

GoodCitizen

**Health Care Without Harm
Chief Executive Officer**

Location: Remote with significant travel required

About Health Care Without Harm

For over 27 years, Health Care Without Harm (HCWH) has been a leading voice in the healthcare industry, advancing environmental health, sustainability, and equity. Consisting of three global hubs plus affiliate organizations Practice Greenhealth and Greenhealth Exchange, HCWH has been a pioneer in reducing the ecological footprint of healthcare systems globally. HCWH is a systems orchestrator that has intentionally been building a social movement inside the health sector for climate action and resilient communities for almost 30 years.

HCWH has built a vast network, representing the interests of over 70,000 hospitals and health systems globally, as well as partnerships with leading environment and health NGOs, ministries of health, UN agencies, supply chain companies, and health professional associations. Working with hospital leadership, doctors and nurses, as well as the broader health and environmental communities, HCWH advances climate-smart health care policies and business models that amplify health care's trusted voice and expertise.

As HCWH continues to evolve, it remains committed to its vision of a sustainable and equitable healthcare system that actively supports the health and resilience of communities, especially those most impacted by climate change and environmental harms. The organization has a strong track record of policy and practice wins and a culture of care for its employees. It is continuing to build its leadership team and focusing on diversity, equity, inclusion, and belonging, to advance its mission through collaborative global efforts and innovative solutions.

For more information about Health Care Without Harm, visit <https://noharm.org>.

The Opportunity

This is an important moment for a Chief Executive Officer to join Health Care Without Harm. With the growing urgency of the climate crisis, there has never been a more critical time for HCWH's work at the intersection of human health and the impacts of climate change on the environment.

HCWH has been on an intentional path to transition its leadership from a President and an Executive Director model to a Chief Executive Officer structure. In anticipation of this transition to a CEO model, the current President and Founder [Gary Cohen](#) will transition to the board, continuing to be an external champion of HCWH's work.

Building on HCWH's significant accomplishments to date, the new CEO will drive the new strategy set by the board, the staff, and our international network and move the organization toward its long-term vision of transforming healthcare systems to be more environmentally sustainable, equitable, and resilient. Reporting to the Board of Directors, the CEO will have overall strategic, operational, and financial responsibility for advancing HCWH's mission. They will lead a new Executive Leadership Team formed in mid-2024 and a growing staff, cultivating an inclusive and empowering organizational culture. This leader will guide the organization's strategic direction, foster innovation, and ensure HCWH is well-positioned to continue its essential impact in healthcare and climate change, both nationally and globally.

Key Responsibilities

HCWH focuses on mitigation, resilience, and building advocacy and communication strategies to drive action at state, national, and international levels, collectively advancing broader public and environmental health policies. Their innovative approach is unique, providing tailored resources, education, and global networks that influence, inspire, and enable. Specific areas of responsibility for the CEO include, but are not limited to:

Strategic Leadership and Vision

- Drive the implementation of HCWH's current strategic plan for its international network and lead the upcoming U.S. strategic planning process in 2026 in partnership with the Board and Executive Leadership Team.
- Ensure strong engagement and governance with HCWH's global network of partners and affiliates, including the International Council consisting of the Executive Directors of HCWH entities in Europe and Southeast Asia.
- As a primary ambassador for HCWH, share its vision with funders, partners, policymakers, and other external stakeholders to expand its mission and influence across the healthcare, environmental, and public policy sectors.
- Provide thought leadership on the intersection of healthcare, sustainability, climate change, and equity, positioning HCWH as a global leader in these areas.

Fundraising & External Relations

- In collaboration with the development team, spearhead fundraising efforts to grow HCWH's revenue streams through grants, donations, and partnerships.
- Galvanize an organizational-wide understanding of the importance of philanthropy to advancing HCWH's mission, supporting a culture of philanthropy.
- Cultivate and expand HCWH's network of partners in healthcare, government, and philanthropy to advance its mission.

