VICE PRESIDENT, HUMAN RESOURCES

POSITION SPECIFICATIONS

CLIENT

Our client, AspenPointe is a nonprofit community mental health center that provides a full continuum of exceptional behavioral health care to the Pikes Peak region, one patient at a time. AspenPointe offers mental health and substance abuse services as well as career and education enhancement programs for individuals and families. From teen, child and family counseling, AspenPointe provides many avenues to help and treat people seeking behavioral health from counseling to crisis services.

As one of the largest nonprofits in Colorado Springs, AspenPointe traces its roots back 146 years, when the organization was known as the Springs Relief Society. That organization delivered coal, lumber and clothing to the needy and served as the genesis of what today is one of the largest Medicaid service providers in the Pikes Peak region.

AspenPointe collaborates with clergy, educators, employers and other health and human service organizations and the legal/criminal justice system in the region to leverage collective resources to better the community and lives of its residents.

AspenPointe provides mental health care, crisis response, care management, telephonic care, substance misuse care, and education and training. AspenPointe served nearly 40,000 children, adults and families in fiscal year 2018-2019 and had revenues in excess of $52 million. The organization operates a number of clinical services and crisis care centers in Colorado Springs and in several surrounding rural communities in Park and Teller counties. Recently, AspenPointe initiated two new significant programs: The Seven Challenges and Zero Suicide. The Seven Challenges is a youth-focused, evidence-based substance misuse program. Zero Suicide enables the entire organization to identify and respond to those individuals, prone to suicidality, who may need additional care. AspenPointe also offers Mental Health First Aid training in partnership with the National Alliance on Mental Illness (NAMI) which focuses on educating local law enforcement, educators, military personnel and rural community members.
AspenPointe employs a workforce of approximately 500 and operates a $52+ million budget with revenues primarily generated through Medicaid (54%), Federal and State revenue, local government contracts, net client and third-party revenue, and community philanthropic support.

For more information about AspenPointe, please refer to www.aspenpointe.org.

ABOUT COLORADO SPRINGS

This position is located at AspenPointe’s headquarters in scenic Colorado Springs, Colorado.

Situated at the base of one of America’s most famous mountains, Pikes Peak, Colorado Springs is Colorado’s second largest city (population of roughly 450,000). The City is nestled on the eastern edge of the southern Rockies and is home to a diverse array of organizations including the United States Olympic Committee and training center, numerous military installations, including the Air Force Academy, and the world-famous Broadmoor Hotel. The City offers a wide variety of cultural attractions, fine dining, great schools and abundant recreational opportunities throughout the year. The City enjoys a semi-arid four-season climate with moderate winter snowfall and abundant sunshine. Colorado Springs was recently ranked second in this year’s list of “Best Places to Live” by U.S. News & World Report magazine.

For more information about the Greater Colorado Springs area, please refer to:

- Colorado Springs EDC & Chamber: www.choosecoloradosprings.com
- Visit Colorado Springs website: www.visitcos.com
- Colorado Springs Event Guide: www.coloradosprings.com
- Colorado Springs Gazette: www.gazette.com

THE PERSON

AspenPointe seeks a highly collaborative, creative and strategic leader to serve as Vice President, Human Resources. The successful candidate will serve as a key partner and provide expert counsel on all human capital matters to the rest of the senior leadership team. He/she will be an integral contributor in the planning, development, implementation and evaluation of strategic business and performance goals. Additionally, the Vice President, Human Resources will help drive a culture of exceptional patient and outcomes-based behavioral health care and help position AspenPointe as both a provider-of-choice and an employer-of-choice.
RESPONSIBILITIES

Reporting to the Chief Experience Officer (CXO), the Vice President, Human Resources plans and directs the human resource management activities for the organization to maximize the strategic use of human capital and retention including compensation, talent acquisition, policies and procedures and regulatory compliance. The Vice President, Human Resources will provide guidance to the CEO, CXO, and other senior leadership team members concerning employment law and regulatory requirements.

The Vice President, Human Resources will direct a staff of 9 through 2 direct reports, a Human Resources Director and a Learning & Development Manager, and oversees an operating budget of approximately $1.0 million.

