



HENNEPIN COUNTY MINNESOTA

NorthPoint Chief Executive Officer

The NorthPoint Chief Executive Officer leads, develops and sustains the community health and human services transformational change efforts in North Minneapolis through our health center and human services operation.

NorthPoint Health & Wellness Center is the largest community health center in Minnesota with a 2024 budget of \$64 million and 365 staff positions.

Learn more about the position

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Hennepin County

300 South 6th Street
Minneapolis, MN 55487



NorthPoint Chief Executive Officer

In this position, you will:

- Serve as Chief Executive Officer of NorthPoint Health & Wellness Center pursuant to the Co-Applicant Agreement between NorthPoint Health & Wellness Center Community Board and Hennepin County.
- Develop, implement, and administer programs in response to Community Board direction, patient, participant, and community's health and human services service needs.
- Incorporate priorities and initiatives established by the County Board and County Administration for the delivery of community health and human services.
- Lead clinical operations and workforce of the multi-specialty medical, dental and behavioral health center with an operating budget of over \$52 million and staff of over 280.
- Lead operations of NorthPoint Inc., community non-profit with an operating budget of \$12 million and staff of 85.
- Develop initiatives in partnership with educational, community and philanthropic organizations to improve the health and well-being of residents of North Minneapolis and work to assure policies, programs and strategies address the social determinants of health.
- Partner with other professional, governmental and health care organizations and groups on health and county initiatives.
- Work with the county's intergovernmental relations staff to guide legislative strategies to ensure the best possible outcomes for North Minneapolis residents.

Qualifications

Must have one of the following:

- Master's degree or higher in public administration, health administration, hospital administration, public health, or business administration with an emphasis in health care, or related field, and five or more years of administrative experience.
- Bachelor's degree in one of the above fields and seven or more years of the required administrative or management experience.

Competencies

Customer focus

Dedicated to meeting the expectations and requirements of current and potential customers; establish and maintain effective relationships with community groups; ability to communicate customer focus to the organization.

Integrity and trust

Widely trusted; seen as a direct, truthful individual; keep confidences; admit mistakes; establish and maintain trusting and respectful relationships with others.

Create vision and purpose

Communicate a vision and sense of core purpose that is in line with that of the county; can inspire and motivate all staff.

Relationship management

Ability to develop and maintain professional relationships with partners on the county, regional, state and national level; establish effective partnerships with labor organizations; ability to establish and maintain effective relationships with community, advisory boards, and elected officials.

Organizational management

Direct and administer complex and changing programs and services.

Diversity, equity and inclusion

Foster commitment and build support for a diverse and inclusive organization that represents the residents we serve.

Leadership

Provide effective leadership to direct reports and the organization; is an experienced, and visionary leader with excellent people and communication skills; ability to link actions back to vision and mission.

Strategic resource management

Effectively manage a broad spectrum of resources including human resources, financial and capital projects, and technology.

Important attributes

Experience:

- Leading and managing staff at the executive level.
- Working in a leadership role at a Federally Qualified Health Center (FQHC) and/or with Health Resources and Services Administration (HRSA).
- Leading non-profit organizations.
- Serving and representing a diverse community.
- Strategically managing budgets and finances to align with department-wide fiscal framework and targets.
- Engaging communities and stakeholders.
- Maintaining provider relationships.

Demonstrated ability to examine and directly address the impacts of structural and institutional racism and successfully apply diversity, equity, and inclusion best practices to address social determinants of health, including:

- Leading an environment where team members follow a holistic and culturally responsive approach for service delivery specifically with Black, Indigenous, Latino/Latinx, Asian, Immigrant and LGBTQIA+ communities.
- Working understanding of cultural differences and the impacts of culture on service effectiveness, organizational effectiveness, and effective relationships with staff, partners, and those we serve.

Knowledge of:

- Operational and financial aspects of Federally Qualified Health Centers, including strategic business planning and human resource management, provisions of federal, state, and local legislation and regulatory bodies pertaining to health care delivery.

Ability to:

- Provide leadership to further department-based strategies that align with county goals, mission and core values for diversity, equity & inclusion.
- Understand racial, gender, LGBTQIA+, neurodiversity, and other differing ability equity.

Total Rewards

Hennepin County is committed to a total rewards philosophy to attract new talent and retain our skilled and dedicated workforce. This includes meaningful work, competitive pay, generous benefits, work-life balance, and the opportunity to make a positive difference in our community.

Pay

We recognize performance with competitive pay and commitment to your success.

