



Mohegan Tribal Member Services **Health and Welfare Executive Officer**

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KORN FERRY

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The Mohegan Tribe

The Mohegan Tribe is a sovereign, federally-recognized Indian Nation, with its own constitution and government. Not only does the Tribe govern itself, but many Tribal administrative departments oversee the everyday function of the reservation and provide for Tribal members. While the best-known Tribal enterprise may be Mohegan Sun, the Mohegan Tribe also owns and operates several other enterprises that benefit both the Tribe and the community at large.

Understanding the Mohegan Way

When the English invaded Mohegan territory in the seventeenth century, Mohegan Sachem Uncas sought to maintain his nation's sovereignty. As European diseases and immigrants threatened to overrun his people, he chose a path of cooperation, rather than conflict — thus began the Mohegan Way.

Since that time, the Mohegan Way has been passed down to each generation. Today, it means that they continue to live and work cooperatively both within the Tribe and with the non-Indian community.

Mohegan Tribal Government

As a sovereign nation, the Mohegan Tribe has its own governmental structure and the power to govern itself within guidelines set by the U.S. Constitution. The Mohegan Nation's Tribal Constitution provides that the Tribe shall be governed by a Tribal Council, consisting of nine tribal members, and a Council of Elders, consisting of seven tribal members. All legislative and executive powers of the Tribe not granted to the Council of Elders are vested with the Tribal Council. The Council of Elders oversees judicial matters and the Tribe's cultural integrity. The Council of Elders also exercises legislative powers with respect to tribal membership and enrollment. The Tribal Court adjudicates on all non-gaming matters. The Council of Elders provides traditional Mohegan names to members and appoints, defines, and supervises all religious and ceremonial positions such as Medicine Person, Chief or Sachem, Pipe Carrier, Tribal Historian, Sagamores, Nonners, Fire Keepers, etc. They advise on Tribal cultural matters and enforce rules of Tribal custom.

The Opportunity



The Position:

Health & Welfare Executive Officer, Tribal Member Services



Location:

Uncasville, Connecticut



Reporting Relationship:

This position reports directly to the Mohegan Tribal Council.



Website:

<https://www.mohegan.nsn.us/>

Purpose of the Position

The Health and Welfare Executive Officer handles the overall administration and operation of the Tribal Member Services Department (TMS) which includes the Health Department, Recreation & Community Services Department, Purchased Referred Care (Care provided away from the Tribal Care Center), Health Support Services, Behavioral Health Services, Family Services, Mohegan Pharmacy, Daycare, Education Department, Human Resources Department, and Career Development Department. The team consists of seven directors, and two managers serving as direct reports who lead a broader team of approximately 40 people. This position also works closely with Entities within the Mohegan Reservation on a variety of issues including public health and safety protocols. It is imperative for the Health and Welfare Executive Officer to improve the overall well-being of the Mohegan Tribal Community, employees, and visitors to the reservation.

The Vision of TMS is to successfully collaborate to support positive health and well-being outcomes for the people they serve and engage them as partners.

Essential Functions

Key Essentials:

- Sets overall strategic direction of the department and develops/implements short and long-range goals and objectives. Promotes delivery of integrated services to meet the health and welfare needs of tribal members and their families.
- Supports the Mohegan Tribal Council to achieve the goals and objectives established to ensure benefits and services are provided to the Tribal membership in the most effective and efficient manner.
- Provides the Mohegan Tribal Council with science-based advice and recommendations regarding public health, public safety, and other regulatory issues that affect the government as well as Entities within the Mohegan Reservation.
- Reviews effectiveness of programs by identifying quantifiable, measurable results. Evaluates programs and recommends program modifications as well as new programs for the Tribal membership.
- Analyzes services provided to determine effectiveness and level of client satisfaction.
- Develops policies and procedures in accordance with regulatory compliance issues and ensures department adherence.
- Ensures that training, professional certifications and performance standards are maintained in all operating departments.
- Plans and administers the Tribal Member Services budget, including monitoring staffing levels, assessing training needs and pursuing alternate means of available funding.
- Supervises the daily activities of employees, including performance evaluations, and interprets and enforces policies and procedures.
- Incumbent must be able to perform “essential duties” of the job with or without reasonable accommodation. “Other duties” may be assigned as necessary.
- Maintains confidentiality of information and reports.
- Complies with privacy and security standards of the Health Insurance Portability and Accountability Act (HIPAA).

The Candidate

Minimum Education and Qualifications

The candidate for the Health and Welfare Executive Officer role will have:

- At least fifteen years of progressive executive level experience managing multiple departments or programs with over 500 employees with significant operational responsibility and oversight of budgets in excess of \$50 million.
- Create and set a bold vision aligned with advancing the Council's objectives.
- Significant background in identifying and prioritizing issues and projects that impact the delivery of health and welfare services.
- Ability to manage change through a complex organization.
- Experience developing a culture of success through positive reinforcement, work across functional areas to create collaboration at all levels, motivate and inspire the team to work at the highest levels.
- Ability to research, analyze and evaluate programs and make recommendations for change.
- Possess a track record of success communicating clearly, concisely, and credibly.
- Demonstrated ability to gather opinions and ideas from all stakeholders and the ability to resolve conflicts.
- Bachelor's Degree in a related field required; Advanced degree in a Public Health related field or equivalent business experience in a health care leadership role preferred.

Compensation

The compensation for the successful candidate will be competitive to attract the right individual for this opportunity and include base salary, annual cash incentive bonus, long-term performance-based equity and comprehensive employee benefits.

Brian Joyce

Senior Client Partner, Healthcare Services

M. 203-219-5034

E. brian.joyce@kornferry.com

Sarah Conway

Senior Client Partner, Healthcare Services

M. 434-466-8283

E. sarah.conway@kornferry.com

Adam Floyd

Senior Associate, Healthcare Services

M. 757-500-3856

E. adam.floyd@kornferry.com

Lauren Gobell

Project Coordinator

M. 203-273-5795

E. lauren.gobell@kornferry.com



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