Essential functions include:

1. Functional Leadership – Directs the human resources/training functions including, but not limited to, infrastructure/systems, staffing, employee relations, compliance, benefits and compensation, policy and procedure administration, training, and talent development.
2. Compensation/Rewards – Oversees the design, development, and management of total rewards strategy including compensation, incentives, and benefit plans.
3. Employee Relations – Provides leadership support to employee engagement related activities. Consults on employee relations activities. Ensures compliance with federal, state and agency requirements to minimize legal and regulatory risks.
4. Training and Development – Ensures the cost-effective deployment of targeted training and development-related strategies and activities aligned to key organizational needs.
5. Organizational Effectiveness – Contributes to strategy development and overall organizational performance by providing consultation in HR-related matters, change management, communication and other issues associated with organizational development and operational performance.
6. Talent Management – Provides oversight for talent management strategy including workforce planning, talent acquisition, talent development, and pipeline management.
7. Partners as an effective member of the senior leadership team by demonstrating behaviors that align with AspenPointe core leadership principles/behaviors and organizational values.

Without question, this position represents an opportunity for a collaborative and forward thinking human resources leader to make a significant impact in a thriving, well-respected entity at an inflection point of rapid change and organizational evolution.

EDUCATION AND EXPERIENCE

- An undergraduate degree is required. An advanced degree is preferred.
- Substantial (ideally 10 or more years) comprehensive and progressively responsible leadership experience in human resources management.
- Five or more years of supervisory experience.
Prior experience in health care administration, preferably in the behavioral health field, will distinguish the most attractive candidates.

Strong experiential background in Federal, State and local regulatory compliance and employment law.

Prior experience leveraging the capabilities of an enterprise HRIS system to provide key metrics and data interpretation to guide organizational decision-making is essential.

Demonstrated experience planning and directing training and workforce development is required.

Experience working in a multi-location, dispersed work-force environment will be viewed favorably.

Knowledge of various levels of care including crisis services, acute inpatient, partial hospitalization, residential and/or outpatient modalities, is preferred.

The successful candidate will have a proven ability to motivate, influence and manage a diverse array of dedicated professionals, while emphasizing high quality services, a commitment to diversity and programs for vulnerable populations.

Demonstrated change management skills and training in continuous process improvement modalities is highly preferred.

PERSONAL CHARACTERISTICS

Embodies a commitment to:

a. Passion: a commitment to being present in the moment to create excitement and allow individuals to utilize their passion in daily functions. Help individuals connect their daily responsibilities with AspenPointe’s larger mission.
   - Humility: Level setting with all parties and advocates for all voices within AspenPointe.
   - Corporate Citizenship: continued commitment to behave ethically and contribute to economic development while improving the quality of life of our workforce and their families, as well as of the local community and society at large.
   - Value in diversity: ability to recognize the value in differing perspectives, culture, etc., and leveraging those diverse components to develop experiences aligned with our internal and external communities.

b. Innovation: thinking differently than the status quo to explore opportunities that provide a competitive advantage.
   - FUN: Contribute to, and be part of, an environment where individuals feel joy, comfort and connected to the organization’s larger initiatives, while simultaneously experiencing a sense of cultural acceptance and belonging.
   - Integration: cross functional implementation of theory, principles, and best practices from across the behavioral health industry in order to improve execution of strategies and deliver high quality experiences.

c. Excellence: unwavering commitment to work that reflects the standard our colleagues and persons expect and deserve.
   - Transparency: communication, steward of resources, and the mistakes one makes (Fail/Fail Fast/Fail Fast Forward), while giving credit where it is due.
• Flexible, adaptable and innovative with an ability to envision strategic opportunities in an ambiguous, complex, dynamic and fast-changing environment.
• Must have an affinity for behavioral health, particularly for culturally diverse and vulnerable populations, with a strong personal value system that encompasses high integrity, honesty, a solid work ethic, a service-oriented mentality and strong moral character.
• Must be confident and credible, while at the same time open to constructive suggestions (i.e., servant leadership).
• Exemplary communication skills (written, verbal, listening) with demonstrated presentation abilities.
• Management style must be dynamic, decisive, firm but fair, and noted for inclusiveness, consensus building, collaboration, facilitation and follow through.

COMPENSATION

The projected compensation range for the successful candidate will be competitive and in accordance with the background and experience of the selected individual. Compensation is supplemented by a benefits package that includes a 401(k) program with company match, medical, dental, life, long term disability insurance, and a generous PTO policy. Relocation assistance, if needed, will be negotiated on an individual basis.

NON-DISCRIMINATION

AspenPointe and EFL Associates firmly support the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status or any other legally protected categories.

APPLICATION PROCESS

AspenPointe is committed to a search process that is objective and transparent, and has retained EFL Associates to manage the process. Interested parties should refrain from contacting AspenPointe leadership team members and instead direct all inquiries to EFL Associates.

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