

Are you a relationship-driven visionary with the courage to lead through complexity? Someone who brings people together across sectors and geographies to co-create systems that work for everyone—especially those in rural and underserved communities?

Do you believe that amplifying community voice is not just a strategy—but a responsibility? That transforming health outcomes requires centering those most affected, bridging silos, and building trust across the landscape of care?

If you believe bold ideas, deep listening, and inclusive leadership can transform systems—and lives—then Foundation for Health Leadership & Innovation invites you to lead our next chapter.

Why?

Founded in 1982 by James D. Bernstein, the Foundation for Health Leadership & Innovation (FHLI) envisions a North Carolina where all people have the opportunity to live healthy lives and to thrive in healthy communities. FHLI advances community-driven partnerships and solutions that improve health equity, especially for those in underserved, rural, and marginalized communities. The organization serves as a trusted connector—essentially serving as "mortar between the bricks"—that helps align health systems, community voices, and policy efforts to create the conditions of health across North Carolina.

Through statewide initiatives such as NCCARE360, the NC Oral Health Collaborative, the Center of Excellence for Integrated Care, and the Jim Bernstein Fellows Program, FHLI builds trust-based partnerships, pilots innovation, and supports systems-level change rooted in community strengths and needs.

Want to know more? Visit FHLI's website at <https://foundationhli.org/>.

What will you do as FHLI's next CEO?

FHLI seeks a dynamic and visionary President & CEO to lead the organization into its next chapter of impact. Reporting to the Board of Directors, the CEO will be responsible for implementing FHLI's updated strategic direction—Transforming People's Lives by Creating the Conditions of Health—and ensuring alignment across operations, programs, partnerships, and culture.



Strategic Vision and Execution

- Lead the implementation of FHLI's 2025 Strategic Direction, aligning all programs, partnerships, and operations around a people-centered model focused on equity and community voice.
- Drive clarity and coherence across the organization's mission, structure, and future growth.
- Serve as a visible thought leader on health equity and systems change across North Carolina.

Community Engagement and Collaboration

- Build authentic, trusting, long-term partnerships with community leaders and organizations statewide.
- Serve as a convener and bridge among communities, payors, providers, philanthropists, and policymakers.
- Amplify community voices in policy development, program design, and strategic partnerships.
- Champion policies and practices that reduce health disparities and advance systems-level change.
- Represent FHLI with credibility among public, nonprofit, and healthcare leaders.

Fund and Business Development

- Cultivate strong relationships with philanthropic partners, government agencies, and strategic funders.
- Responsible for the consistent flow of revenue to the organization, by developing a diversified and sustainable funding model to support core operations and innovation.
- Lead FHLI's development function and work in partnership with staff to build mutually supportive relationships with funders.

Operational Oversight

- Ensure high-quality program delivery, evaluation, and reporting that promotes the effective utilization of personnel and financial resources.
- Strengthen internal operations, systems, and infrastructure to support strategic execution and cross-program integration.
- Promote a culture of accountability, continuous improvement, and data-informed decision making.
- Ensure strong internal control, fiscal responsibility, transparency, and accurate financial operations and practices.
- Work with CFO to develop an annual budget for the board's review and approval.
- Embed equity, inclusion, and community-led strategies into all aspects of FHLI's work.
- Ensure the organization reflects and responds to the diverse communities it serves.

Leadership Development

- Build and support a collaborative, inclusive, and high-performing team culture.
- Empower staff through professional growth opportunities, mentorship, and support of their work.
- Align organizational structure with strategic goals and ensure internal clarity of roles.

- Maintain a positive and healthy workplace culture that attracts, retains, and motivates high-quality employees and collaborators.
- Work with the Board of Directors to support a strong model of governance and engagement on issues related to strategy, mission, vision, values, reputation, and community impact.

Key lived experiences, attributes, and skillsets sought in the CEO

The new leader must demonstrate a passion for improving the overall health of North Carolina's communities. In addition, the ideal candidate will possess the following qualifications:

- 10+ years of executive leadership experience in public health, healthcare, nonprofit, or community-focused sectors.
- Demonstrated success leading mission-driven organizations through periods of strategic growth and transformation.
- Deep understanding of rural health, health equity, and North Carolina's healthcare landscape.
- Proven track record of fundraising and/or business development.
- Strong communicator, coalition builder, and values-driven leader who models integrity and inclusion.
- Strong interpersonal and deep relational skills, with the ability to build trust, respect, and consensus among a diverse group and interact equally well with the board, staff, and community leaders
- Demonstrated history of sound judgment, administrative skills, and the financial acumen necessary to oversee day-to-day operations, direct staff, and manage a budget of at least \$10 million.
- Commitment to mentorship and leadership development.
- Inspiring communicator who can motivate staff, the Board, donors, partner agencies, government agencies, and volunteers.

Think you are the next FHLI CEO?

To apply, click on the link to the CEO position profile at jobs.armstrongmcguire.com/.

You will see instructions for uploading your cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact talent@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites. **The deadline to submit your application is June 27.**

Salary is commensurate with the requirements of the position with a range of \$180,000 to \$205,000. Benefits include 100% employer paid medical, dental (without orthodontia), short term disability, long term disability and Group Life Insurance at 1.5x salary up to \$150,000 max. Employer pays 50% of premium on medical and dental (without orthodontia) for dependents. 15 paid holidays, vacation and sick leave, flexible spending account, and phone stipend.

FHLI actively seeks to broaden the diversity of its team and strongly encourages individuals from underrepresented groups to apply. This is and has been, a deeply ingrained, long-standing belief that is a part of FHLI's work culture and what we see as our life's work. FHLI is committed to equal employment opportunities integrating diversity, equity, and inclusion in each step in the search process.

About Armstrong McGuire

Armstrong McGuire is a leading executive search, fundraising and strategic advising firm that believes in unlocking the potential of nonprofit leaders and the communities they serve. Founded in 2004, our diverse team of advisors work with clients and leaders to align strategy, optimize operations, build capacity, and lead nationwide searches that bring supremely talented individuals to high-impact organizations. Learn more about our services in talent acquisition, fundraising counsel, and strategic planning. [Armstrong McGuire](#)