



Behavioral Health Resources **CHIEF EXECUTIVE OFFICER** *Job Announcement*

Behavioral Health Resources (BHR) is seeking a strategic, collaborative, and mission-driven leader to serve as its next Chief Executive Officer. Reporting directly to the Board of Directors, the CEO will lead a respected community behavioral health organization dedicated to improving the lives of individuals and families through high-quality, accessible mental health and substance use disorder services.

Headquartered in Olympia, Washington, BHR serves communities throughout southwest Washington and employs approximately 146 staff across a broad continuum of behavioral health programs and services. The organization is recognized for its commitment to compassionate care, innovation, and community partnership.



About Behavioral Health Resources

Founded in 1956, Behavioral Health Resources is a nonprofit community behavioral health organization serving individuals and families throughout Thurston, Mason, and Grays Harbor counties. BHR provides outpatient mental health services, substance use disorder treatment, crisis services, supportive housing, peer support, and a variety of community-based behavioral health programs.

BHR's work is grounded in the belief that behavioral health care should be accessible, person-centered, and responsive to the evolving needs of the community. The organization partners closely with healthcare providers, regional networks, local governments, housing organizations, and community stakeholders to deliver integrated and impactful services.

The CEO serves as the public face of the organization and works closely with the Board of Directors, staff leadership, funders, and community partners to ensure BHR remains financially sustainable, clinically strong, and strategically positioned for the future.



The Position

The Chief Executive Officer is responsible for the overall leadership, strategic direction, operational management, and financial stewardship of Behavioral Health Resources. The CEO oversees clinical services, administrative operations, organizational planning, and external relations while ensuring alignment with BHR's mission, values, and strategic priorities.

This position requires a leader who can successfully navigate the complexities of community behavioral health care, including evolving healthcare regulations, public funding systems, workforce challenges, and increasing community needs. The CEO will lead a talented leadership team and foster a culture centered on accountability, collaboration, innovation, and continuous improvement.

The CEO reports directly to the BHR Board of Directors and serves as the organization's primary liaison to community stakeholders, funders, advocacy organizations, and regional partners.

Key Responsibilities

ORGANIZATIONAL LEADERSHIP

- Provide strategic and operational leadership for all BHR programs and services.
- Foster a strong organizational culture grounded in BHR's mission and values.
- Build and support high-performing leadership teams across clinical and administrative functions.
- Lead organizational change initiatives and position BHR to adapt to the evolving behavioral health landscape.
- Ensure compliance with applicable federal, state, and local regulations and standards.

STRATEGIC PLANNING AND INNOVATION

- Partner with the Board and leadership team to establish and implement long-range strategic priorities.
- Identify emerging trends, opportunities, and service gaps within behavioral health care delivery.

- Develop innovative service models and business opportunities that advance BHR's mission and long-term sustainability.
- Position the organization to respond effectively to healthcare reform and changing funding environments.

FINANCIAL STEWARDSHIP

- Ensure sound fiscal management and long-term financial sustainability.
- Oversee budgeting, financial reporting, audits, and financial controls.
- Develop funding strategies and maintain strong relationships with public and private funding partners.

CLINICAL AND OPERATIONAL OVERSIGHT

- Oversee the delivery of high-quality behavioral health services and ensure program excellence.
- Support the development and implementation of new

clinical programs and service delivery models.

- Ensure operational systems, technology, and infrastructure effectively support client care and organizational goals.
- Promote data-informed decision making and continuous quality improvement.

COMMUNITY AND BOARD RELATIONS

- Serve as the primary ambassador and spokesperson for BHR throughout the community.
- Build strong relationships with staff, clients, healthcare partners, advocacy groups, and government agencies.
- Support and maintain a productive partnership with the Board of Directors.
- Advocate for behavioral health services and the needs of the communities BHR serves.



The Ideal Candidate

The ideal candidate will be a thoughtful and emotionally intelligent leader who combines strategic vision with operational excellence. BHR is seeking a CEO who can build trust across the organization, inspire staff, strengthen community partnerships, and position the organization for long-term success in an increasingly complex behavioral health environment.

The successful candidate will bring strong business and financial acumen while also understanding the importance of compassionate, client-centered care. They will be a collaborative leader who values transparency, accountability, and teamwork and who can effectively balance mission, clinical quality, operational demands, and financial sustainability.

