



**PUBLIC  
HEALTH**

management  
corporation

## Position Profile



**Chief Executive Officer**

## Organization Overview

[Public Health Management Corporation](#) (PHMC) is one of the nation's largest and most comprehensive public health nonprofits, serving communities across the Greater Philadelphia region for more than 50 years. Through a family of more than 50 affiliated programs and subsidiary organizations, PHMC delivers direct health and human services, builds community capacity through its intermediary partnerships with city and state government, advances public health research, and shapes policy at the local, state, and national levels. With a workforce of thousands and an operating budget exceeding \$500 million, PHMC is a cornerstone institution of Philadelphia's public health infrastructure and a trusted partner to government, philanthropy, health care systems, and community-based organizations.

## The Opportunity

PHMC seeks a President and CEO to lead the organization through an important moment in its history — one that calls for both a steady hand and a bold vision. The incoming CEO will inherit an organization with extraordinary depth: a distinguished mission, a committed workforce, deep government and community relationships, and an unmatched portfolio of programs touching the lives of hundreds of thousands of people each year.

The CEO will be expected to consolidate and strengthen PHMC's operational and financial foundation, re-energize its culture and leadership team, and position the organization for its next era of impact. This is a role for a seasoned, mission-driven executive who combines the management discipline of a complex enterprise leader with the relational intelligence and public presence of a civic institution builder.



# Key Responsibilities

## Strategic Leadership

- Set and communicate a compelling vision for PHMC's future in close partnership with the Board of Directors and executive leadership team.
- Lead the development of multi-year strategic plans and operating frameworks that align the organization's resources, programs, and people behind shared priorities.
- Evaluate potential mergers, affiliations, and strategic partnerships with rigor — conducting thorough due diligence on mission alignment, financial sustainability, and organizational risk.
- Translate strategy into disciplined operational plans and accountable execution across all program areas and subsidiaries.

## Financial Stewardship & Operations

- Partner with the Board and CFO to establish and achieve multi-year financial targets and move the organization toward sustainable financial footing.
- Ensure rigorous financial transparency, including regular, clear reporting to the Board on performance against budget, capital needs, and strategic financial plans.
- Diversify and grow revenue across government contracts, philanthropic sources, and earned income, reducing concentration risk and building long-term resilience.
- Oversee all program operations to ensure quality, safety, and compliance across a complex, multi-entity structure.
- Drive continuous improvement in operating models to meet growing demand while strengthening the client experience and measurable health outcomes.
- Maintain appropriate relationships with legal counsel, auditors, and other professional advisors.

## External Relations & Advocacy

- Serve as PHMC's primary spokesperson and most visible public advocate — representing the organization to government, media, philanthropy, peer institutions, and the communities it serves.
- Build and sustain relationships with elected officials and agency leaders at the city, state, and federal levels, positioning PHMC as an indispensable partner in public health policy and service delivery.
- Establish PHMC as a thought leader and convener on issues at the intersection of public health, health equity, and community well-being.
- Identify and develop strategic partnerships and funding opportunities that extend PHMC's reach and deepen its impact.

## Board Governance

- Cultivate a strong, productive relationship with the Board Chair and full Board, characterized by trust, transparency, and shared accountability.
- Keep the Board appropriately informed and engaged — providing timely updates on organizational performance, emerging risks, and strategic opportunities.
- Support Board development, including the identification and recruitment of new members who bring needed skills, perspectives, and relationships.
- Ensure the effective functioning of all Board committees; review and refresh governance structures and bylaws as needed.

## Resource Development

- Lead and model a culture of philanthropy throughout the organization, actively engaging the Board, senior leadership, and program teams in development activities.
- Secure philanthropic investment — from individuals, foundations, and corporations — for both operating priorities and innovative program initiatives.
- Strengthen government relations to protect and grow PHMC's critical public funding base.

## Talent, Culture, and Organizational Effectiveness

- Build, develop, and retain a high-performing senior leadership team with clear roles, strong accountability, and a shared commitment to the mission.
- Foster an organizational culture defined by integrity, inclusion, innovation, and mutual respect — one that attracts and sustains excellent people at every level.
- Champion transparency and open communication as organizational values, ensuring staff feel informed, heard, and valued.



- Oversee effective human resources systems, including performance management, succession planning, and talent development.

## Candidate Profile

### Experience & Background

- Demonstrated success leading a large, complex organization — ideally one with multiple operating entities, diverse funding streams, and significant government relationships.
- Strong financial acumen, including direct P&L responsibility and experience managing through periods of organizational change or financial reset.
- A track record of building and rebuilding high-performing leadership teams and cultures.
- Deep familiarity with government contracting and public funding environments at the city and/or state level; established relationships with Philadelphia and Pennsylvania stakeholders strongly preferred.
- Experience serving in a significant public-facing role, representing an institution to diverse external constituencies.
- A productive, trust-based working relationship with a Board of Directors.
- Background in public health, health care, or human services preferred; candidates with transferable leadership experience from adjacent sectors will be considered.



### Leadership Competencies

- **Mission depth.** A genuine, abiding commitment to public health and health equity — not as a credential, but as a personal conviction.
- **Strategic clarity.** The ability to set a clear direction, communicate it compellingly, and align a large organization behind it.
- **Relational intelligence.** A natural relationship builder who earns trust across lines of difference — with staff, government partners, community members, philanthropists, and peers.

- **Operational rigor.** The discipline to manage a complex enterprise — tracking performance, holding teams accountable, and driving results without micromanaging.
- **Collaborative instinct.** An inclusive, engaging leadership style that invites input and builds shared ownership without sacrificing decisiveness.
- **Transparent communication.** Directness, honesty, and clarity as consistent operating values — with the Board, with staff, and with the public.
- **Resilience and humility.** The steadiness to lead through difficulty, the self-awareness to learn from it, and the confidence to ask for help.

## Search Team

PHMC has retained Criterion Search Group to identify a Chief Executive Officer. For more information regarding this leadership opportunity or to apply, please contact Criterion Search Group at [administrator@criterionsg.com](mailto:administrator@criterionsg.com) or 610-581-0590.