

**Southcentral  
Foundation**



**Chief Financial Officer and Executive Vice President  
Opportunity Guide**

[southcentralfoundation.com](http://southcentralfoundation.com)



# About Southcentral Foundation



**Vision:** A Native Community that enjoys physical, mental, emotional, and spiritual wellness.

Southcentral Foundation (SCF) is a prominent Alaska Native-owned, nonprofit healthcare organization deeply committed to improving the health and well-being of Alaska Native and American Indian peoples. Established in 1982 under the tribal authority (regional corporation) of Cook Inlet Region, Inc. (CIRI), SCF has grown to become a leading tribal health organization, employing over 2,900 people across more than 80 diverse programs and locations. The overarching vision is to foster a Native Community that enjoys physical, mental, emotional, and spiritual wellness, achieved through working together with the community to provide comprehensive health and related services. A tribute to the work and leadership of SCF, it was awarded the prestigious Malcolm Baldrige National Quality Award twice, something no other healthcare organization has achieved.

Beyond clinical services, Southcentral Foundation's impact extends to comprehensive community wellness initiatives. They focus on addressing crucial health-related social needs, with programs dedicated to preventing domestic violence, child abuse, and child neglect, and promoting overall family wellness. SCF leads the community and provides care with an unwavering commitment to quality and innovation. By empowering customer-owners, fostering strong relationships, and continually striving for excellence, Southcentral Foundation exemplifies a unique and highly effective model for culturally responsive healthcare delivery.



At the core of Southcentral Foundation's approach is the internationally recognized "Nuka System of Care." This system empowers "customer-owners" (patients) to be active participants in their health journey, emphasizing shared decision-making and integrating traditional

practices alongside Western medicine. The Nuka System provides a wide array of medical, dental, behavioral, traditional healing, and community-based services, and has consistently demonstrated significant improvements in health outcomes, including dramatic reductions in emergency room visits and hospital discharges and high levels of customer-owner and employee satisfaction.

Southcentral Foundation and the Alaska Native Tribal Health Consortium (ANTHC) share a cooperative relationship, primarily centered around the joint operation of the Alaska Native Medical Center (ANMC) in Anchorage.

**ANMC includes:**

- 182 inpatient beds,
- Full range of medical specialties
- Level II Trauma Center

The collaboration is a part of the Alaska Tribal Health System, which aims to provide comprehensive and culturally relevant healthcare to Alaska Native and American Indian people across the vast state. Although both organizations are distinct, SCF focuses on delivering primary health services to "customer-owners" in Anchorage, the Matanuska-Susitna Borough, nearby villages, and some statewide services. ANTHC is a statewide non-profit tribal health organization serving the wider Alaska Native and American Indian population.

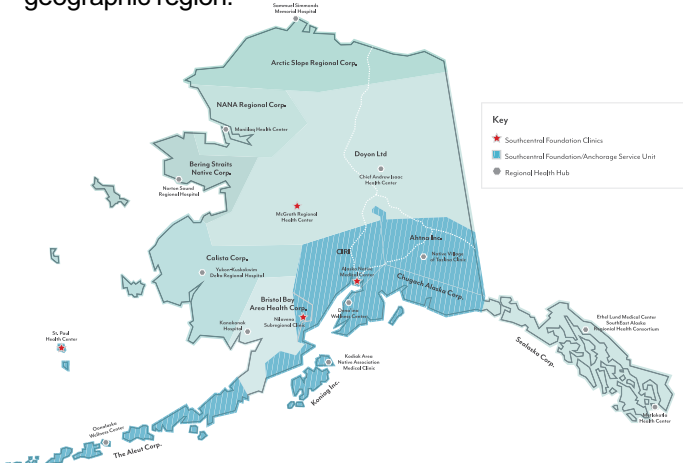
# About Southcentral Foundation

## Breadth and Scope

Southcentral Foundation operates a comprehensive network of healthcare facilities primarily serving Alaska Native and American Indian peoples throughout Southcentral Alaska, including Anchorage and 55 rural villages. The design and operation of these facilities reflect SCF's Nuka System of Care and its commitment to cultural respect, integrated care, and ease of access.

