



Position Announcement: Chief Executive Officer

North Carolina Medical Board

Located in: Raleigh NC

PLEASE NOTE: To receive full consideration for this position, please submit the requested information through Armstrong McGuire's portal at www.armstrongmcguire.com/jobs. Due to integration issues, applications submitted through third party sites such as Indeed and LinkedIn may not be received.

The Opportunity

Established in 1859, the North Carolina Medical Board (NCMB or Board) regulates the practice of medicine and surgery for the benefit and protection of the people of North Carolina. It is one of the oldest and most well-respected medical regulatory boards in the country. With the retirement of NCMB's current Chief Executive Officer, NCMB is now searching for its next chief executive. This is a unique opportunity for a strong and skilled leader to step into a highly regarded organization with strong financial stability and robust partnerships within the healthcare community.

The CEO will serve as the primary external face of NCMB, building partnerships within the medical community and with the general public, and ensuring that the organization is well-equipped to meet its mission to regulate the practice of medicine for the "benefit and protection of the people of North Carolina" (N.C. Gen. Stat. §90-2(a)). The CEO will provide visionary and strategic leadership to all NCMB operations and ensure continued financial stability, adherence to NCMB's mission and values, and the continued development of a positive, supportive culture.

Governed by an engaged Board of Directors consisting of up of 13 members, including eight physicians, one physician assistant, one nurse practitioner, and three non-clinicians, NCMB's next CEO will oversee a rapidly growing staff (currently at 66 individuals) comprised of both tenured and new team members ready to go to the next level. Supported by a leadership team that consists of a Chief Investigative Officer, Chief Medical Officer, Chief Administrative and Communications Officer, Chief Legal Officer, and a Human Resources Manager, the CEO is bolstered by a highly regarded team with longevity, stability, and expertise.

The Ideal Candidate Profile

The ideal candidate will demonstrate the following professional and personal qualities, skills, and characteristics.

Commitment to the Mission

The CEO will be committed to NCMB's mission and exemplify its core values of integrity, excellence, accountability, and progressive. The ideal candidate is purpose-driven and will demonstrate an understanding of the needs of the communities NCMB serves while fulfilling its regulatory mission. The CEO will embrace equity, diversity, inclusion, and belonging and will actualize these principles across the organization and in NCMB's work.

Strategic Leadership

The CEO will be driven to ensure that NCMB operates effectively to meet the licensing and regulatory demands of the state while also charting a course to take the agency to the next level.

The ideal candidate will be a strategic thinker with a solid grasp of the many and ever-changing factors that impact the medical environment and their impact on NCMB's mission. The CEO must stay abreast of the physician and community needs within the state and work with board members to prioritize key opportunities to develop a vision for the future of NCMB and how it should adapt while still maintaining mission focus. The CEO must be a source of innovation with the initiative to seek opportunities, proactively gauging and bringing to the board the financial, legal, legislative, and regulatory risks impacting medical regulation.

Relationship Building

The CEO will have deep experience developing meaningful relationships and community partnerships that lead to opportunities for collaboration. This includes multiple communities of focus—including staff, board members, the medical community, government bodies, and the public—and the CEO will need to understand how to maneuver effectively within and between these entities. The ideal candidate will have experience working with a board of directors, partner associations, and policy makers, will understand the challenges with the practice of medicine in different venues, and will demonstrate a history of inspiring staff and board-level volunteers. The CEO will be a good listener and strong communicator who is able to work effectively with and assimilate information from diverse groups and share the importance of NCMB's mission.

Strong Business Acumen

The CEO will have a strong understanding of licensing and the regulatory environment. They must have experience managing all facets of a multi-million-dollar agency and a solid understanding of the financial complexities and regulatory necessities of an organization that operates solely through licensing fees. The ideal candidate will have experience building a team, establishing and enforcing accountability, effectively allocating resources, and delegating day-to-day activities. The CEO will have a solid grasp of operations, policies, and procedures – ideally in a regulatory environment – and expertise enacting and enforcing them. The ideal candidate will possess a high degree of emotional intelligence and diplomacy, the ability to remain calm under pressure, and an aptitude for solving complex problems and making decisions.

About the Organization

The NC Medical Board is a public agency that serves the people of North Carolina. NCMB issues licenses to physicians, physician assistants, and certain other medical professionals. It also investigates allegations of incompetence and other misconduct and, where appropriate, takes remedial or disciplinary action. NCMB currently licenses more than 57,000 physicians and physician assistants and its board of directors consists of 13 members appointed by the Governor, including eight physician members, one physician assistant, one nurse practitioner, and three members representing the public. The Board's entire \$13M operating budget comes from fees paid by its licensees.

NCMB protects the people of North Carolina, and the integrity of the medical profession, through just and vigilant licensing and regulation. NCMB's vision is to be a proactive and progressive leader that addresses emerging challenges in medicine.

NCMB is guided by the following core values:

- Integrity: We are committed to acting honestly, ethically, and impartially
- Excellence: We strive to deliver the highest quality work, and superior service
- Accountability: We accept responsibility for our actions, and disclose results in a transparent manner
- Progressive: We rise to meet the organization's changing needs with a spirit of creativity, inclusion and innovation

NCMB's goals are those shown below:

- Licensing and renewal: Provide timely access to the workforce without compromising patient protection through innovative licensure and renewal initiatives
- Enforcement: Protect the public and the integrity of the practice of medicine by ensuring the investigative and regulatory processes are current, timely, efficient, and effective
- Policy and education: Identify and address emerging issues impacting the practice of medicine through effective policy development and outreach to licensees, the public and stakeholders
- Efficiencies: Provide optimal staffing, facilities, processes and technology to enable NCMB to succeed in its mission

Want to know more? Visit the North Carolina Medical Board website at ncmedboard.org.

Think you are North Carolina Medical Board's next Chief Executive Officer?

To apply, click on the link to the Chief Executive Officer position profile at ArmstrongMcGuire.com/jobs. You will see instructions for uploading your compelling cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact talent@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites.

Review of candidates will begin in February and applicants are encouraged to apply by early March.

Salary is commensurate with the requirements of the position with bonus potential. Benefits include medical, dental, vision, life, short and long-term disability insurance; options for supplemental insurance, health savings account, flexible spending account, and legal services; employee assistance program; paid holiday leave; accrued paid time off; and 401(k) plan with match.

NCMB welcomes a diverse pool of candidates. NCMB is committed to a policy of equal employment opportunity without regard to race, color, creed, religion, sex, age, handicap, marital

status, sexual orientation, national origin, physical or mental disability, or any other category protected by law.

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