organizational Proficiency: Strong working knowledge of non-profit accounting. Ability to train and guide the executive team on financial accountability and financial strategy. Knowledge of St. Camillus services, divisions, and related revenue sources.

Understands the details that create a Balance Sheet, Cash Flow and Income Statement to achieve financial accountability and transparency. Understands key performance indicators, their meaning, and how to improve them.

Communication: The highest level of oral, written, and interpersonal communication abilities to effectively work with a broad range of stakeholders including the Board of Directors, Employees,

Residents, Families, Funders and Professional Colleagues. Proven record of working with and/or reporting to non-profit Board of Directors.

Experience: The candidate must have at least 8 years of senior leadership in long-term, post-acute care facilities, a MHA degree preferred.

Compensation & Benefits

The total compensation package for this position will be based on experience and market benchmark

- Health Insurance, with generous employer contributions
- Employer-paid dental and vision insurance
- Employer-paid life and long-term disability coverage
- Generous time off
- 403(b) plan with employer match, as well as 457 retirement plan
- On-site physician clinic and wellness facilities for employees
- Access to onsite café/markets
- Community volunteer opportunities to serve seniors
- Numerous employee appreciation events
- Employee Family Benefit (the new discount on entrance fees for employee family members)

How to apply:

To apply, please visit the St. Camillus careers page <https://www.stcam.com/careers>.

Email Pam Loveless (VP of HR) for more information or questions: Ploveless@stcam.com