

Vice President – Operations - Skilled Nursing and Rehab

Location: Chicago, Illinois

Salary : \$230k – \$250k + Bonus



We at Redford Health are retained to fill a Vice President of Operations position at a High-End provider of Skilled Nursing and Rehabilitation facilities. The organisation operates over 30 SNF's across the Midwest. The organisation has an exceptional reputation for luxury, upmarket Nursing Homes, many of which are award winning and have very high occupancy. They are still growing through acquisitions and new developments, with this position arising through a promotion.

The ideal candidate will be responsible for ensuring operational excellence across the organization, with a focus on Census growth, cultural leadership, and organisational stability. The successful candidate will have extensive experience within Skilled Nursing + Rehabilitation. You will advise the CEO on key operational insights as well as provide coaching to employees to help shape the growing organisation, with a strong focus on quality and accountability.

Responsibilities

- Leading the Operations of the group's 30+ facilities- delivering the best operational results for the group in Quality, Census and Profitability.
- Developing strong culture of accountability and reward - encouraging innovation and outstanding contribution from the top down.
- Assisting in the restructure of the operational teams to deliver the most effective facilities possible - bringing on the right talent where needed and coaching those that do not meet the required standards.
- Identifying potential areas for investment and further growth.
- Ensuring the group are not carrying ineffective facilities and suggesting areas of divestment where needed.
- Identify new market opportunities to accelerate growth, including the acquisition and repurposing of facilities.
- Present operational strategy recommendations to the CEO based on your market research.
- Developing your reports and enabling them to achieve their utmost, through training, positive reinforcement and driving accountability.
- Inputting innovative and effective strategies to manage staffing and employee turnover in this notoriously difficult environment.

Experience

- 10 - 15 years' of executive experience within Healthcare - ideally Skilled Nursing, Senior Living, Long Term care or Post-Acute care.
- Direct operational responsibility for at least 20 healthcare facilities.
- Strategic planning and business development experience - demonstrable track record of improving census and quality of healthcare delivery.
- Executive experience within a growing organisation - delivering smooth integration of new facilities/services.
- MBA or Masters in healthcare related field - preferable but not essential



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