



**Announcing an Opening for:  
Chief Financial Officer  
Bartlett Regional Hospital  
3260 Hospital Drive  
Juneau, Alaska  
[www.BartlettHospital.org](http://www.BartlettHospital.org)**



**Bartlett Regional Hospital** is a municipally owned and operated, community based hospital with the mission of providing quality, patient centered, sustainable health care and health promotion for the people of Juneau and communities of northern Southeast Alaska. As the largest provider of hospital services in Southeast Alaska, Bartlett serves nearly 60,000 people in the region, many in communities inaccessible by road. The daytime population of Juneau swells between May and September as more than 1 million visitors arrive via the cruise ship industry, adding a significant seasonal impact to services and volumes at the hospital.

The hospital's values are described by the acronym "CARE" – Courtesy, Accountability, Respect, and Excellence. Bartlett has a vision to be the best community hospital in Alaska, and considers three foundational principles to have a natural link to this vision: First, delivering value through a focus on quality, patient satisfaction and safety, while controlling costs; Second, improved information exchange with other healthcare system stakeholders, through an investment of between \$4 and \$7 million dollars to upgrade and enhance its information system over the next two years. Third, the desire to strengthen the culture at BRH to attain and maintain a status of pride in the wider Juneau service area through investments in workforce development, service line development and community outreach in an effort to positively impact the health status of the community.

Bartlett Regional Hospital boasts a modern and well-maintained facility and currently operates 73 beds with staffing of 420 FTEs including over 100 licensed nursing staff. Medical staff, which includes both employed and private practitioners, practices the specialties of radiation oncology, medical oncology, and psychiatry, in addition to the surgical practices listed below.



BRH provides robust healthcare services offerings which include:

- Comprehensive Emergency Services, with the capacity to treat 12 patients in private settings, including three trauma bays, a minor surgery room, an orthopedic room, five exam rooms, a behavioral health room, and an ENT room.
- Bartlett Beginnings, an eight-bed unit and a program with prenatal and parenting education.
- Critical Care Unit, a nine-bed specialty unit that has begun the journey toward obtaining the prestigious Beacon Award for Critical Care Excellence. The Critical care unit is enhanced with eICU coverage under an arrangement with Providence Hospital in Anchorage.
- A very well-equipped Surgery department featuring three operating rooms and an endoscopy suite. Supported surgical practices include general surgery, orthopedics, urology, and ENT.
- Behavioral Health (Mental Health Unit), providing both inpatient and outpatient mental health services. The twelve-bed inpatient Mental Health Unit is staffed by two psychiatrists and a specialized nursing staff.
- Rainforest Recovery Center, offering comprehensive treatment services for people with substance abuse, substance dependence, and other addiction disorders.
- An Infusion and Chemotherapy center, with four patient chairs and one bed.
- A robust Community Wellness program including Diabetes Education and Tobacco Cessation Programs.
- Physical & Occupational Rehabilitation



## GOVERNANCE

Bartlett Regional Hospital is an Enterprise Fund of the City and Borough of Juneau, Alaska. The City and Borough of Juneau's charter provides for a nine-member board of directors to govern the hospital; directors are appointed by the City and Borough Assembly and serve three-year terms. Board meetings are open to the public and attended by a Juneau Assembly liaison. Although the City and Borough of Juneau own the land and assets of the hospital, the board is responsible for its economic viability and oversight of the management of medical operational issues.

## DESIRED BACKGROUND AND QUALIFICATIONS

Reporting to the Chief Executive Officer, the Chief Financial Officer will be accountable for serving as the principle advisor regarding all financial matters which may affect the short term or long term financial success of the organization. The successful new CFO will focus his or her attention on planning, developing, implementing, and administering financial control, analysis, operating systems, internal control, and establishing policies for the organization and its affiliates within general policy guidelines, and assuring that these policies are in accordance with generally accepted accounting principles, regulations, and existing federal and state laws. In addition, the new CFO must possess comprehensive knowledge of GASB, fund accounting experience, strategy development, quality and process improvement, and financial performance. Additional important responsibilities include working collaboratively, efficiently, and creatively with the hospital management team and with City and Borough of Juneau financial and administrative staff. As a member of the Senior Leadership Team for Bartlett Regional Hospital, the new CFO will play a key role in the tactical, strategic and cultural success of the organization.