The next CEO will be an engaging and visible leader who values communication, employee engagement, and relationship building. BHR seeks a leader who can work effectively with staff, clients, community partners, funders, and the Board of Directors while fostering a positive and mission-focused organizational culture.



Desirable Qualifications

A Bachelor's Degree in healthcare administration, public administration, business administration, behavioral health, or a related field and at least seven (7) years of progressively responsible executive or senior leadership experience in behavioral health, healthcare, nonprofit, or public sector organizations.

- Experience leading community-based behavioral health programs, publicly funded healthcare services, or complex nonprofit organizations is highly valued.
- An advanced degree in healthcare administration, business administration, behavioral health, public administration, or a related field is a plus.
- Other desired experience and qualifications include:
- Strong financial management and business acumen, including budgeting, audits, reimbursement systems, and long-term financial planning.
- Demonstrated success working collaboratively with governing boards and community stakeholders.
- Experience leading organizational change and developing high-performing teams.
- Knowledge of behavioral health systems, integrated care models, and managed care environments.
- Strong interpersonal, communication, and relationship-building skills.
- Demonstrated experience working with labor.
- Ability to analyze complex operational and financial information and make strategic decisions.
- Demonstrated commitment to innovation, collaboration, and mission-driven leadership.
- Experience building relationships with local governments, healthcare providers, regional partners, and community organizations.
- Experience navigating complex public funding environments and healthcare reimbursement systems.
- A leadership style that emphasizes transparency, accountability, collaboration, and employee engagement.



Salary and Benefits

The annual salary range for this position is \$260,000 - \$300,000. The salary offered will depend on qualifications and experience.

Behavioral Health Resources offers a flexible and collaborative work environment with hybrid work options available consistent with organizational and operational needs.

BHR offers an exceptional executive benefits package including 100% employer-paid medical, dental, vision, long-term disability, and basic life insurance coverage for the employee. Additional benefits include a \$1,000 sign-on bonus, a 5% employer contribution to a 403(b) retirement plan after one year of employment, 10 paid holidays plus 2 personal holidays annually, and a generous leave package that includes 10 hours of paid time off and 8 hours of sick leave accrued per month.

BHR also provides education funds, reimbursement for credentialing expenditures, and access to multiple student loan repayment opportunities. BHR is a WDI-approved community behavioral health agency and a preapproved site for the WSAC Washington Health Corps Loan Repayment Program. Eligible employees may qualify for up to \$75,000 in student loan repayment over three years. In addition, BHR is an eligible employer under the federal Public Service Loan Forgiveness Program.



APPLICATION PROCESS

Persons interested in this position must submit a cover letter and current resume.

If you have questions regarding this announcement, please call Marissa Karras at (360) 956-1336. To be considered for first review, please submit application materials no later than July 17, 2026. The position will remain open until filled; however, the screening process will move quickly. Interested candidates are encouraged to apply as soon as possible.

To apply, please visit [Karras Consulting](https://www.karrasconsulting.com) and click on “View Open Positions.”

Behavioral Health Resources is an equal opportunity employer that values workplace diversity and seeks to create an environment and culture that embraces employee differences. All qualified applicants will be considered in accordance with applicable laws prohibiting discrimination on the basis of race, religion, color, gender, age, national origin, sexual orientation, physical or mental disability, marital status, veteran status, or any other legally protected status. BHR will provide reasonable accommodation in the recruitment, application, and selection process to applicants with disabilities who request such assistance.



About Olympia, Washington

Olympia, Washington, the state capital, is located at the southern tip of Puget Sound and offers an exceptional quality of life with easy access to both urban amenities and the natural beauty of the Pacific Northwest. Known for its strong sense of community, vibrant arts and culture scene, and commitment to environmental stewardship, Olympia provides a welcoming and engaged environment for professionals and families alike.

Residents enjoy access to extensive outdoor recreation opportunities including hiking, boating, kayaking, and biking, as well as proximity to Mount Rainier National Park, the Olympic Peninsula, and the waters of Puget Sound. Olympia is also home to a thriving local food, music, and farmers market culture, excellent schools, and a diverse regional economy anchored by government, healthcare, education, and nonprofit organizations.

With its combination of natural beauty, civic engagement, and community-centered values, Olympia offers an outstanding setting for both professional leadership and personal lifestyle.