In Anchorage, the Anchorage Native Primary Care Center (ANPCC) serves as a central hub, housing nine primary care clinics located on the Alaska Native Medical Center (ANMC) accredited campus. Additionally, SCF operates various other facilities in Anchorage, including dedicated dental clinics for family dentistry and specialty dental services. Behavioral health services are also provided through dedicated outpatient centers, residential facilities, intensive case management, and soon-to-come crisis stabilization and crisis residential, demonstrating a strong commitment to mental and emotional wellness.

Beyond Anchorage, SCF extends its reach through a network of rural clinics and community health centers, many of which are designated Federally Qualified Health Centers (FQHCs). Examples include the Benteh Nuutah Valley Native Primary Care Center in Wasilla and the McGrath Regional Health Center, among many others, located in remote villages often accessible only by plane. These facilities are designed to be community-based and customer-directed, offering a wide range of services, such as primary care, behavioral health, substance misuse treatment, and oral health, often on a sliding fee scale to ensure accessibility for all community members. The strategic placement and design of these diverse facilities underscore Southcentral Foundation's dedication to providing accessible, culturally sensitive, and integrated healthcare services across a vast and diverse geographic region.



## Governance

Southcentral Foundation is governed by a board of nine members, appointed by the CIRI Board of Directors. Through a lens of customer-ownership and Nuka values, the Board is responsible for policy making, decision making, fiduciary oversight, and partnership with the CEO.

## Executive Leadership

President and CEO [April Kyle](#) has worked at Southcentral Foundation since 2003. April is a Ninilchick Native Association Tribal member of Athabascan descent, and she is a customer-owner. Starting in Human Resources and advancing to various leadership roles, she served as the VP of Behavioral Services before her appointment to the top executive role in 2021. April leads the Vice President Leadership Team (VPLT), a 15-member group that implements board policy, collaborates on all SCF major initiatives, and guides their respective areas of functional responsibility.

## The Chief Financial Officer/ Executive Vice President Role

Ronald "Lee" Olson, CPA, has served as Southcentral Foundation's Executive Vice President of Finance and Facilities and Chief Financial Officer since 1997, playing a pivotal role in shaping the organization's financial strategy and infrastructure. Under his leadership, SCF has evolved into a large, financially stable healthcare organization, with annual operations exceeding \$600 million and assets totaling \$1.5 billion. Significant capital expansion is underway, and future projects are in the planning stage. Widely regarded as one of the nation's leading experts on tribal healthcare funding, Lee has overseen all financial and facilities functions with a strategic focus and consistent success. His long tenure reflects both deep commitment and exceptional stewardship.

As Olson prepares to step down by the end of 2025, Southcentral Foundation is in a strong financial and operational position, ready for new leadership to build on his legacy and lead the Finance and Facilities team forward. To ensure a seamless transition, Olson will assume a temporary Strategic Advisor role once the next CFO/EVP is appointed, providing continuity, historical insight, and support where needed, and providing focused input to the President and CEO on special projects.



# The Opportunity: Chief Financial Officer and Executive Vice President



Southcentral Foundation (SCF), a leading Alaska Native-owned, nonprofit healthcare organization, is seeking an Executive Vice President and Chief Financial Officer and Executive Vice President (CFO/EVP) to lead its financial strategy and facilities operations. This crucial role offers an extraordinary opportunity to join a distinguished leadership team, building upon a legacy of trusted financial stewardship instrumental in the growth and evolution of SCF's nationally recognized Nuka System of Care. The successful candidate will excel at ensuring the efficient management of resources that directly underpin SCF's mission to provide comprehensive health and related services to Alaska Native and American Indian peoples, contributing significantly to improved health outcomes and operational efficiencies. This position promotes SCF's mission, vision, and objectives, directing the performance and operation of the corporation and ensuring SCF's financial sustainability. The CFO/EVP works with the President/CEO and the Vice President Leadership team to develop and implement strategies to achieve SCF's short-term and long-range corporate goals and objectives, and also guides leaders across the organization.

