



PHPDA Position Profile
Executive Director
Seattle, Washington

Overview

The Pacific Hospital Preservation & Development Authority (PHPDA) is a Seattle-based public development authority chartered by the City of Seattle in 1981. PHPDA is responsible for stewarding the historic Pacific Hospital Campus on Beacon Hill, including the Pacific Tower, and using its resources to support community-based organizations working to address health disparities and improve the health and well-being of historically underserved communities.

PHPDA benefits from a distinctive and sustainable business model, with revenue generated through its real estate assets providing a stable financial foundation for the organization. Governed by an engaged Governing Council and supported by a small, experienced staff, PHPDA is entering an important period of transformation. The next Executive Director will have the opportunity to help shape the organization's future direction and determine how its considerable resources and assets can be leveraged most effectively for long-term impact.

Mission and Values

PHPDA's mission is to tirelessly champion equity in health through exemplary stewardship of PHPDA's public resources. Central to this mission is a commitment to reducing health disparities and supporting communities that have historically experienced barriers to health and healthcare. PHPDA approaches its work with a strong emphasis on equity, responsible stewardship, collaboration, transparency, and responsiveness to community needs.

Services & Community Impact

PHPDA advances health equity primarily through strategic grantmaking and community investment. The organization provides meaningful funding to community-based organizations working to address health disparities and unmet health needs throughout King County. Its relationship-based approach emphasizes listening to grantees, responding to emerging community needs, and supporting work that may not otherwise have access to traditional funding.

Looking to the future, PHPDA has an opportunity to build on its strong grantmaking foundation by deepening community partnerships and using its resources more strategically to influence lasting improvements in health equity.

About the Position

PHPDA is seeking a visionary, strategic, and highly relational Executive Director to lead the organization through an important period of transformation and opportunity. Building on a strong financial and operational foundation, the Executive Director will partner with the Governing Council

and staff to establish a clear vision for PHPDA's next chapter and translate that vision into meaningful community impact. Rather than focusing on traditional fundraising or rebuilding core operations, this leader will have the opportunity to think about how PHPDA can leverage its considerable resources, grantmaking, partnerships, and real estate assets to further advance health equity throughout King County.

The Executive Director will also serve as a visible and trusted ambassador for PHPDA, strengthening relationships with community organizations, grantees, healthcare and public health leaders, elected officials, and other public-sector partners. The new Executive Director will need to bring a deep commitment to health equity, political and community awareness, and the ability to navigate a unique public governance environment while building alignment around a shared direction. Working alongside an experienced staff and engaged Governing Council, the Executive Director will balance listening and learning with forward momentum.

Key Priorities

The new leader should initially spend time listening and learning, understanding the organization's internal dynamics and community needs, and building relationships and trust with the staff, governing council and partners, as they better understand the organization's strengths, challenges, and opportunities. Building upon these foundational relationships, the new ED will need to address the following key priorities in their first 18-24 months:

- **Build upon and advance a clear strategic vision** Build on the transformation work already underway and partner with the Governing Council and staff to establish a clear, shared vision for PHPDA's future. The Executive Director will help translate this vision into focused priorities and a meaningful path toward greater community impact.
- **Build strong community and government relationships:** Deepen relationships with grantees, community-based organizations, underserved communities, elected officials, and public-sector partners. The Executive Director will serve as a visible ambassador for PHPDA.
- **Successfully implement the evolving grantmaking strategy:** Provide strategic leadership for PHPDA's evolving grantmaking approach, working collaboratively with staff to successfully implement new strategies while maintaining strong relationships with community partners. The new executive will also need to strengthen the use of data, outcomes, and community input to better understand and communicate the impact of PHPDA's investments.
- **Understand and strategically manage real estate assets:** The new Executive Director will need to understand PHPDA's property assets and outstanding real estate decisions, and will work alongside experienced internal and external resources to ensure these valuable assets continue to support PHPDA's mission and long-term community benefit.

Essential Qualifications, Skills and Attributes

PHPDA is seeking an experienced, mission-driven leader who combines strategic vision, strong business acumen, political savvy, and a deep commitment to health equity. The ideal candidate will be a collaborative and community-centered leader who can build trust across diverse stakeholders, navigate PHPDA's unique public-sector environment, and translate the

organization's considerable resources into meaningful and measurable community impact. The successful candidate will bring the following experience, skills, and attributes:

- **Strategic, visionary leader** who can articulate a compelling vision and translate it into clear priorities, and confidently move the organization forward.
- **Political acumen and public-sector engagement**, including the ability to build trusted relationships with partners, community leaders, and elected officials while navigating complex government environments and advocating for PHPDA's mission and the communities it serves.
- **Strong relationship builder** that builds trust and meaningful connections across diverse stakeholders, including staff, the Governing Council, grantees, community organizations, and healthcare leaders.
- **Deep knowledge of health equity and community centered leadership**, with a commitment to listening to and engaging communities to ensure their needs and perspectives shape organizational strategy, priorities, and investments.
- **Exceptional communication and interpersonal skills**, including active listening, transparency, diplomacy, and the ability to navigate complex conversations with empathy and clarity.
- **Collaborative and empowering leader** with demonstrated supervisory experience who effectively develops and supports staff, encourages growth and new ideas, values diverse perspectives, and creates an environment where team members are trusted and empowered to contribute their expertise.
- **Senior nonprofit leadership & governance experience** (minimum 5 years) ideally within healthcare, social services, philanthropy, or grantmaking, with demonstrated success working collaboratively with boards and diverse stakeholders.
- **Financial and business acumen**, including the ability to interpret financial data, manage resources responsibly, and strengthen long-term sustainability.
- **Real estate & asset stewardship**, familiarity with real estate or asset management is beneficial but not required. The new ED should have an interest and willingness to build knowledge of PHPDA's real estate assets in order to provide effective strategic oversight.
- **Education:** Bachelor's degree or equivalent combination of education and relevant professional experience required; advanced degree in public health, healthcare administration, nonprofit management, public administration, business, or a related field is a plus.

Compensation & Benefits

PHPDA offers a competitive salary and comprehensive benefits package designed to support employee well-being and work-life balance.

- **Salary:** \$175,000- 210,000 depending on experience
- **Health Benefits:** 100% employer-paid medical, vision, and dental coverage for employee and dependents, plus life and disability insurance
- **Retirement:** 5% employer contribution toward retirement plan; no employee match required
- **Generous Paid Time Off:** 32 days of paid time off in the first year, plus 12 paid holidays
- **Transportation:** Transportation benefits are provided to support commuting needs

- **Flexible work culture:** A hybrid work environment that provides flexibility for the Executive Director based on organizational needs and their schedule

Application Process

PHPDA has retained Glick Davis & Associates, LLC to facilitate this search on their behalf. **To apply, interested candidates should e-mail their cover letter and resume as a single pdf file to: PHPDA@glickdavis.com**

The position is open until filled.

Inclusiveness:

PHPDA is an equal-opportunity employer and seeks to recruit people of diverse backgrounds and support the retention and advancement of diverse persons within the organization. We believe that having a board, staff, and volunteer corps with diverse personal and professional backgrounds enhances our ability to meet our mission.

PHPDA is committed to providing an inclusive workplace that includes people of diverse backgrounds and fully utilizes their talents to achieve its mission. We are committed to fostering and supporting a workplace culture inclusive of people regardless of their race, ethnicity, national origin, gender, sexual orientation, socio-economic status, marital status, age, physical abilities, political affiliation, religious beliefs, or any other non-merit fact, so that all employees feel included, equal, valued and supported.