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Caleb Mize, MBA
McKesson Medical-Surgical

Chief Executive Officer
Sarah Bedard Holland

Contact Us
4200 Innslake Drive, Suite 202
Glen Allen, VA 23060

Phone 804.269.8720

www.vahealthcatalyst.org
info@vahealthcatalyst.org

CEO Position Opening – Virginia Health Catalyst

The Opportunity:

Virginia Health Catalyst is seeking a visionary, strategic, and equity-driven Chief Executive Officer (CEO) to lead the organization into its next chapter of impact and innovation. The ideal candidate will be passionate about transforming health systems and influencing policy to ensure every Virginian has equitable access to comprehensive health care, including oral health, and will bring a proven ability to lead policy and programmatic change.

Now in its 16th year, Virginia Health Catalyst has evolved from a focus solely on oral health to a broader, systems-level approach improving overall health outcomes through advocacy, collaboration, and innovation. The Catalyst team is guided by the core values of transparency, excellence, partnership, respect, and equity, both internally and externally. The next CEO will embody these values as they lead a high-performing team, sustain and grow meaningful partnerships, and champion policies and programs that address the root causes of health inequities.

This is an exciting opportunity for a bold and collaborative leader to build upon a solid foundation and guide Catalyst into the future.

About the Organization:

Virginia Health Catalyst, which began as the Virginia Oral Health Coalition, is a nationally recognized public health nonprofit dedicated to ensuring that everyone in Virginia has equitable access to comprehensive health, including oral health. We bring together community leaders, advocates, providers, and policymakers to shape systems and policies that promote health equity, access, and integration across sectors. Catalyst's funding is diverse, and it holds strong financial reserves.

Learn more about our work and impact at vahealthcatalyst.org.

Key Responsibilities:

Strategic Vision and Leadership

- Partner with the Board of Directors to refine and implement Catalyst's strategic vision.
- Lead the organization through evolving public health challenges and opportunities.
- Ensure alignment of programs, operations, and partnerships with mission and strategy.

Fundraising and Resource Development

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- Expand and diversify Catalyst's revenue streams, including grants, earned income, individual giving, and corporate support.
- Oversee the annual summit and other initiatives as both programmatic and revenue-generating opportunities.
- Cultivate strong relationships with funders and key stakeholders.

External Relations and Advocacy

- Serve as Catalyst's primary spokesperson, championing its mission with policymakers, media, partners, and the public.
- Shape and advocate for equitable health policies at the local, state, and federal levels.
- Maintain Catalyst's nonpartisan stance while advancing bold systems change.

Program Development and Impact

- Oversee the development, evaluation, and innovation of Catalyst's policy and programmatic initiatives.
- Ensure programming is data-informed, equitable, and responsive to community needs.

Team and Organizational Leadership

- Foster a collaborative, inclusive, and high-performing staff culture.
- Attract, retain, and support a talented team committed to Catalyst's mission.
- Support professional development and leadership opportunities across the organization.

Finance and Operations

- Provide strategic oversight of financial management, including budgeting, forecasting, and reporting.
- Ensure long-term sustainability and fiscal health of the organization.
- Oversee operations and infrastructure to support a growing and dynamic nonprofit.

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Qualifications:

While no candidate will possess every quality listed below, the search committee is seeking candidates who reflect the following profile:

- Bachelor's degree required; advanced degree in public health, health care administration, nonprofit leadership, or related field strongly preferred.
- Senior leadership experience in a nonprofit, foundation, public health agency, or government entity—ideally in health care, public health, or human services.
- Proven success in fundraising across multiple sources, including grants, individual donors, and corporate sponsorships.
- Knowledge of Virginia's political and health policy landscape, including executive and legislative branches.
- Ability to engage diverse stakeholders, build coalitions, and inspire support for Catalyst's mission.
- Demonstrated understanding of the health care system, including the safety net, workforce, Medicaid, and social determinants of health.
- Track record of driving organizational innovation and impact.
- Experience with fiscal management and oversight of nonprofit budgets.

Compensation and Benefits

- Starting salary: Minimum of \$170,000, commensurate with experience.
- Catalyst offers a comprehensive benefits package, including generous paid leave, retirement contributions, health coverage, and professional development support.

To Apply:

Please send a resume and cover letter to catalyst@tvmimpactconsulting.com by May 5, 2025. Questions may also be submitted to the above email address, attention: Tracey van Marcke, Principal, TvM Impact Consulting.

If you're passionate about our mission and believe you have the vision, experience, and values to lead Virginia Health Catalyst, even if you don't meet every listed qualification, we encourage you to apply. We're committed to building a diverse and inclusive leadership team.

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www.vahealthcatalyst.org**info@vahealthcatalyst.org****Equal Employment Opportunity**

Catalyst provides equal employment opportunities to all employees and applicants for employment without regard to race, creed, color, religion, sex, national origin, ethnicity, ancestry, age, disability, marital status, military service, physical or mental disability, genetic information, sexual orientation, gender identity, pregnancy or related medical conditions, or other basis prohibited by federal or state law relating to discrimination in employment. Catalyst will make any reasonable effort required by law to ensure that all applicants and employees receive equal opportunity in personnel matters, including recruitment, selection, training, placement, promotion, wages and benefits, transfers, terminations, and working conditions.

Confidentiality

The search committee and consultant are committed to ensuring a high degree of confidentiality for candidates during the recruitment process. We recognize that many candidates interested in this opportunity are strongly dedicated to their current organizations, and we will honor and respect privacy as we move through the search process.