## Finance and Facilities Division

- Finance and Facilities Division
- Revenue Cycle
- Finance Operations
- Facilities Operations
- Facility Planning
- Revenue Strategy
- Business Development Strategy

Specifically, the CFO/EVP will oversee all critical financial functions, including strategic financial planning, revenue cycle and strategy, budgeting, accounting, treasury management, and procurement, ensuring fiscal stability and integrity across the organization. This role will also provide the strategic management of SCF's extensive facilities. Strategic involvement in facilities management will be crucial in ensuring that infrastructure not only supports the delivery of high-quality healthcare, but also accommodates the organization's ongoing strategic expansion.

The successful candidate will be a visionary financial strategist with a deep commitment to mission-driven healthcare and a proven track record of implementing revenue strategies. Ethical stewardship and integrity are paramount, with a history of sensitivity in handling confidential information and a commitment to fair dealings with business partners and collaborators. The CFO/EVP will be a key strategic partner/advisor to the President and CEO, guiding the organization's financial trajectory, fostering operational excellence, and strengthening external relationships. This role is ideal for an accomplished professional, eager to contribute to an organization that has consistently demonstrated a profound commitment to community well-being and innovative healthcare delivery, for over two decades.

# Performance Objectives



## Strategic Leadership and Change Management

- Drive strategic financial planning and forecasting initiatives that support Southcentral Foundation's long-term vision (e.g., the Nuka System of Care) and adapt to evolving healthcare landscapes and tribal health priorities.
- Provide collaborative leadership in maintaining a positive and productive working relationship among the Board of Directors, Executive Vice Presidents, VPLT, and partner organizations.
- Lead significant organizational change initiatives related to financial processes, systems, or operational models, ensuring successful adoption and positive impact on efficiency and service delivery.
- Foster an organizational culture of continuous improvement, innovation, and fiscal accountability across all departments.
- Monitors outcomes for effectiveness, and develops work plans for organizational improvement and change.
- Actively participates in national and statewide committees, workgroups, and other organizations to identify best practice guidelines.
- Directs ongoing analysis of departments and functions to support program expansion or changes aligned with SCF's mission, vision, and values.

## Oversight of Financial and Facilities Operations

- Demonstrate fiscal responsibility and efficient use of all organizational resources.
- Ensure the robust and efficient management of all financial operations, including budgeting, accounting, treasury, and procurement, to maintain financial stability and optimize resource utilization.
- Support the Vice President of Finance and the Director team in their functional administration of the work, coaching, guiding, and redirecting when appropriate.
- Provide comprehensive oversight of the organization's facilities management ensuring infrastructure supports high-quality healthcare delivery and future growth.
- Strengthen internal controls and risk management frameworks to safeguard assets, ensure regulatory compliance (e.g., HIPAA, OIG, tribal specific regulations), and protect the organization's financial integrity.
- Implements meaningful improvements to financial services, programs, processes, and overall organizational effectiveness, creating new value for customer-owners and employees.



# Performance Objectives



## Leadership Development

- Mentor and retain a high-performing finance and facilities team, fostering a culture of excellence, collaboration, and professional development.
- Champion an inclusive and empowering work environment that encourages innovation, accountability, and continuous learning.
- Ensure effective succession planning for key roles within the finance and facilities departments to maintain continuity and build leadership capacity.
- Build strong relationships and rapport with the executive team, workforce, and all departments, as well as external partners.
- Maintain visibility and accessibility to employees to foster open communication.
- Develop methods and processes to create positive and engaging work environments that motivate employees.
- Promotes Alaska Native hiring and retention, including professional development and mentoring for Alaska Native employees.

