



GREATER VALLEY HEALTH CENTER

Kalispell, Montana

CHIEF EXECUTIVE OFFICER

\$175,000+ DOQ

Plus Excellent Benefits

Apply by

October 12, 2025

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Situated in northwestern Montana, Flathead County is a first-class county and the regional hub for healthcare, trade, and services in the area. Home to more than 117,000 residents, the county is renowned

for its breathtaking landscapes, thriving tourism economy, and abundance of year-round recreational opportunities. Glacier National Park, Flathead Lake, Whitefish Mountain Ski Resort, Blacktail Mountain Ski Resort, and the Bob Marshall Wilderness are all within a short drive, offering unparalleled access to some of the nation's most treasured natural destinations.



At the heart of the county is the City of Kalispell, the county seat and largest community with approximately 33,000 residents. Kalispell, home to the Greater Valley Health Center's main clinic, serves as the professional, medical, governmental, and retail center for roughly 140,000 people across northwest Montana. The city boasts 419 acres of parkland and natural open space, 28 parks, and a wide range of recreation and cultural programming. Historic sites such as the Conrad Mansion and Central School Museum reflect the community's roots, while the Hockaday Museum of Art and numerous galleries highlight its vibrant arts scene. A steady stream of events, fairs, and festivals in downtown Kalispell adds to the city's cultural richness.



Kalispell is served by two high schools, six elementary schools, a middle school, and specialized education centers, along with several private schools. Flathead Valley Community College provides higher education opportunities with over 100 academic programs, world-class faculty, and a lively campus environment.

Nearby, Whitefish and Columbia Falls contribute to the character of the Flathead Valley. Whitefish is a picturesque resort town surrounded by lakes and mountains, known for its small-town charm and outdoor lifestyle. Columbia Falls, situated along the Flathead River, blends a heritage in timber with a growing tourism economy as the gateway to Glacier National Park. Together, these communities form a dynamic region where natural beauty, cultural vitality, and community spirit make for an exceptional quality of life.

To learn more about the region and the many wonderful opportunities in Kalispell, please visit:

www.discoverkalispell.com

www.kalispellchamber.com/kalispell-montana



GREATER VALLEY HEALTH CENTER

The Greater Valley Health Center (GVHC) is a federally qualified health center and private, non-profit corporation overseen by a volunteer 8-member Board of Directors. GVHC's mission is to ensure access to high-quality, patient-centered healthcare for all residents of the Flathead Valley, with services designed to meet the needs of both insured and underserved populations.

The organization traces its roots to 2003, when community members, in partnership with the Flathead City-County Health Department, established a free clinic. By 2007, GVHC had secured a federal grant and earned designation as a federally qualified health center, formally committing to provide care to vulnerable populations. In 2021, GVHC separated from Flathead County and became an independent nonprofit. Since 2021, GVHC has grown significantly, adding over 70 employees, two retail pharmacies, a new Evergreen clinic, and several school-based health sites.

Today, GVHC employs 115 staff members and offers integrated medical, dental, behavioral health, and pharmacy services. The center also continues to expand its offerings, adding night guards, crowns, and root canals in dental care; substance use treatment in behavioral health; and Medication Assisted Treatment for opioid abuse in medical services. GVHC ensures affordability through a sliding fee scale based on household size and income, making care accessible to all.

In 2023, GVHC served 7,850 patients across 32,575 visits, including 138 patients in languages other than English. Federal Health and Human Services funding supports operations, while Federal Public Health Service deemed status provides malpractice coverage for providers.

GVHC maintains a strong financial outlook, with projected 2025 revenues of \$25.9 million and expenses of \$24.0 million, including the organization's retail pharmacy operations. A major step in the organization's continued growth is the relocation to a new facility at 1935 3rd Avenue East in Kalispell, which will centralize services and expand capacity for patients.

To learn more about GVHC, please view their [2024 Community Report](#).

THE POSITION

The Chief Executive Officer (CEO) is appointed by and reports directly to the Greater Valley Health Center (GVHC) Board of Directors, serving as an ex officio member of the Board. As the organization's top executive, the CEO is responsible for advancing GVHC's mission, implementing policies established by the Board, and providing strategic leadership to ensure continued growth and success.

The CEO oversees the management and operations of GVHC across all service areas, including medical, dental, behavioral health, substance use disorder treatment, pharmacy, and care coordination. Working directly and through subordinate supervisors, the CEO leads and develops staff, fosters collaboration, and upholds the highest standards of clinical excellence by ensuring performance meets or exceeds community, state, and national benchmarks.

The CEO will be a visionary and operationally skilled leader who can balance strategic priorities with day-to-day management, ensuring that GVHC remains responsive to the needs of its patients, employees, and the broader community. The CEO plays a central role in guiding organizational culture, strengthening financial sustainability, and promoting innovation in healthcare delivery.

