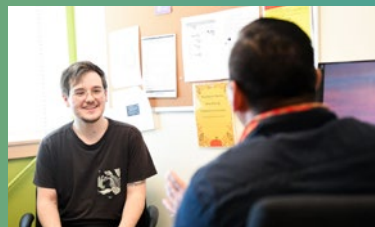




CHIEF EXECUTIVE OFFICER

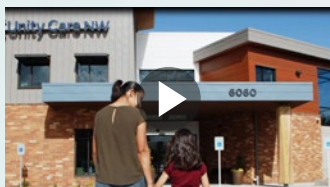
Unity Care NW (UCNW) is seeking a mission-centered, collaborative and strategic Chief Executive Officer to lead a dynamic, multi-service community health organization dedicated to increasing the years of healthy life in the people and communities we serve.



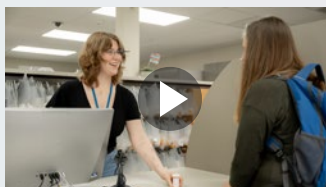


WHO WE ARE

Established in 1982, Unity Care NW is a private, non-profit, Federally Qualified Health Center (FQHC) dedicated to serving Whatcom County, Washington. With clinics located in Bellingham & Ferndale, we offer comprehensive primary medical, behavioral health, dental, and pharmacy services. Employing over 300 caring and compassionate employees, our vision is that everyone has the opportunity to live their healthiest life. To learn more about our organization and the services we provide, please visit us at unitycarenw.org



UNITY CARE NW
Health Care for Everyone



**BELLINGHAM
CAMPUS TOUR**



THE WAY STATION
Health and Hygiene Center



WHAT WE VALUE

Respect

Integrity

Accountability

Collaboration

Innovation

With a rich history of being shaped by the community we serve, UCNW values crossorganizational collaboration and innovation. UCNW staff strive to demonstrate our values in the workplace with one another, and in all aspects of patient care. Our team of highly talented, mission-oriented individuals is deeply committed to serving with compassion and excellence.



JOB SUMMARY

Reporting to the Board of Directors, the CEO provides purposeful leadership to advance the health center's whole-person approach to primary care, including medical, dental, behavioral health and pharmacy services. The CEO drives long-term strategy, financial stability and regulatory compliance through cultivating high-performing leadership teams, and championing innovation in community-based care delivery.

This leader will serve as the public face of UCNW - building trusted relationships with community partners, policymakers, funders, and healthcare collaborators at the local, state, and national levels. The ideal candidate brings deep healthcare leadership experience, strong financial and operational acumen, and a demonstrated commitment to community-centered care.



IDEAL CANDIDATE

UCNW is seeking a leader who can build on our strong foundation of clinical excellence and community trust. In addition to the qualifications below, the ideal candidate would embody:

- **Mission-Driven Leadership:** A deep, personal commitment to the community health model and the community we serve.
- **Empathetic Excellence:** Someone who leads with heart, values our staff's expertise, and fosters a culture of belonging.
- **Strategic Vision:** The ability to navigate a changing healthcare landscape while ensuring our long-term sustainability and growth.



QUALIFICATIONS

MINIMUM QUALIFICATIONS

- Advanced degree in Business Administration, Healthcare Administration, Public Health, or related field (or equivalent combination of education and experience)
- Minimum 5 years of progressive senior management experience in a healthcare setting
- Experience in larger scale organizational leadership with ability to articulate a strategic vision, empower teams and execute an implementation plan over time
- Strong financial management and budget oversight experience
- Knowledge of healthcare regulatory compliance requirements
- Exceptional written, verbal, and interpersonal communication skills

PREFERRED QUALIFICATIONS

- Leadership experience in a community health center setting (medical, dental, behavioral health integration), including clinical staff supervision
- Experience with HRSA Section 330 grants and other public funding streams
- Experience launching or expanding healthcare programs or service lines
- Active involvement in healthcare policy, advocacy, or community health organizations

OTHER REQUIREMENTS:

Unity Care NW has an Employee Health Program for the safety of our patients and staff. The program requires all new employees to have up-to-date vaccines for influenza and strongly encourages up-to-date vaccines for COVID-19. More information about this program is provided throughout the recruitment process.



WHAT WE OFFER

COMPENSATION

- Salary, exempt
- Eligible for Sign-On/Relocation Bonus (subject to payback clause)
- New hires can expect to be placed within the standard range of \$243,000 to \$316,000 per year
- Based on performance, there is room to grow on our full wage scale of \$243,000 to \$389,000 per year

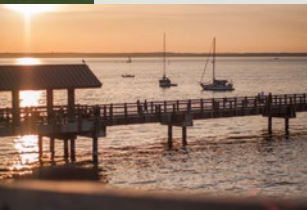
BENEFITS

Unity Care NW offers a comprehensive benefits package that includes:

- Medical, dental, & vision insurance
- 401(k) retirement plan with employer match after 1 year of eligibility
- 6 paid holidays
- Generous paid time off of 160 hours accrued in Year 1 and gradually increasing to 248 hours per year over 10 years

- Other paid leaves for Bereavement, Jury Duty, Bone Marrow/Organ Donation
- Life/AD&D insurance
- Variety of optional insurances including Supplementary Life/AD&D, Short Term and Long-Term Disability, Critical Illness, Accident, and Travel as well as Identity Theft Protection
- Flexible Spending Account
- Health Savings Account
- Employee Assistance Program
- Alternative transportation incentives
- Healthy Living reimbursement
- Unique programs including Medical Hardship Payroll Loans, Employee Referral Bonus, and Will preparation services

WHERE WE LIVE

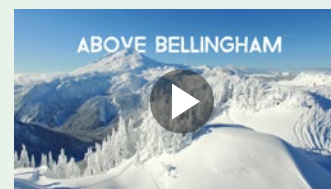


Our community is consistently rated as one of the most desirable in the USA! Nestled on Bellingham Bay at the foot of the Cascade Mountains just a short distance from Seattle, Vancouver BC, and the San Juan Islands, Bellingham is home to over 97,000 people, and surrounded by several charming small towns. Whatcom County, the UCNW service area, has a population of 236,000 people.

The area features strong K-12 public schools and Western Washington University, which adds a distinct collegiate character to the city. Local institutions like Whatcom Community College, Bellingham Technical College, and Northwest Indian College provide valuable allied health training programs.

To learn more about Bellingham and Whatcom County, visit: bellingham.org.

Visit [this website](#) for more information about the housing market in Bellingham.





TO APPLY

Does this position interest you? Please click on the [link](#) to go to the website and apply. In addition to completing the application, please submit your resume and cover letter (2 pages or less) addressing the following:

1. Why are you interested in Unity Care NW and our mission?
2. Summarize your experience that makes you a good fit for this leadership role.
3. Describe a strategic initiative that you have led which had an organizational-wide impact and the key results.
4. If you are from out of the area, please describe your interest in relocating.

First consideration given to materials received by 7/31/26.

Position open until filled.