

**DIGNITY HEALTH
EXECUTIVE VICE PRESIDENT
SPONSORSHIP and MISSION INTEGRATION**

Title: Executive Vice-President, Sponsorship and Mission Integration

Date: February 2015

Reports To: President and CEO of Dignity Health

Approvals:

POSITION PURPOSE

This position, which reports directly to the President and CEO, facilitates the development and implementation of Dignity Health's mission, vision and values; mission integration and ethical standards, advocacy, ecology, community benefit and spiritual care strategies throughout the system. This position is also responsible for the integration of spirituality into the culture of our organization both in the areas of ministry formation, employee culture and direct patient care services.

This position is responsible for facilitating the relationship with Dignity Health's Sponsors (as specified in the organization's bylaws). In this capacity, this position is staff to the Sponsorship Council.

DUTY TO SUPPORT THE MISSION AND PHILOSOPHY

The Executive Vice President of Sponsorship and Mission Integration will at all times uphold the best interest of Dignity Health by adhering to the highest standards of ethical and moral conduct and commitment to the values inherent in Dignity Health's Mission, Vision and Values.

PRINCIPAL ACCOUNTABILITIES

- Staff to the Sponsorship Council as well as the Board Mission Integrity Committee.
- Provides leadership for ministry formation of Dignity Health Board.
- Establishes organizational structures and collaborative relationships with Service Area Leadership. Works with Vice Presidents of Mission Services and Directors of Spiritual Care, Service Area Senior Vice Presidents and facility leaders in the design, facilitation and development of System processes and programs to assure understanding of the Mission, Vision and Core Values of Dignity Health.

- Provides leadership and oversees system mission integration staff in the development of all system-wide mission and values, medical & corporate ethics, spiritual care, community health, shareholder activism (community benefit, grants, and investments, and ecology, advocacy and public policy) strategies to ensure that an integrated approach to the mission, vision and values of Dignity Health are operationalized within our system, structures and corporate culture.
- Assists the President & CEO in relationships with Dignity Health's Sponsorship Council, local bishops, civic leaders, other Catholic health care systems, as well as professional organizations to maintain effective communication and to ensure that Dignity Health's vision and collaborative efforts to further our healing ministry.
- Assists members of the Sponsoring congregations to maximize influence on Catholic Identity and oversees assessment of such identity within Dignity Health facilities. Develops and maintains an organization-wide network for formal and informal communication for developing strategies in the areas of Sponsorship, Mission and Spiritual Care Services, Advocacy, Ethics and Community Health.
- Develops an annual budget to achieve key objectives. Produces outcomes that are cost effective and improves the quality of Mission Integration. Educates and orients new Dignity Health Board Members, Sponsors and Senior Leadership to Dignity Health's Mission, Vision and Values.
- Partners with VP of Advocacy for action that implements Dignity Health's mission to those in need. Works with Dignity Health leadership to create a shared vision which will transform healthcare delivery in the U.S. by promoting just social policies which will change political, economic and cultural structures that oppress the marginalized and deny access to services that promote health.
- Promotes the celebration of Dignity Health's values, heritage, traditions and vision as a dimension of organizational identity.
- Provides mission and values consultation in Dignity Health's assessment of potential partnerships and affiliations, and coordinates values based discernment, as requested.
- Coordinates with the EVP of Human Resources in the areas of cultural integration for new affiliates and other partners.

KEY WORKING RELATIONSHIPS

- Is a member of the organization's Executive Leadership Team.
- Interacts with key members of management at the Dignity Health Corporate Office and Dignity Health service areas, including, but not limited to, Board Members, Dignity Health CEOs, Physician Leaders, Vice Presidents and Directors of Mission integration, Directors and Leaders of Spiritual Care Services, System and Division Philanthropy and Human Resources staff and other key groups who develop and implement Mission, Spiritual Care, Ethics, Ecology, Advocacy and Community Health related programs.

QUALIFICATIONS

- Master's degree in one of the following areas is required: theology, religious studies, organizational development, psychology, or related field.
- Master's level work in business or healthcare related field preferred.
- Demonstrated Executive leadership skills, including business acumen and strategic planning.
- Knowledge of spirituality, Spiritual Care Services and spiritual care in clinical and organizational settings
- Theological background, current knowledge of Catholic Tradition, Sponsorship. Knowledge of spirituality, Spiritual Care Services and Ministry Formation.
- Understanding of different models of Sponsorship in the current Catholic health care environment.
- A minimum of 5 to 10 years successful experience in broad based organizational development work including integration of values and mission into strategic planning, management and operations; continuous quality improvement; values based discernment and decision making; employee development, coaching and other related experiences.
- Understanding of theory and practice of adult learning. Ability to plan, implement and evaluate programs.
- Experience in initiating, leading and facilitating collaborative efforts.
- Excellent interpersonal skills with demonstrated understanding of group processes and organizational change.
- Ability to handle multiple, conflicting, simultaneous demands across service areas.
- Demonstrated personal values and professional integrity necessary to carry out Dignity Health's mission.
- Catholic health care experience is preferred.

Follow your heart.

Lead with your heart.

Choose a career that gives back:
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At Dignity Health, one of the nation's leading integrated healthcare delivery systems, we're working to inspire a stronger, healthier world as we deliver compassion to the communities of Arizona, California and Nevada. You're invited to consider this key leadership role and help bring more humankindness to the people who need it most.




Executive Vice President, Sponsorship and Mission Integration

Join us and help facilitate the development and implementation of our mission, vision and values throughout the system as you oversee the integration of spirituality into our culture, including ministry formation, employee culture, and direct patient care services. At least 10 years of successful experience in broad-based organizational development work is required, along with a Master's degree in a related field.

Don't just follow your heart. Lead with your heart, and choose a career that gives back.

To apply, please visit: careersatdignityhealth.com/CHA

Dignity Health is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability or protected Veteran status.

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