

Chief Executive Officer
Fairview
Odd Fellows Home of Connecticut
Groton, CT

The Organization

The Odd Fellows Home of Connecticut d/b/a Fairview (The Home) in Groton, CT is an innovative and successful 120-bed, nonprofit skilled nursing organization providing high quality, cutting-edge care and senior living opportunities to a broad spectrum of individuals. The Home also has 24 rental units of senior housing. Founded in 1892, this \$12M organization utilizes an electronic medical record (EMR), is stable, performing well financially and very highly regarded for its excellence in care and service delivery. Its talented and dedicated management team is highly collaborative, with great cross-functional cooperation. See www.oddfellowsct.com.

This growing, mission-driven organization is led by an independent, voluntary board of directors dedicated to maintaining the highest standards in care and service and focused on seeking new ways to provide older adults with high quality care and enriched living opportunities. Fairview is located on an attractive 70-acre campus on the banks of the Thames River in Connecticut. The Fairview Board and its CEO are dedicated to advancing The Home's mission to provide residents with the best nursing care and rehabilitation services, while enhancing the quality of their life in a dignified atmosphere by using the skills and compassion of staff and utilizing the latest advances in technology.

Fairview has recently completed a planning process that will enable The Home to embark on an exciting and historic initiative to transform the organization from a well-managed skilled nursing care provider with elderly housing into a state-of-the-art senior living continuum of independent living, assisted living, skilled nursing care, home care and other related services.

Under the new vision, Fairview's continuum of care will include 23 new independent living cottages to be built in the next year, expanding the community's existing 24 senior housing units. A total of 238 more independent living units are planned over the next few years, thus creating a full continuum in the form of a 285-unit cluster housing complex with a 120-unit skilled nursing center and a 20 unit assisted living facility for residents with dementia. The expanded campus will be situated on 70 acres of land that is currently owned by Fairview.

The Position

With his impending retirement, Fairview Odd Fellows seeks a Chief Executive Officer (CEO) to succeed a visionary and successful CEO. Reporting to the Board, the new CEO must provide dynamic leadership in building the new "full continuum of care" from its early development phase through its opening and successful launch. He or she must of course oversee the current operation as well. The new CEO will ensure Fairview's strong, long-term operation as a high-performance senior living continuum.

This is an opportunity to mold the future of a stable organization with a strong management team and exceptional clinical quality. With an excellent reputation, Fairview enjoys a very attractive waterfront location and local community, a track record of financial health (clean audits, never a deficit), and has considerable opportunity for growth and diversification.

This position must:

- Ensure the integration of all levels of living offered to older adults
- Provide leadership through a carefully planned transformation to a full service continuum of living community
- Continuously support The Home's mission as an exceptional, high-quality Senior Care organization that provides excellent care to all residents
- Lead the senior management team and maintain the existing atmosphere that fosters open communication, collaboration, accountability and recognition
- Work with the Board of Directors to develop the short-term and long-term strategic goals
- Participate with the Board and provide leadership in developing a strategic plan in response to the developing needs of the community
- Guide the integration of The Home with the community through effective communication, relationship building and a PR program
- Maintain open communications with families and residents to insure adequate liaison and positive relationships
- Facilitate an excellent working relationship with the governing board and community organizations
- Maintain affiliations with LeadingAge Connecticut and develop relationships with regulatory agencies to enhance professional growth and development and keep abreast of latest trends in the senior care environment
- Actively participate in fundraising efforts, along with the Board and the Development Director
- Interpret the organization's policies and procedures to the governing board, staff, families and government agencies as necessary
- Lead, inform and advise the Board regarding current trends, issues and activities in health care to facilitate policy-making
- Make recommendations for policies that govern the resident's right to quality of life and care, including the institution's ethical standards, overall philosophy and general objectives
- Plan, oversee and monitor the financial activities of the organization
- Represent the organization in top-level meetings, internally and externally

The Candidate

The right CEO will be familiar with senior care and understand how to effectively run an organization with several distinct operational elements and must have or be eligible to obtain a Connecticut nursing home administrator's license. He or she must be able to provide both strategic and operational leadership in diversifying and developing a complex senior care business. He or she must:

- Be absolutely committed to Clinical Quality and Customer Service
- Demonstrate keen business sense and financial skills, including budgeting, understanding of reimbursement issues and financing of projects/programs
- Have led major development and construction projects
- Be graceful and at ease in a highly visible role as an ambassador to the community

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- Possess excellent managerial skills, incorporating staff development and education
- Understand the role a CEO plays in fundraising and be able to cultivate and solicit donors at a high level
- Understand and support strategic planning processes
- Know how to lobby and work with the legislature and regulators
- Be highly sensitized to PR, communications and branding before the community
- Build and maintain relationships with community leaders

Personal characteristics of The Home's new CEO include:

- True "ownership" of the position, assuming ultimate responsibility and accountability for leadership of Fairview Odd Fellows Home
- The initiative and creativity to build a business and develop new revenue sources
- The motivation and credibility to assume a visible leadership role in the community
- Honesty and integrity, reliability and trustworthiness, responsibility and responsiveness
- Being outgoing and sociable, building productive relationships easily
- Compassion, warmth and respect, and a high "Emotional Quotient"
- A hands-on, unpretentious, open and easily accessible style
- Being decisive and action-orientated style, supported by thoughtful analysis
- Paying the attention to detail that serves a big-picture strategic vision
- Diplomacy and tact
- High intelligence

The Community

The Town of Groton, CT is located midway between New York and Boston and is the largest municipality between New Haven, CT and Providence, RI. Framed by the Thames River and the Mystic River, Groton is notable for its shores on Long Island Sound, just east of the end of Long Island. Both State and Municipal parks provide abundant access and views of the water.

Groton is the home of the US Naval Submarine Base, the Global Research and Development campus of Pfizer, Inc., and the submarine construction facilities of the Electric Boat Division of General Dynamics, Inc. Other industries in Groton range from a traditional fishing boat fleet to advanced medical supply manufacturing. The recent completion of the University of Connecticut Marine Sciences center at Avery Point, with its related enterprises, gives Groton a unique place among centers of science and learning. Groton offers easy access to the Mystic Seaport and its aquarium.

With four exits from Interstate 95, an in-town airport with scheduled hub flights, and two Amtrak stations, Groton's transportation facilities are largely unaffected by the traffic congestion that afflicts many New England locations. As the home of one of Connecticut's outstanding public libraries, an award-winning Senior Center and ever-improving recreational facilities, Groton is clearly the leading town of its region. See www.groton.ct.us.

Compensation

A compensation package will be constructed commensurate with the background and experience of the selected candidate. Most significant is the opportunity to assume a vital community leadership role of a healthy organization about to undergo significant growth and transition.

For More Information

We appreciate and value all referrals. Interested parties send resume and cover letter to FairviewOddFellowsCEO1993@ZurickDavis.com. For additional questions please contact **Beth Ross** or **Jeff Zegas** at 781.938.1975. All contact with our office will remain confidential.