Title: Director, Executive and Board Formation

City, State: St. Louis, MO

Location: Ascension Health

Department: Spiritual and Theological Formation

Additional Job Details: FT, Days

Ascension Health (www.ascension.org) is a Catholic healthcare organization dedicated to the transformation of healthcare through excellent clinical care throughout the continuum of care and through innovation. Ascension is the nation’s largest Catholic and non-profit health system, providing the highest quality care to all with special attention to those who are poor and vulnerable. Last year Ascension provided $1.8 billion in care of persons living in poverty and community benefit programs. Its Mission-focused Health Ministries employ more than 150,000 associates serving in more than 1,900 sites of care in 23 states and the District of Columbia. Ascension’s direct subsidiaries provide services that include healthcare delivery, medical equipment management, treasury management, resource and supply management, venture capital investing, physician practice management, and risk management.

Summary:

The Director, Executive and Board Formation leads the development and implementation of policies, procedures and strategies that support departmental and organizational initiatives for Mission Integration. The position of Director of Formation serves the Ministry Wide Function of Mission Integration as part of a collaborative community of professional Spiritual and Theological Formation leaders—throughout the Ministry—whose work enables all associates to embody our Values, live our Mission, sustain our Catholic Identity and advance Ascension’s Strategic Direction. As a member of the Department of Formation, this individual provides strategic and collaborative leadership of Spiritual and Theological Formation initiatives throughout Ascension; provides development, oversight, facilitation and assessment of formation curricula and programs; provides consultation services to leaders who are responsible for formation, and supports the Vice President Spiritual and Theological Formation in the development of strategies to provide, support and embed Spiritual and Theological Formation into the life and work of Ascension.

Responsibilities:

- Assists VP Spiritual and Theological Formation to set overall formation vision and strategy.
- Collaborates with Formation department and other Formation Leaders to develop and assess Ministry-wide formation policies, standards of excellence, curricula and resources, assuring their theological and spiritual integrity and alignment with Catholic identity.
- Develops goals and strategies to promote quality and consistency in ongoing spiritual and theological formation efforts across Ascension.
- Serves as Formation Department lead for specific Ministry-wide formation programs/initiatives: [1]
  - Develops vision, strategy, and resources in collaboration with Formation Department
  - Plans the execution of functional strategies and policies to achieve departmental vision
  - Strategically engages leaders and stakeholders in the groups served by programs/initiatives, and in the related departments, to maximize effectiveness and efficiency, advancing Formation department goals and Ascension Mission
  - Develops and maintains accountability for budgetary/financial objectives for specific program/initiative
  - Develops and maintains external relationships which focus on the development and execution of projects critical to success of programs and initiatives
- Facilitates the engagement of Associates/Leaders/Physicians/Board members’ spiritual journey to nourish the interior life of persons and our community—as One Ascension—to enable actions and behaviors that integrate and demonstrate our identity as a ministry of the church.
- Facilitates formation as needed, models standards of formation excellence, mentors Formation Facilitators, supports Mission Leaders in their role as formation leaders.
- Serves as a member of the Mission Integration Department and contributes to the attainment of short and long-term departmental goals.
OTHER ACCOUNTABILITIES:

- Exemplifies, supports, and promotes the Ascension Health Values of Service of the Poor, Reverence, Integrity, Wisdom, Creativity and Dedication at all times.
- Embodies and demonstrates virtuous servant leadership
- Works collaboratively with a variety of leaders both external and internal, especially CEO’s, Mission Executives, Learning and Development, Human Resources, Clinical Leaders
- Consults and collaborates with external subject matter experts in academic theology/spirituality, ethics and business.
- Contributes to the Formation Department Annual Report and presentation to Mission and Spirituality Committee of the Sponsor
- Participates in Leadership Forum meetings, Mission Leader meetings, and Formation Department meetings
- Works collaboratively with a variety of leaders both external and internal, especially CEO’s, Mission Executives, Learning and Development, Human Resources, Clinical Leaders.
- Consults and collaborates with external subject matter experts in academic theology/spirituality, ethics and business.
- Contributes to the Formation Department Annual Report and presentation to Mission and Spirituality Committee of the Sponsor
- Participates in Leadership Forum meetings, Mission Leader meetings, and Formation Department meetings
- Prepares and analyzes departmental financial reports, financial analyses and budgetary reports.
- Manages the implementation of mission integration and strategic initiatives. Evaluates mission integration performance and implements changes to better achieve service requirements and financial results.
- Provides guidance for senior leadership in the development of specific strategies, tactics and tasks that are aligned with the mission, vision and core values.
- Directs and manages staff.
- Assists in setting overall formation vision and strategy. Serves as a member of the Formation Community and contributes to the attainment of short and long-term departmental goals.
- Develops and facilitates formation with attention to the specific needs of the participants who are situated within the changing culture of healthcare. Leads system-wide Formation initiatives with full accountability for short and long term goals and results.
- Assures coherence and consistency of Formation Program across all delivery sites.
- Develops curriculum and conducts ongoing program assessment and revision.
- Provides strategic direction for program maintenance, deployment and development.
- Develops and manages program budget.

[1] Specific program/initiative responsibilities detailed separately.

Education & Experience:

- Eight (8) years of progressively responsible experience and two years of leadership experience required.
- Master’s degree in theology or spirituality required.
- Experience in curriculum development and program assessment highly preferred.
- Experience leading, managing and/or educating in an environment of change and transformation highly preferred.
- Solid knowledge of Ascension Mission, Vision and Values and of the healthcare industry preferred.

Knowledge, Skills & Ability:

- Deep knowledge and fluency with Catholic theology, balanced and mature appropriation of Catholic tradition and the ability to connect with other traditions.
- Excellence in engaging and facilitating spiritual disciplines and practices.
- Excellence in group facilitation.
- Able to work independently and proactively; able to identify and utilize new opportunities, approaches, and processes.
- A balanced approach to spiritual, theological and ethical reflection and agility in understanding and applying the tradition and enabling others to access Catholic tradition.
- Knowledgeable in the areas of human, spiritual and organizational development.
- Conversant with theories of change management, leadership and transformation processes—both personal and organizational.
- Agility in managing changing circumstances, priorities and cultures.
• Demonstrated ability to relate credibly, communicate effectively and influence when appropriate with senior leaders, physicians, board members and all associates
• Demonstrated commitment to one’s own ongoing personal and spiritual formation.
• Highly developed management and organizational skills
• Excellent written and verbal communication skills. Able to clearly communicate expectations, plans and requirements for a project.
• Ability and initiative in seeking and receiving feedback from team members and stakeholders.
• Both self-directed and proactively collaborative with staff from the Health Ministries, other divisions in the System Office, consultants, vendors, etc.

Equal Employment Opportunity

Ascension Health is an EEO/AA employer: M/F/Disabled/Vet. For further information regarding your EEO rights, click on the following link to the “EEO is the Law” poster:

E-Verify

Ascension Health participates in the Electronic Employment Verification Program. Please click the E-Verify link below for more information.

E-Verify (link to E-verify site)