



SAN FRANCISCO CAMPUS FOR JEWISH LIVING

JEWISH SENIOR LIVING GROUP

Chief Executive Officer



The Organization

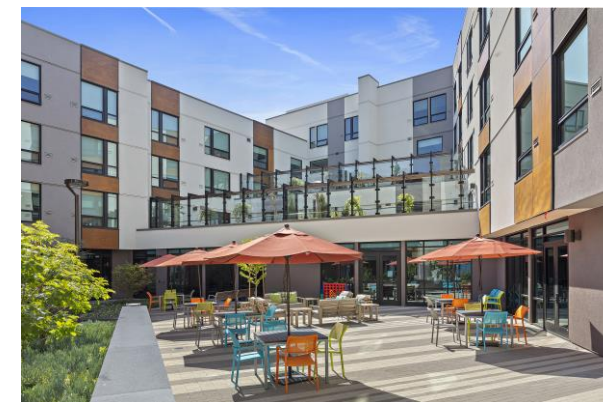
ORGANIZATION OVERVIEW

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ENGAGEMENT
TEAM

- **Organization** [San Francisco Campus for Jewish Living](#)
- **Location** San Francisco, California
- **Mission** Enriching the quality of life of older adults
- **Vision** To serve older adults from throughout the Bay Area, providing care and life-enriching services that are accessible, promote individual dignity, encourage independence, connect them to their community, and reflect the social, cultural, and spiritual values of Jewish tradition
- **Employees** 650 employees (including physicians, nurses, therapists, social workers, dining and recreational staff, and others); 350 volunteers
- **Key Partners** California and San Francisco Departments of Public Health; UCSF Medical Center; San Francisco Jewish Community Federation and Endowment Fund; The Jewish Home & Senior Living Foundation; local colleges (nursing service learning); and multiple Bay Area organizations and schools (enrichment programming and volunteering)



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- Overview

San Francisco Campus for Jewish Living (SFCJL) has been one of the leading senior living healthcare organizations in Northern California for 150 years. SFCJL provides an integrated continuum of care and social services, which enables older adults to age well and live their fullest lives.

From the *Hebrew Home for Aged Disabled*, founded in 1871, to the new *Frank Residences* and *Byer Square*, opened in 2020, SFCJL now serves more than 2,500 individuals and families each year on its nine-acre San Francisco campus. SFCJL honors Jewish traditions and is committed to enriching the quality of life of older adults of all faiths. Providing compassionate care while promoting individual dignity is fundamental to the values of the organization.

SFCJL's services and programs are award winning: in 2020 – 2021, SFCJL was named 'Best Nursing Home' by both *Newsweek* and *U.S. News & World Report*. Additionally, the [Memory Care Experience Station](#) made the list of *Fast Company's* 2022 'World Changing Ideas Awards' as a Finalist in the experimental category.

SFCJL has an operating budget of approximately \$100M and is governed by a 15-member Board of Trustees.

SFCJL Programs

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- **Jewish Home and Rehab Center** Jewish Home and Rehab Center is the largest, private, nonprofit distinct part skilled nursing facility in California. To meet the evolving needs and advances in senior care, the organization has grown to serve approximately 350 residents with diverse care needs. With 242 skilled nursing beds and 120 short-stay rehabilitation beds, and a 12-bed acute psychiatric hospital, the Jewish Home & Rehab Center has differentiated itself for its high quality and comprehensive scope of services offered.
- **Frank Residences** The Lynne & Roy M. Frank Residences is one of the Bay Area's newest assisted living and memory care services community, where older adults can get the daily support they need to live vibrantly. Opened in September 2020, the Frank Residences offers 113 assisted living apartments and 77 memory care apartments, with a distinctive new campus with beautiful grounds, spacious private apartments, and innovative programs and services.
- **Byer Square** Byer Square is a newly-created community center space, a destination for health and well-being. As the strategy evolves for the space, Byer Square aims to offer an onsite and online center for residents, family members, caregivers, and community-dwelling older adults providing wellness, social, and educational programs, support groups, care navigation, and entertainment.

