

Job Description for the Chief Executive Officer (CEO) for the Quality Texas Foundation Regional Program (QTFRP)

Job Title	Chief Executive Officer (CEO)
Position Description	Provide leadership, training, curriculum building, customer support, and continuous improvement guidance to the region based on the Baldrige Criteria.
Supervisor	Board of Directors Chair
Location	Must be a resident of Texas or agree to move to Texas Not Later Than January 1, 2025
Key Responsibilities	<p>Baldrige Criteria. The new CEO must become very well versed in the Baldrige Framework (Criteria).</p> <p>Books. The new CEO must begin a very disciplined reading program focused on the Baldrige Criteria topics, Harvard Business School Review updates, get MIT/Sloan Management Review updates, and follow the latest best practice authors.</p> <p>Alliance Membership. The CEO must begin inclusion into the Alliance Programs; work to become a member of the Alliance Board of Directors.</p>
Goals	See Strategic Plan which is available upon request.
Knowledge, skills, and Talent	Must be a dynamic personality that is capable of leading many volunteers while maintaining financial accountability for the program
Education and Experience	Formal Education. A master's degree is the minimum and a PhD is preferred due to the number of hospitals and a variety of senior leaders Quality Texas Foundation Regional Program (QTFRP) deals with on a regular basis.
Ideal Candidates	Ideal Candidates. The Ideal CEO should have led organizations, performed the duties of a senior leader, and be well versed in the Baldrige application process. Not-for-profit experience would be helpful but not a requirement. They should be a student of the Baldrige process both at the state/regional level and at the national level. It is recommended that they have served as a state examiner at a minimum and served as a national examiner preferred. It is recommended that they have been a backup team leader, a team leader, possibly a process coach, and Judge. Areas of expertise are shown below in the following table.
Salary and Benefits	CEO initial salary of \$120K. QTF Match for the 401K is initially 5%. Pay raises and potential bonuses depends upon income acquired. Healthcare is open for discussion and may be inserted into salaries.