

ABOUT NAVIAN HAWAII

<https://www.navianhawaii.org/>

Navian Hawaii is a distinguished nonprofit organization dedicated to providing compassionate and comprehensive hospice services and palliative care to patients and families in Hawaii. With a commitment to enhancing the quality of life for those facing serious illness, we offer a wide range of specialized services designed to meet the physical, emotional, and spiritual needs of our patients. As the Chief Executive Officer, you will lead our organization with a vision of excellence, ensuring the continued growth and success of our hospice and palliative care programs.

POSITION DESCRIPTION SUMMARY

As the Chief Executive Officer of Navian Hawaii, you will be responsible for providing strategic leadership and overseeing the overall operations of the organization. Reporting to the Board of Directors, you will drive the mission and vision of Navian, ensuring the delivery of exceptional hospice and palliative care services to patients and families in the community. This role requires a strong commitment to the organization's values, a deep understanding of healthcare management, and the ability to foster collaborative relationships with staff, stakeholders, and the community.

ESSENTIAL JOB RESPONSIBILITIES

- **Lead Hospice and Palliative Care Excellence:** Provide visionary leadership to enhance the quality of hospice and palliative care services offered by Navian Hawaii. Collaborate with the medical team, clinicians, and support staff to ensure the delivery of compassionate and patient-centered care that meets the unique needs of individuals and their families.
- **Strategic Planning and Growth:** Develop and implement long-term strategic plans in alignment with the organization's mission and values. Identify opportunities for program expansion and new service offerings to meet the evolving healthcare needs of the local community, while maintaining a financially sustainable model.
- **Community Engagement and Advocacy:** Represent Navian Hawaii as a visible and influential leader in the healthcare community. Foster strong relationships with healthcare partners, community organizations, and government agencies to advocate for the importance of hospice and palliative care services and secure partnerships that enhance the organization's impact.
- **Financial Stewardship and Fundraising:** Oversee financial management, including budgeting, resource allocation, and fiscal responsibility. Lead fundraising efforts, cultivate donor relationships, and secure grants to ensure the financial stability and growth of Navian Hawaii's programs.
- **Regulatory Compliance and Quality Assurance:** Ensure compliance with all relevant healthcare regulations, accreditation standards, and industry best practices. Implement robust quality

assurance and performance improvement initiatives to maintain the highest standards of care and patient satisfaction.

- Team Development and Empowerment: Nurture a collaborative and supportive work environment that attracts and retains top talent. Provide mentorship and professional development opportunities to staff, empowering them to deliver exceptional care and achieve their full potential.
- Public Relations and Marketing: Spearhead public relations and marketing efforts to increase awareness of Navian Hawaii's services and impact. Effectively communicate the organization's mission and achievements to the community, donors, and stakeholders.
- Innovation and Technology Integration: Stay abreast of emerging trends and best practices in hospice and palliative care. Identify opportunities for technological advancements and innovative solutions to enhance service delivery and patient outcomes.
- Patient and Family Advocacy: Champion the rights and well-being of patients and their families, ensuring they receive the highest level of care, respect, and support during their healthcare journey.
- Board Collaboration and Reporting: Collaborate with the Board of Directors, providing regular updates on organizational performance, financial status, and strategic initiatives. Seek guidance and support from the Board in fulfilling the organization's mission and objectives.
- Collaborate with the leadership team to optimize operational efficiency and service delivery.
- Oversee the recruitment, training, and development of a skilled and dedicated workforce.
- Ensure effective communication with stakeholders, including patients, families, staff, and the Board of Directors.
- Monitor and analyze organizational performance, making data-driven decisions to achieve strategic goals.

QUALIFICATIONS

- Passion for the mission of Navian Hawaii and a deep commitment to serving patients and families facing serious illness with compassion and dignity.
- Bachelor's degree in Healthcare Administration, Business Management, or a related field. Master's degree preferred.
- Minimum of 10 years of senior leadership experience in healthcare management. Some experience with hospice or palliative care preferred.
- Knowledge of Medicare regulations, standards, and practices desirable.
- Demonstrated success in leading nonprofit organizations, preferably in the healthcare sector, with an understanding of the unique challenges and opportunities within the nonprofit environment.
- Exceptional communication and interpersonal skills, with the ability to build positive relationships with diverse stakeholders, including patients, families, staff, donors, and community partners.



- Proven ability to lead and inspire teams, fostering a collaborative and inclusive work environment that empowers employees to provide exceptional care and support.
- Strategic thinker with the ability to make informed decisions and solve complex problems while balancing mission-driven objectives with financial sustainability.
- Familiarity with nonprofit financial management, fundraising, and resource development, with a successful track record in securing funding and building strong donor relationships.
- Personal or professional connections to Hawaii would be desirable.
- Valid driver's license and ability to travel to different locations within Hawaii as required.

Note: This job description is a general overview and may be subject to change based on the specific needs of Navian Hawaii.

Target Annual Base Salary: \$180,000-\$220,000