Salary Range: \$138,872 - \$220,375 annually.

Culture

We're committed to creating and workforce where you can feel empowered, understand how you fit into the broader picture, and know you're making a difference.

Benefits

We offer benefits that support health and wellness, help employees plan for the future, and recognize the diverse needs of our workforce.

Our benefit offerings include:

- Comprehensive low-deductible health, dental, and vision insurance
- Pre-tax flexible spending accounts, including health care, dependent care, and adoption assistance
- On-site paid parking and discounted mass transit pass
- Up to 33 days of paid time off, 12 paid holidays, and paid parental leave
- Defined benefit pension plan with employer contribution, additional retirement plan options, and financial wellness services

Learn more about benefits

Visit bridge.hennepin.us and select "Guest" to learn more about employee benefits.



NorthPoint's vision

NorthPoint Health & Wellness Center sets a standard of excellence in providing culturally responsive, integrated, holistic primary health and human services that strengthens our community and the lives of the people we serve. We are leaders and partners in a shared vision of a healthy, environmentally safe, and economically stable, self-reliant community.

Visit www.northpointhealth.org to learn more.

Position location:

The NorthPoint Health & Wellness Chief Executive Officer's primary work location is at the NorthPoint Health and Wellness main campus located at 2220 Plymouth Ave North Minneapolis, MN 55411 and other locations throughout Hennepin County in order to meet business needs. Based on current requirements hires must reside in or relocate to the greater Twin Cities metro area.



Life in the Minneapolis-St. Paul metropolitan area

The Twin Cities metro area offers an unparalleled quality of life that includes diverse communities, exceptional school districts, a vibrant arts/theater/music community, easily accessible natural resources, and six professional sports teams. Hennepin County is the most populous county in Minnesota with:

- 1.3 million residents
- 45 cities
- \$2.7 billion annual operating budget
- 126 languages and dialects spoken
- 100+ lakes and the Mississippi River
- 10 Fortune 500 companies

Don't just take our word for it

- #2 and #3 best park systems, US News 2023
- #3 best state to raise a family, WalletHub, 2023
- #4 fittest city in US, American Fitness Index, 2023
- #4 happiest state in US, WalletHub, 2023
- #1 best state for health care systems, WalletHub 2023
- Top 10 vibrant arts communities in America, National Center for Arts Research, 2023
- Booming food scene full of James Beard Award nominees, including top Black, Hmong, Native, and Latino/a/x chefs and restaurateurs

Visit makeitmsp.org and exploreminnesota.com to learn more about our communities.

About NorthPoint

NorthPoint Health & Wellness Center was established by the community, for the community in 1968 in the wake of civil unrest over racial and economic injustice. Originally called Pilot City, NorthPoint was one of 13 Neighborhood Service Programs (NSP) launched around the country in partnership with the federal government as part of the Johnson Administration's War on Poverty. The idea was to bring health care, human services & educational opportunities to people living in underserved neighborhoods that would help lift people and communities out of poverty.

As an anchor institution in North Minneapolis' culturally rich, ethnically diverse community, for over 55 years, NorthPoint provides whole-person, whole-family, integrated care that includes high-quality medical, dental, and behavioral health services in tandem with our human services to address the often complex and interwoven barriers people in our community face to long-term health and stability.



NorthPoint Health & Wellness Center provides care to the community in four service areas:

- **Medical:** We provide whole-person care through general medical care, pregnancy care, teen care, labs and radiology, prescriptions and medication, eye care, family planning and sexual health, harm reduction and testing services, and more.
- **Behavioral Health:** We support our community's goals for health and wellness through addressing mental and emotional wellbeing. We can help with individual, couple and family therapy, support groups, teen therapy, chemical health support and psychiatric care.
- **Dental:** We make healthy smiles happen for all ages, including teeth cleaning, fillings and crowns, dentures, extractions and urgent dental care.
- **Human Services:** We reach out to the neighborhood by providing a variety of programs to support individuals and families, including individualized coaching, social support groups, job search, housing resources, education and skill support, MNsure and SNAP enrollment, and a food shelf.

Fast facts

21,084

individuals served in
NorthPoint's clinic in 2022

280 / 85

full-time clinic and
human services employees -
respectively

13,708

individuals served by
NorthPoint human services
programs in 2022

over 51%

of NorthPoint's Community
Board members are
NorthPoint patients

4,571

households served in
NorthPoint's food shelf in 2022

over 40%

NorthPoint's guests receive
services in their preferred
language other than English

Learn more about the position

Contact:

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