Board Governance & Collaboration

- Maintain a strong working relationship with the Board of Directors, providing regular updates and engaging them in strategic decision-making processes.
- Support board development and governance, ensuring the board is well-equipped to provide oversight and guidance as HCWH evolves.
- Act as liaison between board and staff and build support for board decisions amongst staff.

Organizational Management & Culture

- Lead the Executive Leadership Team and foster a culture of collaboration, transparency, and innovation.
- Ensure the organization operates efficiently and effectively in alignment with its mission and core values, including advancing diversity, equity, inclusion, and belonging.
- With the Chief Operating Officer, oversee the financial health and sustainability of HCWH, managing its \$17 million+ budget and ensuring compliance with relevant regulations and policies.

Ideal Candidate

The ideal candidate is a strategic and mission-driven leader with a deep commitment to sustainability, climate action, and healthcare equity in a global context. A systems thinker who can inspire and lead an internationally diverse team across a complex organizational network, the new CEO should be a builder of strong partnerships, and a passionate advocate for environmental and human health on a global scale. The next leader will be an experienced executive with a demonstrated track record of success in multifaceted organizations, developing high-performing teams, and driving impactful initiatives. The next CEO will bring demonstrated experience centering and prioritizing equity in all facets of their organization's work.

They will possess:

- An understanding of the intersectionality of sustainability, climate change and the environmental determinants of health, healthcare, and equity issues.
- A global, systems-level view of environmental, health, and climate issues.
- A proven ability to develop and implement strategic plans that drive organizational growth and impact.
- Exceptional leadership skills with the ability to inspire, motivate, and build an inclusive culture at the enterprise level in a global context.
- A track record of fundraising success, particularly with major donors, foundations, and corporate partners.
- Strong communications and relationship-building skills, with experience serving as a public spokesperson including media.
- Experience managing and leading diverse teams in a virtual setting is also an asset.

Qualifications

- A minimum of 10 years of executive leadership experience, ideally in the nonprofit sector and in a global context.
- A demonstrated commitment to advancing equity, inclusion, and climate solutions.
- Experience working in advocacy, healthcare, climate change, or sustainability in a global context is ideal, and experience leading a membership organization and/or senior leadership in a global, national, or multi-site organization would also be valuable.
- Bachelor's degree required; master's degree or equivalent experience, such as significant executive experience, is preferred.

Salary, Benefits, and Location

The anticipated salary range for this position is \$245,000 - \$275,000.

This is a virtual role, with a very strong preference for an Eastern Standard time zone base in order to collaborate with the majority of staff. The CEO is expected to travel 30% of the time in the US, Europe, Asia, and Latin America.

HCWH offers a robust benefits package, including full insurance premium coverage for employees as well as their dependents. The organization also offers alternating Fridays off-work to promote organizational wellness and work-life balance.

Health Care Without Harm's EEO Statement

Health Care Without Harm is proud to be an Affirmative Action/Equal Opportunity Employer. Employment decisions are made without regard to race, color, religion, gender, national origin, age, disability, marital status, veteran or military status, or any other legally protected status.

Reasonable Accommodation — Health Care Without Harm values diversity & belonging and is proud to be an Equal Employment Opportunity employer. All individuals seeking employment at HCWH are considered without regard to race, color, religion, national origin, age, sex, marital status, ancestry, physical or mental disability, veteran status, gender identity, sexual orientation, or any other legally protected characteristic. We are committed to providing reasonable accommodations throughout the recruitment process for applicants with disabilities. If you need assistance, or an accommodation, please let your recruiter know once you are contacted about a role.

To Be Considered

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the “[Become a Candidate](#)” button on the position profile. Letters may be addressed to Melissa Merritt.

Applicants applying by January 20 will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by Health Care Without Harm to lead this search. For questions, please contact:

Melissa Merritt
Managing Partner
(206) 792-4300
melissa@goodcitizen.com

Kevin Bryant
Managing Partner
(213) 647-0119
kevin@goodcitizen.com

Mollie Vermillion
Engagement Manager
206-462-6190
mollie@goodcitizen.com

Nathaniel Rodriguez Sosa
Senior Associate
(347) 808-5382
nathaniel@goodcitizen.com