## Partnerships and External Relationships

- Serve as a primary financial liaison and collaborative partner with the Alaska Native Tribal Health Consortium (ANTHC) in the joint management and strategic direction of the Alaska Native Medical Center (ANMC).
- Cultivate and strengthen relationships with key external stakeholders, including government agencies (e.g., Indian Health Service), financial institutions, and potential funders, to secure diversified funding and support for SCF's mission.
- Represent SCF professionally and effectively in all external financial and operational matters, enhancing the organization's reputation and advocacy efforts within the broader healthcare and tribal communities.
- Lead the negotiation and management of contracts with key partners, vendors, and service providers to ensure favorable terms and alignment with organizational objectives.
- Ensures a relationship-based approach to employee and customer-owner engagement is consistently applied.

# The Qualified Candidate



Southcentral Foundation seeks its next CFO/EVP to ensure continuity of SCF's current operations and build and expand its revenue and financial strategies for the future. Following a long-tenured and well-respected leader, the ideal next CFO/EVP will serve on the executive team and report to the President and CEO. The leader will manage a team of six direct reports and 228 indirect reports.

With a commitment to mission-driven healthcare and serving Alaska Native/American Indian customer-owners, the next CFO/EVP will bring a proven track record of effective financial stewardship as well as notable experience in creating new revenue opportunities. This seasoned professional will possess expertise in strategic financial planning, comprehensive budgeting, accounting, treasury management, and procurement, ensuring fiscal stability and integrity. Critical to success will be the ability to strategically manage extensive facilities, to support high-quality healthcare delivery and strategic expansion.

Southcentral Foundation leaders demonstrate a deep understanding a deep understanding of Alaska Native and American Indian cultures, and the unique needs of individuals affiliated with Cook Inlet Region, Inc. (CIRI) and those within SCF's service area. This cultural knowledge is essential to our mission of achieving wellness for the Native Community.

## Specific Requirements Include:

- Passion for the mission of nonprofit healthcare and working together with the Native Community to achieve wellness through health and related services, and is excited for the adventure of Alaska.
- At least ten (10) years of progressive experience in healthcare financial management, including revenue cycle management and revenue development.
- Senior leadership experience (preferably five years) or any combination of training and experience that provides the required skills, knowledge, and abilities to serve as an executive leader at SCF.
- Track record in financial management, stewardship, and developing strategies to successfully increase revenue, including navigating complex contracts and negotiations.
- Proven success in building strong and productive work teams with a focus on mentoring and nurturing staff development and a long-term focus on internal succession planning.
- Strong analytic and strategic-thinking skills, with a demonstrated ability to create, implement, and monitor complex plans and then translate those plans into goals and concrete strategies.
- A career track record that shows stability with an organization and capacity to develop and nurture relationships, culminating in overall success.
- Master's degree in finance, accounting, or business field required or equivalent training and experience; CPA or CMA required.
- Tribal Healthcare experience is not required for SCF's next financial leader.



# The Qualified Candidate



As an executive leader, the CFO/EVP will be onsite in the executive offices as well as visible at SCF locations. The role travels locally (throughout the State of Alaska), nationally in the lower 48 for meetings and conferences, and occasionally internationally to represent SCF. Many Alaska communities served by SCF are rural and cannot be accessed via the road or rail system. Individuals in this position can be required to travel to rural locations via various modes of transportation, which can include small airplanes with additional local transportation by boat, snow machine, and/or all-terrain vehicle.

## Alaska Native/American Indian Preference in Employment

Pursuant to the Indian Self-Determination and Education Assistance Act, as amended, SCF pursues a policy of Alaska Native/American Indian preference in hiring, contracting, and training.

## Employee Health Requirements

Compliance with the Employee Health Procedure is a condition of SCF employment. You are required to agree that you will comply with all job-related employee health screening and immunizations before your first day of employment. Jobs designated as a Health Care Personnel (HCP) position, requires that you have documentation that you have completed the following immunizations before your first day of employment: MMR (Measles, Mumps and Rubella, Varicella (Chicken Pox), Hepatitis B, Influenza, T-dap (Tetanus - Diphtheria - Pertussis), and COVID-19 vaccination is required.





