

CHIEF EXECUTIVE OFFICER ROCK RIVER COMMUNITY CLINIC



ROCK RIVER
COMMUNITY CLINIC

RRCC MISSION: *To provide quality, comprehensive health care to all.*

RRCC VISION: *A healthy community where all people thrive.*

Rock River Community Clinic has partnered with Spano Pratt Executive Search to identify their next Chief Executive Officer (CEO). For a confidential conversation and to learn more about this opportunity, please contact Andy Hillig or Lindsey Kriete.

Spano Pratt Executive Search Contacts:

Andy Hillig, Executive Search Consultant
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Lindsey Kriete, Practice Director
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THE ORGANIZATION

Rock River Community Clinic (RRCC) is a community-focused health care nonprofit organization dedicated to providing quality, comprehensive care to all members of the community. Serving families in Jefferson, Dodge, and Walworth Counties, RRCC includes clinics located in Johnson Creek, Whitewater and Watertown. With a vision of a healthy community where all people have the opportunity to thrive, RRCC is committed to making accessible, patient-centered care a meaningful part of a healthier future for everyone it serves.

RRCC approaches health care through a collaborative, compassionate care model built on respect, resourcefulness, collaboration, and care. As both a dedicated care team and a trusted community partner, the organization works to foster an inclusive and welcoming environment where patients feel seen, supported, and empowered. RRCC celebrates the rich cultural diversity of its community and prioritizes empathetic relationships built on trust.

At the heart of RRCC's work is a commitment to showing up for its patients, teammates, and community. The organization embraces challenges with creativity, builds strong relationships through collaboration and accountability, and brings optimism, kindness, and curiosity to its work. Through comprehensive health care and a deeply community-centered approach, Rock River Community Clinic strives to ensure that every person can flourish.



Rock River Community Clinic dental team is dedicated to putting a smile on those they serve.

POSITION OVERVIEW

The Chief Executive Officer (CEO) sets the strategic direction for the Rock River Community Clinic and is responsible for administering and implementing all aspects of its programs in accordance with policies, goals and objectives established by the Board. The CEO leads the management team, ensuring good management practices are followed throughout the agency, and ensures the Board is informed for sound decision making. The CEO develops exceptional community relationships and responds to opportunities to grow the organization and secure its future in the community.



2026 Open House at the beautiful new Johnson Creek integrated care clinic location.

CORE RESPONSIBILITIES AS CHIEF EXECUTIVE OFFICER

Strategic Leadership & Operational Governance

- Provide leadership in establishing the vision, strategic direction, and goals of the organization.
- Ensure achievement of annual health and business plan goals to meet the needs of the community and patients.
- Lead and direct development of a service delivery model that addresses the needs of the clinic's target population.
- Ensure clinical, operational, and human resource systems comply with legislation/regulation (including EEOC compliance) and are consistent with Board policy.

Compliant Staffing Practices

- Build clinic leadership capacity, ensuring effective oversight of clinic programs, financial, administrative, and management systems.
- Ensure organizational structure, business/clinical processes, and staffing practices are designed to effectively meet the needs of the clinic, its patients, and the community.
- Enforce transparent and open hiring practices for all staff roles to ensure EEOC compliance.

Board Administration & Relationship Management

- Develop and maintain a strong working relationship with the nonprofit Board of Directors, ensuring they have the critical information necessary to make timely decisions concerning policy, strategic direction, and legal issues.
- Collaborate with the Board in planning for, recruiting, and orienting new Board members.
- Provide the Board with regular assessments and reports of progress toward clinical, financial, and operational goals.

Financial Performance, Grants & Viability

- Build and maintain financial strength, ensuring cost-effective strategies to adjust to the changing economic and financial needs of the organization.
- Ensure long-term planning for capital needs, business and IT management systems, and capacity growth.
- Ensure financial systems and policies comply with relevant legislation and regulation.
- Ensure strict compliance with Federal and State grants, and annual audit requirements to safeguard organizational funding.