To view the full responsibilities of the position, please view the full [Job Description](#).



OPPORTUNITIES & PRIORITIES

Facility Transition: The incoming CEO will oversee the move into a new 38,000-square-foot, state-of-the-art facility while ensuring seamless continuity of care across multiple campuses that serve a population of nearly 100,000. This transition will require strong leadership to coordinate staff, operations, and patient services during a period of significant growth and change.

Regulatory Environment: A major priority for the incoming CEO will be to navigate evolving governmental and regulatory challenges that affect health districts. The CEO will play a central role in ensuring ongoing compliance while positioning Greater Valley Health Center for long-term stability in a complex and shifting healthcare environment.

Workforce Development: The new Executive Director will have the opportunity to strengthen recruitment and retention efforts, support professional development, and foster succession planning to continue building an engaged and resilient workforce.

Transportation Barriers: Patient access is often limited by transportation challenges within the service area. The CEO will be tasked with exploring and implementing innovative solutions to improve accessibility and ensure that care reaches those who need it most.

Organizational Growth: The new Chief Executive Officer will guide organizational growth by broadening the payer mix to include more insured patients, expanding healthcare services to address community needs, and implementing innovative care models designed to improve efficiency and enhance patient outcomes.



THE IDEAL CANDIDATE

Required Education & Experience:

- A bachelor's degree from an accredited college or university, preferably in a health-related field, and two (2) years of executive leadership experience, preferably in supervisory capacities with hospitals or other healthcare facilities.

Preferred Education & Experience:

- A master's degree in a related field.
- Five (5) years of experience providing specific knowledge, skills, and abilities to help successfully manage a program including operational, financial and human resource management.
- Familiarity with community health centers.
- Experience working with limited resource populations
- Experience in financial practice and management.
- Progressively responsible executive experience in an area relevant to the Health Center's operations and mission.
- Experience in healthcare administration, business administration, public administration, or a related area.
- Experience in personnel supervision and management.

Necessary Knowledge, Skills, and Abilities:

- Strong personal ethics and the ability to maintain a high level of personal and professional integrity, with a genuine respect for diversity, cultures, and perspectives.
- A passion for serving people and a demonstrated commitment to GVHC's mission, values, and goals.
- The ability to create a climate where staff are motivated to deliver superior performance, support organizational objectives, and act in the best interests of clients.
- Skill as a visionary leader in aligning business and financial strategy with the long-term growth of GVHC.
- Demonstrated leadership ability to manage employees, foster organizational culture, and develop future leaders.
- Experience overseeing large and complex budgets with strong fiscal and risk management skills.

- Skill in securing grant funding and building collaborative relationships with state officials, community leaders, and partner agencies.
- Knowledge of regulatory issues, quality improvement practices, and compliance in healthcare delivery.
- Strategic ability to design and implement new organizational models that improve efficiency, expand services, and strengthen the institution.
- Capacity to manage change, lead innovation, and apply data analytics and technology to enhance operations.
- Strong communication skills to engage effectively with staff, the Board, community stakeholders, and state-level partners.
- Ability to work productively with an active Board of Directors, demonstrating professionalism, diplomacy, and accountability.



GREATER VALLEY
HEALTH CENTER

**For more information on
the Greater Valley Health Center,
please visit:**

www.greatervalleyhealth.org

COMPENSATION & BENEFITS

➤ **\$175,000+ DOQ**

➤ **Health Insurance (Blue Cross/Blue Shield):** Coverage begins the first of the month after hire. Choice of Traditional or High-Deductible Health Plans with dental included. GVHC contributes up to \$120/month to Health Savings Accounts.

➤ **Life & Disability Insurance:** \$10,000 Group Life and AD&D provided at no cost; short-term disability coverage provided at no cost for employees working 20+ hours per week. Optional supplemental insurance available.

➤ **Retirement:** 401(k) plan with immediate eligibility. Employer matches 100% on the first 3% deferred, plus 50% on the next 2%.

➤ **Flexible Spending Accounts:** Medical (\$3,300 max) and Dependent Care (\$5,000 max) for employees working 20+ hours per week.

➤ **Paid Time Off:** Begins accruing immediately, ranging from 140 to 212 hours annually based on years of service.

➤ **Extended Sick Leave:** 80 hours per year (after six months of employment).

➤ **Paid Holidays:** 8 days annually, including New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving (and day after), and Christmas Eve and Christmas Day.

➤ **Negotiable Relocation:** The Board has allowed for up to \$10,000 in reimbursable expenses related to the selected candidate's relocation.

To learn more, view the [Full Benefits Summary](#).

The Greater Valley Health Center is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 12, 2025** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "Open Recruitments", select "**Greater Valley Health Center, MT – Chief Executive Officer**" and click "**Apply Online**," or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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