

SWOPE HEALTH

CHIEF HUMAN RESOURCES OFFICER

THE ORGANIZATION

For 56 years, the mission of [Swope Health](#) mission has been to improve the health and wellness of the community by delivering accessible, quality, comprehensive patient care to all. Founded in 1969 by E. Frank Ellis, Swope Health opened as “Model Cities Health Corporation” in the basement of Metropolitan Missionary Baptist Church with 20 associates and a \$100,000 budget to serve 2,000 patients a year. Since then, Swope has since expanded its size, scope, and service offerings to include behavioral and dental care, services for the unhoused, mobile services and school-based clinics, and the [PACE KC](#) Adult Wellness Center.

Today, Swope Health is the largest Federally Qualified Health Center (FQHC) in the region, carrying a budget of \$85 million, employing over 700 associates, and serving more than 54,000 patients a year at locations in both Kansas and Missouri. Swope Health is building on its legacy of greatness and service by striving to be a regional healthcare provider of choice, establishing new clinics and residential facilities, investing in healthcare workforce solutions, and developing a residency program – with more still to come!

Swope Health serves as a community health asset in the region – transforming lives, strengthening community, and powering our prosperity. Swope Health is committed to maintaining its focus on patient care and experience as well as an integrated, holistic model of health care, ensuring that everyone in the community can be served. The organization’s high-quality services, strong financials, and visionary leadership team position them well to sustain and deepen their impact into the future.

THE OPPORTUNITY

Swope Health is seeking a strategic, caring, and proactive capacity-builder to lead their human resources function through this exciting phase of growth and development as the organization’s next Chief Human Resources Officer (CHRO). Reporting to the Chief Executive Officer, the CHRO manages over \$3 million in budget a full-time staff of eleven, as well as consultants and contractors engaged by the department.



The CHRO is the top human resources leader in the organization and sits on Swope Health’s Strategic Leadership Team (SLT). The CHRO is responsible for all aspects of human resources, including benefits, talent acquisition and recruiting, personnel matters, performance management, and policy adherence.

By engineering a more effective talent acquisition process, investing in training and culture systems, and effectively partnering with other departments, the CHRO will serve as a catalyst for the organization’s growth and expansion while ensuring that there is no drop-off in service quality, employee engagement, or patient experience – **an opportunity to make significant impact.**

DESIRED EXPERTISE

An ideal candidate for the position carries the following professional foundation, interpersonal qualities, and strategic orientation:

PROFESSIONAL FOUNDATION

- An **undergraduate degree** or equivalent educational experience, with a preference for a master's degree or advanced degree
- 10+ years of **human resources leadership** experience, with healthcare context preferred
- Society for Human Resource Management (SHRM) certification strongly preferred
- Experience making and owning **data-driven decisions**
- Experience partnering with and **collaborating with executive leadership** across functions
- Experience **leveraging diversity, equity, and inclusion** as assets in the workplace
- Experience in **employee relations**, compensation philosophy, and associate wellness strategy
- Experience **building and sustaining talent pipelines** at all levels of the organization and familiarity with healthcare professional training institutions
- Experience **developing and training staff** members and establishing a culture of learning
- Experience **managing organizational budgets**, projects, teams, and strategic plans

INTERPERSONAL QUALITIES

- An extremely **effective oral and written communication** style across audiences and contexts
- High **emotional intelligence, cultural competence**, empathy, and compassion
- A **team player** who seeks to engage, connect, and inspire others to action
- A **calm, steady demeanor** and the ability to maintain composure under stress
- A sense of **discernment and discretion** with sensitive matters and personal information
- An open, honest, and **transparent orientation**
- Values-based leadership, a **sense of integrity**, and unimpeachable ethics
- A **scrappy**, entrepreneurial leader with the ability to move quickly and embrace scale

STRATEGIC ORIENTATION

- Proactive, **anticipatory leadership** that identifies issues before they become larger challenges
- A **flexible and adaptable** mindset
- A **change management** skillset and the ability to build systems, processes, and procedures
- A **lifelong learner** who embraces growth and owns their development
- **Vision** for human resources leadership throughout the department
- **Bias towards action** with the ability to implement and iterate rapidly
- Motivation to find **solutions that deliver results** for patients and staff
- **Passion for the mission and community engagement** animated by an authentic value for the work

COMPENSATION & BENEFITS

The projected compensation range for this individual will include a base salary between \$170,000 and \$200,000 in accordance with the background and experience of the selected candidate. Compensation is supplemented by incentive opportunities and a benefits package that includes a 401(k) program, major medical, life, and disability insurance, etc. More details about employee benefits can be provided upon request.

LOCATION

This position is in the [Greater Kansas City metropolitan area](#), and, as such, candidates currently living outside of the area must be willing to relocate to the Kansas City region.

NON-DISCRIMINATION

CBIZ TCS and Swope Health maintain a policy of non-discrimination in employment and comply with and supports all federal, state, and local laws regarding discrimination in employment. Specifically, the organizations do not discriminate in employment opportunities or practices on the basis of race, color, gender, gender identity, sexual orientation, religion, national origin or ancestry, age, citizenship status, pregnancy, mental or physical disability, veteran status, genetic information, or any other characteristic to the extent prohibited by federal, state, or local law. Decisions regarding recruiting, hiring and promotion are made on the basis of individual qualifications related to the requirements of the position. Likewise, the administration of other human resources matters such as compensation, benefits, transfers, reductions-in-force, recall, training, education, and social/recreational programs are free from any discriminatory practices.

APPLICATION

CBIZ TCS, a retained executive search firm, is partnering with Swope Health on this important and exciting search. All calls and inquiries regarding this search should be made directly to the search firm. Nominations and applications will be held in confidence. Review of applications will begin immediately and will continue until the position is filled. Interested candidates should email a current résumé or CV to the email addresses listed below.

For all inquiries, nominations, or applications, please contact the following members of the CBIZ TCS team.

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