



# Position Specification

**Community Catalyst**  
President and Chief Executive Officer

## Our Client

Community Catalyst believes in a health system that is accountable to each and every one of us, every family and community across the country, and that a health system rooted in race equity and health justice is essential to a world where all are more free and healthy. Founded in 1998, the organization believes that people, not health care companies, should be at the center of decisions about our health system. Community Catalyst's vision is that we need a health system that:

1. Puts people over profit;
2. Addresses structural racism and other inequities; and
3. Is responsive and accountable to people.

Community Catalyst knows there is a lot of work ahead to make that system possible. Today's health system puts profit over people. People across the country struggle to afford health coverage, get care from community health providers they trust, and navigate confusing billing processes. Because of racism and other forms of oppression, the health system disproportionately hurts systemically excluded communities, including Asian, Black, Indigenous, Latinx, Pacific Islander communities, LGBTQ+ people, older adults, women, immigrants, and people with disabilities. The result is while the U.S. is one of the world's richest nations, it has some of the worst health outcomes. That must change. More importantly, it *can* change. We can create a system that is accountable to all people, centering the people hurt the most by today's health system.

That's why Community Catalyst partners with local, state, and national organizations and leaders to leverage and build power so that people are at the center of shaping important decisions about health and health care — whether made by health care executives, in state houses, or on Capitol Hill. Through a mix of rigorous policy analysis and research, multi-state advocacy campaigns, strategic communications, organizing, and coalition building, the organization works towards change grounded in community leadership. With partners, Community Catalyst is building a powerful, united movement with a shared vision of and strategies for a health system accountable to all people.

From the start, Community Catalyst has understood the critical role and value of partnership. They seek out partner organizations with whom they learn and collaborate. Today, they partner with more than 300 local and state organizations across 45+ states. They also work closely with other national organizations to advance shared goals. Community Catalyst strongly believes that working and building power together is the only way to make deep and lasting health system change that responds to all communities.

Since their founding in 1998, Community Catalyst has helped make the Affordable Care Act (ACA) a reality, expanded Medicaid coverage to millions, improved the Medicare program, and secured many policy victories at state and national levels that makes care more affordable and accessible for everyone. Together, they've built strong advocacy infrastructure — incubating new state health advocacy organizations and developing a robust, expanding network of partners working together in and across and within more than 45 states. This progress is Community Catalyst's foundation for even bigger change — that brings millions more people closer to health justice.

Building on this strong foundation, in 2020, Community Catalyst launched a bold new mission, vision, and [strategic plan](#) — a new blueprint for how the organization will work with partners across the country to push for a health system rooted in race equity and health justice.

Today, Community Catalyst's annual operating budget is approximately \$38 million, derived from a variety of sources. Its team of over 100 staff and Board is united for health justice. To learn more about Community Catalyst, please visit: <https://www.communitycatalyst.org>.

## The Role

The President and Chief Executive Officer (CEO) is responsible for Community Catalyst's strategic, programmatic, financial, and operational leadership, and for ensuring that the organization advances its core vision that a health system rooted in race equity and health justice is essential to a world where we are all more free and healthy. Reporting to and working closely with the Board of Directors, the next CEO will safeguard and promote Community Catalyst's reputation as a trusted partner to the more than 300 local and state organizations grounding policy and practice change goals in community perspective and leadership, build campaigns to advance those goals, and grow organizational reach and impact as a part of its shared power building work.

The CEO will be a dynamic and inclusive leader and will work closely with Community Catalyst's Board, staff, funders, network of partners, and other key audiences to articulate and execute the future strategy and agenda of the organization. They will ensure that Community Catalyst continues to be relevant, influential, and respected within the field of health policy and grassroots advocacy for health system change, and will be engaged at the local, state, and national levels. Further, the CEO will inspire and support the entire Community Catalyst team to develop new and innovative programs that establish powerful paths of influence for constituency engagement and empowerment, with a focus on continuing to build capacity in communities and to address structural racism and other inequities. The successful candidate must work to ensure Community Catalyst remains a leader in the field of race equity and health justice. They should also personally develop and show commitment to deepening relationships with the state and local organizations that are the heart of Community Catalyst's work.