### **Therefore, we seek candidates who have:**

- Superior business and financial acumen, a high degree of emotional intelligence and who are politically astute.
- A high level of integrity and the ability to listen and communicate honestly and openly in a transparent manner with the board, physicians, leadership team, and employees.
- A sincere interest in the community, demonstrated by the giving of her/his time and talent to community initiatives.
- An inclusive and approachable management style at all levels of the organization, including with the board, physicians, leadership team, and employees.
- A sense of vision for the organization, enhancing existing strategic goals with additional opportunities for future success.
- While still promoting a sense of community and hospital pride, the ability to make difficult decisions when necessary.
- The willingness and ability to mentor and develop staff.
- A decisive leadership style; this individual should not be reluctant to say “no” or hold difficult conversations.

The appropriate candidate for this position will possess a graduate degree in Business, Finance, Accounting, or a relevant discipline, an appropriate advanced degree such as MAC, MPA, or MBA is preferred. He or she will have at least five years of experience in upper management, at the level of chief financial officer in relevantly-sized successful organizations that have faced similar challenges and excelled.

## COMPENSATION

The successful candidate will receive an attractive and competitive compensation and benefit package.

## ADDITIONAL INFORMATION

To apply for this position, please submit a resume and letter of interest, click [here](#) to apply or by following this link:

<http://ch.tbe.taleo.net/CH16/ats/careers/jobSearch.jsp?org=BARTLETTHOSPITALHR&cws=38>

For more information, please contact Mila Cosgrove, Human Resource Director at (907)796-8677.

The position is open until filled; however, applications will be reviewed beginning May 15, 2014.

**Please note: the names of individuals applying for this position are subject to public disclosure.**

## JUNEAU

The City and Borough of Juneau is Alaska's capital city. Juneau is home to 32,000 people and hosts approximately 1,000,000 visitors a year, primarily between May and September. The economy is driven by government, tourism, and natural resource industries including mining and fishing. In addition to being the seat of state government, Juneau is also home to the University of Alaska Southeast.



Juneau is a unique and highly-engaged community that offers a small-town feel with the sophistication of a larger community enjoying unparalleled access to wilderness recreation opportunities. We have a vibrant arts community that includes two opera companies, a professional theatre company, a symphony, and a rich and varied population of visual artists and galleries. Recreation opportunities include hiking, boating, skiing, fishing and hunting. In addition, there are a variety of adult and youth sports leagues that support all levels of swimming, running, skiing, biking, rowing, and many other disciplines.

Juneau is located in the Southeastern panhandle of Alaska. It is 900 air miles north of Seattle and 600 air miles southeast of Anchorage. The community sits at sea level below steep mountains 3,500-4,000 feet in elevation. The area of the Borough of Juneau is



almost as large as Rhode Island and Delaware combined; with a total area of 3,255 square miles, it is the third-largest municipality in the United States by area. Juneau is accessible only by sea or air; cars and trucks are transported to and from Juneau by barge or ferry. Visitors and residents alike often travel the Alaska Marine Highway System which links the road system with geographically isolated communities in Alaska's Southeast panhandle. In addition, Juneau International Airport is serviced by Alaska Airlines, which provides jet service multiple times daily to both northern and southern destinations.



Juneau features a cool temperate climate that is milder than its latitude may suggest, due to the influence of the Pacific Ocean. Winters are moist and long, but only slightly cold; temperatures drop to 20°F in January, and highs are frequently above freezing. Spring, summer, and fall are cool to mild, with highs peaking in July at 65 °F. Snowfall averages 84 inches and occurs chiefly from November to March.

Northern latitudes are also subject to seasonal light fluctuations. There are 6 hours and 21 minutes of daylight on Winter Solstice and a generous 18 hours and 18 minutes on Summer Solstice.