# How To Apply



Southcentral Foundation (SCF) is committed to intentional, transparent, and equitable compensation practices. Executive compensation is reviewed annually and aligns with the Board's overarching philosophy of providing competitive, market-based total compensation, including base salary, signing bonus, comprehensive benefits, performance-based incentives, and relocation support. In collaboration with KEES, SCF recently conducted a thorough benchmarking analysis for the CFO/EVP role. The compensation was evaluated in the context of Alaska's cost of living and associated state advantages. The anticipated hiring range for this position begins in the low \$400,000s for candidates meeting minimum qualifications, extending to the upper \$500,000s. Exceptional candidates may be considered for a total compensation package in the upper \$600,000s. Executive benefits offer robust insurances, retirement plans (401(k) and 457(b)), and generous paid time off.

**APPLY HERE**

To ensure confidential tracking of all applicants, no applications will be accepted via email. **ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.**

All candidate-submitted materials and credentials will be reviewed for consistency and accuracy. Candidates can expect that KEES will verify employment/academic/background information both in the screening process and for the finalist(s) in a formal background check. KEES utilizes a 4-step screening process, the first of which is the formal Candidate Application. Applications are reviewed by the KEES team and advanced through various stages of inquiry and confirmation. Applications with specific cover letters will be given priority consideration, on a rolling basis, by August 31. All applicants will be notified of the outcome of the search. Based on the timing of your specific application, you are welcome to reach out for information on the timeline.

This search is being managed by Heather Eddy, President and CEO of KEES, and Project Manager, Randi Blasutti. Questions may be addressed to [rblasutti@kees2success.com](mailto:rblasutti@kees2success.com).

## About KEES

KEES (formerly Alford Executive Search) is a woman-owned nonprofit executive search firm dedicated to creating diverse teams with dynamic leadership in the nonprofit and public sectors. We offer a comprehensive range of services, including executive search, leadership development, compensation analysis, interim staffing, and HR support.

Launched in 2013, based on decades of prior work by the Founders, KEES is a leader and noted pioneer in DEIB-focused executive search and culture building. KEES is noted for bringing dynamic and under-radar candidates to the table, regularly placing industry veterans and first-time leaders alike. Recognized for two years in a row on the Hunt Scanlon Nonprofit Top 65, KEES leaders are sought-after experts in search, leadership development, and often first-time roles. To learn more, visit us at [KEES](https://www.kees2success.com).

# More About Anchorage, Alaska



Anchorage, Alaska, often dubbed “the largest small town you’ll ever live in,” offers a unique blend of urban amenities and unparalleled wilderness access, making it a truly exceptional place to call home. Anchorage is on Dena’ina Etnena, the traditional homelands of Dena’ina Athabascan people. Nestled between the majestic Chugach Mountains and the Cook Inlet, the city boasts breathtaking scenic beauty, with glaciers, vast forests, and picturesque coastlines just a short drive away. This stunning natural backdrop provides residents with an endless array of outdoor recreational opportunities, from world-class hiking, biking, and fishing in the summer to cross-country skiing, snowboarding, and even aurora borealis viewing in the winter. Imagine being able to spot moose in your backyard or beluga whales in the inlet, all while still being within city limits.

Beyond its incredible natural playground, Anchorage also offers a surprising level of urban sophistication. Despite its northern latitude, it features a diverse community with a vibrant arts and culture scene,

including museums, theaters, and a burgeoning craft brewery movement. The city also benefits from no state sales tax or income tax, a significant financial advantage for residents. While the cost of living, particularly for housing and groceries, can be higher than the national average due to logistics, many find the exceptional quality of life and unique experiences to be well worth it.

For those seeking a lifestyle that balances modern conveniences with an untamed frontier spirit, a friendly community, and access to some of the most awe-inspiring landscapes on Earth, Anchorage presents a compelling and rewarding place to live. Anchorage’s economy is surprisingly diverse, anchored by sectors such as oil and gas, military presence, transportation, healthcare, and the growing tourism industry. This robust economic foundation, coupled with its role as a central hub for Alaska’s infrastructure, contributes to a stable and dynamic job market for many.