



PRESIDENT / THE DENVER HOSPICE

The Denver Hospice, a nationally respected nonprofit and Colorado's leading provider of hospice and palliative care, is seeking an accomplished, mission-driven executive to serve as **President**. This is a rare opportunity to lead one of the region's most trusted healthcare organizations, delivering compassionate, expert care to patients and families throughout the Denver metro area.

As President, you will provide strategic and operational leadership for The Denver Hospice and Colorado Visiting Nurse Association—overseeing a dedicated team of 300+ professionals. In partnership with Care Synergy, the COO, CEO, and Boards of Directors, you'll drive innovative care delivery, elevate quality outcomes, steward organizational growth, and expand community impact.

If you are a visionary leader with deep healthcare experience, a passion for end-of-life care, and the strategic acumen to guide complex operations with heart and integrity—this is your calling.

Location: Denver, CO

Status: Full-time

Schedule: Monday-Friday, 8-5

Annual Pay Range: \$240,000 - \$285,000 plus short and long-term incentive opportunities

Mileage and Expense Reimbursement: Sixty-two and a half cents per mile – one of the highest in the industry!

CULTURE, BENEFITS, AND PERKS:

- We value community engagement and know it matters for our team members and our patients. We provide welcoming, supportive, and inclusive care to our patients and a work environment where all team members feel respected and valued.
- We support a culture of work-life balance and provide team members with two free, confidential, and robust benefit programs designed to provide solutions to the logistical and financial problems that arise in life.



- Low healthcare premiums: no increases in five out of the last seven years
- Employer pays over 90% of the employee medical premiums in some plans
- Health Savings Account (HSA) with significant Employer Funding: Single \$1,000, Family \$2,000
- Healthcare Benefits are effective on the 1st of the month following the date of hire
- Extensive Paid Time Off (PTO/Vacation Pay/Sick Leave)
- Seven Paid Holidays with an additional Floating Holiday
- 403(b) Retirement Plan with Employer Match: 50% match up to 8% of total compensation
- Robust Leadership Development Training
- Career & Logo wear
- Company-Paid Costco Membership
- Education Reimbursement Program
- Generous Discover-a-Star Team Member Referral Program
- Robust Team Member Service Awards

REWARDING WORK YOU WILL DO:

The Affiliate President holds overall responsibility and accountability for the leadership, direction, and daily management of The Denver Hospice (TDH) and Colorado Visiting Nurse Association (CVNA) – collectively, the Affiliates.

In collaboration with organizational leadership, the COO, CEO, and the Boards of Directors (TDH & CVNA), the President develops, implements, and evaluates strategies that promote high-quality care, advance organizational goals, and uphold the mission, vision, and values of both Affiliates.

The President is responsible for effectively leveraging technology, resources, and talent to ensure the delivery of exceptional, patient-centered care and services to the communities served. This includes oversight and leadership of staff and volunteers across all care settings.



The President is accountable for achieving or exceeding the Affiliates' financial, operational, and strategic objectives while ensuring full compliance with federal and state regulations and Care Synergy policies and procedures.

The President serves as the key representative of the Affiliates at local, state, and national levels, advancing the organization's presence and influence across the healthcare landscape.

Success in this role is defined by the President's ability to lead and integrate the operational and financial performance of the Affiliates' Hospice, CAPABLE, Home Health, Wellness, and Palliative Care programs and services.

KEY REPORTING RELATIONSHIPS:

Reports to the Chief Operating Officer (Hospice) and the TDH & CVNA Board of Directors
Directly supervises the VP of Operations, Director of Clinical Services, Business Development, Patient Access, and others as needed.

The combined number of associate team members across all areas of responsibility for the President is approximately 300.

ESSENTIAL DUTIES:

Leads and manages the Affiliates' clinical, administrative, financial, and fundraising successes in alignment with the core mission.

Meets or exceeds the Affiliates' annual goals and operating plans, and its budgeted financial performance, including fundraising goals.

Develops, communicates, implements, and ensures effective growth strategies for the Affiliates, including branding, marketing, fundraising, and sales initiatives.

Meets or exceeds the Affiliates' patient care goals, quality, and compliance, as well as the publicly reported patient/family satisfaction and outcome scores in collaboration with Care Synergy and its Vice President of Quality, Compliance, and Education.

Oversees the monitoring, measurement, and effectiveness of all internal and external processes.

Provides timely, accurate, and complete reports on the operating condition of the Affiliates to the COO, CEO, and Board of Directors.



Develops, maintains, and strengthens relationships with third parties, other health care providers, regulators, vendors, foundations, major donors, and other key constituents to ensure the success of the Affiliates.

Hires, motivates, and leads a high-performance management team.

Attracts, recruits, and retains the key members of its executive leadership team.

Collaborates with and provides supervision and support to the Affiliates' management teams.

Oversees the preparation of the annual operating plan and the capital and operating budget for approval by the CEO and Board of Directors, in collaboration with the Care Synergy CFO, COO, and CEO.

Monitors, manages, and publishes monthly financial and other key performance metrics/data reports every month to allow its leadership team to effectively manage their scopes of responsibilities.

Achieves the strategic and operational objectives of the Affiliates and Care Synergy, working in close collaboration with the COO, CEO, and other senior executives.

Attends all meetings of the Affiliates and Care Synergy Board of Directors meetings.

COMMUNITY AND INDUSTRY INVOLVEMENT:

Maintains a visible role and active engagement in appropriate industry, professional and community organizations and functions.

Represents the Affiliates and Care Synergy externally to clients, providers, regulators, donors and other constituents.

Recruits community and industry financial and non-financial support for the Affiliates' operations, programs, and capital projects.

POLICIES AND PROCEDURES:

Ensures compliance with organizational policies and procedures as well as state/federal regulations and statutes are maintained and followed.

OTHER:

Performs other related duties as assigned by the COO - Hospice.



WHAT WE ARE GOING TO LOVE ABOUT YOU:

- **Mission Driven** - Alignment with The Denver Hospice, Colorado Visiting Nurse Association, and Care Synergy's mission, vision, values, service philosophy, and standards.
- **Education** – Bachelor's degree required, Master's degree preferred.
- **Experience** – Minimum of ten (10) years' progressive leadership experience in a highly complex and diversified hospice/health care company; preferably with at least five (5) years' experience at a senior leadership level in a complex health care company and at least two (2) years at an Executive Director/President/CEO level in a health care company.

If you need assistance completing the electronic application, please contact our Talent Acquisition team via email at cs-recruitment@caresynergynetwork.org. You may also call the Human Resources Department at (303) 228-5647. Applications can be completed in person at any one of our affiliate office locations.

The Organization does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender, gender identity, pregnancy, national origin, age, disability, creed, ancestry, genetic information, marital status, sexual orientation/identity, transgender status, military or veteran status, or any other characteristic protected by federal, state, or local law. This prohibition includes unlawful harassment based on any of these protected classifications.