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- **Role** Chief Executive Officer
- **Location** San Francisco, California
- **Reports to** [Board of Trustees](#)
- **Direct Reports** Eight: Chief Financial Officer, Chief Human Resources Officer; Chief Marketing and Business Strategy Officer; Chief Information Officer; Chief Development Officer; Chief Medical Officer; Licensed Nursing Home Administrator; Executive Director, Frank Residences;
- **Overview** San Francisco Campus for Jewish Living seeks an experienced and operationally-minded leader to serve as its next Chief Executive Officer. The CEO will assume leadership of this storied organization, known for its exceptional high-quality care.

Recent years have been transformative for the organization: in 2021, SFCJL celebrated 150 years of service and in 2020, developed state-of-the-art living facilities: Frank Residences, and Byer Square, a community center. Going forward, the Campus aims to further establish these residences and the community center as vibrant and flourishing anchors in the community.

To ensure stability, the new CEO will bring operational, financial, and commercial expertise to SFCJL. They will drive a high engagement, excellence-driven culture aimed at delivering high-quality care to patients and residents. As challenges to senior living (government funding, the COVID-19 pandemic, and a national labor shortage) endure, the CEO will help ensure SFCJL is poised to address these shifts and thrive into the future.

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- **Overview
(continued)**

In addition to the day-to-day management of the San Francisco campus, the CEO will serve as the external spokesperson for the organization and will be charged with building a strong connection to the broader San Francisco, healthcare, and Jewish communities.

Reporting to the Board of Trustees, the CEO has overall fiduciary and managerial responsibility for the organization's activities. The CEO will manage a \$100M operating budget and a team of 650 diverse, talented, and committed employees.



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Pivotal Experience & Expertise

Operational and Strategic Leadership: Proven ability to lead a complex organization with multiple service lines. Brings a depth of operational expertise and discipline; brings a fiduciary mindset and P&L leadership.

People Management: A track record of leading and fostering a positive, collegial, and values-driven work environment. Ability to attract and hire best-in-class professionals to the leadership team. Experience in complex governance and working with Boards. A track record of upholding diversity, equity, and inclusion.

Relationship Builder and Communicator: Ability to serve as the spokesperson and public face of an organization, with superior written and oral communication skills. Encouraging communicator and ambassador with strong external presence and a positive reputation. Aptitude to build the network, relationships, and access to key partners and donors to increase community involvement and increase and diversify the donor base. Unquestionable integrity, ethics, and superior judgment.

Relevant Sector Knowledge: Extensive experience with healthcare provider organizations, including exposure to post acute care or senior living. Knowledge of the regulatory and reimbursement environments is preferred.

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Cultural Impact

Values-Driven: Models ethical behaviors: integrity and trustworthiness and holds self and others accountable. Is emotionally intelligent and exercises good judgment.

Collaborative and Communicative: Demonstrated experience collaborating transparently within an organization and within communities to effect change and drive excellence.

Mission and Community Orientation: Aligned with Jewish values and the mission of the organization: setting the culture, tone, and tenor. A passion and appreciation for older adults, serving as an advocate for the aging population, demonstrating care for clinical excellence and the delivery of high-quality care.

Engagement Team

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NOMINATIONS AND APPLICATIONS:

Initial screening of applicants will begin immediately and continue until the position is filled. The San Francisco Campus for Jewish Living will be assisted by Heidrick & Struggles, Inc.

Nominations and applications can be directed to SFCJLceo@heidrick.com.

SFCJL is an equal opportunity employer and welcomes diversity in every way.



Heidrick & Struggles serves the executive leadership needs of the world's top organizations as a trusted advisor for leadership consulting, culture shaping and senior-level executive search services. Our data driven solutions empower senior executives and boards of directors to transform their organizations by leveraging top talent and accelerating performance across all layers of the business.