Community Relations, Advocacy & Fund Development

- Lead agency efforts to build and maintain a positive public perception, organizational transparency, and reputation.
- Seek opportunities to present services and achievements to the community, including appearances at community events.
- Cultivate effective relationships with community and business leaders, public officials, funders, and state/local agencies.
- Responsible for all fund development work including grant writing, annual appeals, and other fundraising efforts for RRCC's 501c3 status.

By the Numbers:

➤➤➤ 3,977 unique patients served

➤➤➤ 488 patients received more than one RRCC service

➤➤➤ 11,264 patient visits across services

The 2025 Rock River Community Clinic Annual impact report data.

QUALIFICATIONS & EXPERIENCE

- Bachelor's degree required and master's degree preferred from an accredited college or university with major course work in public administration, public health, psychology, social work or related field.
- 5-7+ years of progressive leadership experience.
- FQHC management experience preferred.
- Background in community and/or health services.
- Experience working with teams in an interdisciplinary and diverse workplace and with volunteer Boards and groups.
- Demonstrated abilities in public speaking, written and oral communication, and interpersonal skills.
- Fiscal management, including budget administration related to business operations.
- Program development, management, evaluation and quality monitoring and improvement experience.
- Previous medical experience or care for the underserved preferred.



RRCC staff is building connections and creating a welcoming experience for every patient.

CORE COMPETENCIES & PERSONAL ATTRIBUTES FOR SUCCESS

Leadership Presence & People Leadership

Strong, confident, calm, trustworthy, approachable, inspirational, and decisive. Empowers leaders, delegates effectively, establishes healthy boundaries, focuses on employee development and HR excellence, and holds both self and others accountable.

Business & Cultural Understanding

Operates a financially sound nonprofit while preserving compassion.

Strategy & Execution

Organized, adaptable, innovative, and capable of translating a growth vision into action. Strong project management is needed to keep grants and other major initiatives on track.

Community Engagement

Cultivates meaningful community and donor relationships and confidently communicates RRCC's impact to generate financial support.

Mission & Values

A servant leader who deeply believes in community health and RRCC's patients. Upholds RRCC mission in every way.



The Rock River Community Clinic (RRCC) is governed by a patient-majority Board of Directors.

COMPENSATION & LOCATION

A compensation range of \$125,000 - \$175,000 is offered.

Location and Travel:

Rock River Community Clinic serves communities across southeastern/southcentral Wisconsin, with clinic locations in Jefferson, Dodge, and Walworth counties. The organization's primary service area is centered in Jefferson County, strategically located between the Milwaukee and Madison metropolitan areas, while its broader reach reflects the interconnected communities, employers, schools, and transportation corridors that extend throughout the region.

RRCC serves patients from across Jefferson County and surrounding areas, including communities in Dodge, Walworth, Waukesha, and Rock counties. This regional setting offers an appealing blend of small-town community, convenient access to larger metropolitan areas, natural beauty, and outdoor

recreation. An extensive network of parks, lakes, rivers, and trails provides opportunities for hiking, biking, fishing, boating, and wildlife watching throughout the year.

Communities across the region also offer locally owned restaurants and cafés, community events, strong schools, and convenient amenities, creating an inviting quality of life for those who live and work here. With Madison and Milwaukee both within convenient reach, professionals can enjoy the character and accessibility of smaller communities while remaining connected to two of Wisconsin's largest metropolitan areas.

For professionals looking for a place where meaningful work, community connection, and time outdoors can come together, the region offers an attractive place to live, work, and explore.

Travel is expected among RRCC's three clinic locations, as well as to key community events, partner organizations, and other locations throughout the service area.

To learn more about Rock River Community Clinic: www.rockrivercommunityclinic.com/

To follow Rock River Community clinic: www.facebook.com/RockRiverCommunityClinic/mentions/

To be considered for this opportunity, please submit a cover letter and resume to:

Andy Hillig, Executive Search Consultant (ahillig@spanopratt.com) -OR- Lindsey Kriete, Practice Director (lkriete@spanopratt.com), or apply online at www.spanopratt.com



RRCC's outreach team participating in a Multilingual Family Night event at the Watertown Public Library.