



Position Description

Chief Executive Officer

About Arc Health

Mission:

At Arc Health (www.archealthjustice.com), we connect the best medical providers to the most underserved communities. We embed health equity at the forefront of our work and invest in local health professionals who will serve vulnerable communities for a lifetime.

Background

In 2018, Arc Health was co-founded by Dr. Phuoc Le and Dr. Sriram Shamasunder, who are physicians and professors with decades of experience in serving the poorest communities in the U.S. and abroad, from Los Angeles to Liberia. In 2015, they co-founded the [HEAL Initiative](#) Global Health Fellowship at University of California-San Francisco, which has grown to over 125 current and past fellows in the U.S. and in seven other countries. With Arc Health, they are advancing their vision to achieve a world where the most vulnerable populations have equitable access to the best health professionals.

One of the most crucial elements of a strong health system are skilled health staff. Without talented and dedicated medical professionals, there can be no strong health system. In underserved rural communities in the United States and around the world, there is a near-universal relationship between persistent poverty and a lack of health workers.

Often, financial constraints aren't the main reason behind this lack of health workers: while there are often public funds allocated to hire health professionals, qualified and willing applicants are insufficient, especially in underserved communities. This situation opens a market for recruitment companies to fill vacancies with temporary health workers. As these for-profit companies focus on short-term placements, health systems don't have the committed partnerships that foster the long-term recruitment and retention of qualified talent.

Arc Health will be the first public benefit company in the medical staffing industry to focus exclusively on achieving health equity through the recruitment and retention of skilled health staff in underserved communities.

This is an opportunity to join a small early team that aims to disrupt a large, private temporary staffing physician space. The space is fragmented without a deep social mission. This opportunity will allow the

right leader to shape and transform Arc as we establish a strong rights based, social mission into the locum tenens space.

Position Overview

Arc Health is recruiting a Chief Executive Officer who will be based in the Bay Area in California. The CEO will have both internal and external facing responsibilities and manage all operational aspects of a growing start-up. These areas include developing a three-year strategic plan, programmatic/partnership expansion, fundraising, budgeting, recruitment, and staff and workplace cultivation/organizational structure.

The CEO will work closely with the co-founders and will report to the Board of Directors of Arc Health.

Minimum Qualifications

- Master's degree or equivalent
- Passion for equitable healthcare delivery and in health workforce development in underserved communities
- Proven leadership, management, organizational, strategic & planning skills, with ability to thrive in a fast-paced environment
- Ability to oversee a growing staff and hire new staff as needed
- Strong interpersonal and communication skills
- Experience with budget planning and fundraising
- Ability to travel for work domestically and internationally
- Experience in medical staff recruitment industry highly desirable
- Excellent writing and presentation skills in English
- Prior experience, solid knowledge, and demonstrated proficiency in using Word, Excel, Slack, Asana (or equivalent), Powerpoint, CRM

To be successful as a member of the Arc Health team, applicants will:

- Be a motivated and creative thinker, develop ideas and execute on them
- Ability to be self-directed and comfortable with an all hands-on deck, no task too menial environment
- Be humble, diligent and committed to health equity
- Have a strong work ethic, take initiative, and require minimal direction
- Proactively seek and give feedback to improve the Arc Health team

Compensation

- Commiserate with experience
- Opportunities to earn equity available/negotiable

Position is open immediately until filled. Please send a cover letter, resume, and three references via e-mail to Dr. Phuoc Le at info@archealthjustice.com. Only shortlisted candidates will be contacted.

Arc Health is an equal opportunity employer; people of color and individuals from diverse backgrounds are encouraged to apply.