Community Catalyst aims to have a culture of collaboration and its people are its most valuable asset. The organization believes its people have the right to expect an organization that embraces them and encourages them to bring their whole selves to everything that they do. Every person who engages with Community Catalyst has a right to expect an organization that is welcoming and values the richness of their lives and experience. To this end, the CEO will be committed to pursuing an explicitly anti-racist agenda and will be responsible for translating the organization's diversity and inclusion commitments into specific strategies and actions. The successful candidate will be able to traverse the organization and broader movement in authentic ways.

An important part of the role of the CEO will be to generate enthusiasm and support for Community Catalyst's mission and programs, which may be achieved through fundraising, but also includes their own public profile and interactions with funders, policy makers, and other key opinion leaders. They must be able to nurture existing funding relationships and cultivate new sources – across multiple revenue streams including corporate, foundation, and individual/high net-worth donors.

## Candidate Profile

Community Catalyst seeks a visionary, collaborative, and dedicated leader with a demonstrated commitment to advancing race equity and health justice, and to advancing toward a health system shaped by and accountable to all. They will have a demonstrated familiarity with the health justice movement in particular states, communities and/or nationally, and in policy and advocacy arenas as well. They will possess the ability to deepen relationships with Community Catalyst's donors, partners and aligned stakeholders across the country, as well as work to cultivate new connections.

The CEO will be an inspiring, inclusive, and generous leader committed to a non-hierarchical, collaborative, and dynamic work environment and will have the ability to recruit, support, and retain a strong and diverse team. They will have the self-confidence to encourage constructive and respectful dissent and allow the organization to flourish while also fostering a diversity of views.

The successful candidate will have the skills to steer Community Catalyst as the organization evolves its strategic roadmap for the future, delivers on existing commitments, and manages its financial and other resources efficiently. In

In addition to these strategic capabilities, they must be equally adept at rolling-up their sleeves to drive execution, including an ability to identify, foster, and maintain relationships with funders. The successful candidate will also ideally bring experience working with both 501(c)(3) and 501(c)(4) structures, and in political advocacy more broadly.

Above all, they must be able to direct, promote, and safeguard Community Catalyst's work and reputation for integrity, impartiality, and impactful, evidence-based initiatives and programs that will deliver a health system that ensures everyone gets the care they need and is treated with dignity and respect.

*In terms of the performance and personal competencies required for the position, we would highlight the following skills of the ideal candidate (while recognizing that no one candidate is likely to have all of these strengths):*

## **Setting Strategy**

- The ability to articulate an inspiring vision for the organization in service of Community Catalyst's mission, generate enthusiasm and organizational energy and to translate that vision into clear, achievable objectives to the team, the Board, funders, and external partners.
- Demonstrated experience in the development of local, state, or national advocacy campaigns that engage community organizations and build support for health policy and system change, or other related areas.

## **Executing for Results**

- Demonstrated financial acumen; adept at setting and managing budgets, an excellent steward of financial and human resources.
- A leader who is recognized by others as having a high degree of integrity and forethought in their approach to making decisions; is an inclusive decision maker; and is able to act and communicate in a transparent and consistent manner while always taking into account what is best for the organization.

## **Leading Teams**

- The ability to attract and recruit top talent, motivate the team, delegate and manage performance effectively, and to celebrate diversity and inclusivity within the team and among partners; widely viewed as a strong developer of others.
- A leader who is self-reflective and aware of their limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

## **Commitment to Diversity, Equity, and Inclusion & Anti-Racist Agenda**

- Demonstrated commitment to pursuing an explicitly anti-racist agenda within previous roles and organizations.
- Ideally, experience translating the organization's diversity and inclusion commitments into specific strategies and actions.
- Demonstrated ability to traverse the organization and broader movement in authentic ways.

## **Relationships and Influence**

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- Skills to lead both internally and externally with partners and stakeholders, including potential funders.
- Effective at engaging audiences and communicating vision in both small and large-group settings.
- Experienced at managing board-level relationships.

## **Connection to the Mission**

- Cares deeply about the mission and is persuasive in making the case for the importance of Community Catalyst's work.

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Community Catalyst

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## Contact

Russell Reynolds Associates has been exclusively retained for this search. Given the need for confidentiality throughout this process, prospective candidates are invited to reach out directly to the team at **communitycatalyst@russellreynolds.com** with a CV and brief explanation of interest.