achievable health
EXECUTIVE SEARCH

330 TALENT

CHIEF EXECUTIVE OFFICER

Achievable Health | Culver City, California / West Los Angeles

Lead a distinctive FQHC into its next chapter of operating strength, patient growth, and broader community impact.

ROLE Chief Executive Officer	**REPORTS TO** Board of Directors, through the Board President	**BASE SALARY** $280,000-$330,000
LOCATION Culver City, California; full-time onsite	**EMPLOYER** The Achievable Foundation dba Achievable Health	**RELOCATION** Assistance available

A Mission With Room to Grow

Achievable Health is a nonprofit Federally Qualified Health Center, Section 330 grantee, and FTCA-deemed organization serving vulnerable populations across west Los Angeles County. Its defining strength is a developmentally appropriate model of integrated primary medical and behavioral health care, with special expertise serving individuals with intellectual and developmental disabilities (I/DD), their families, and caregivers.

Care is delivered at the new 10,000-square-foot Lovelace Center in Culver City, where longer visits, care coordination, enrollment support, and specialty referrals help patients receive respectful, whole-person care. Achievable Health also serves the broader community: people with I/DD represent approximately 35%-40% of the patient population.

Impact at a glance

3,493 patients served in 2025	**10,000 sq. ft.** new Lovelace clinical center	**35%-40%** of patients served have I/DD	**~ $6.3M** FY2025 operating budget

The Leadership Opportunity

Achievable Health is entering a planned transition after more than twelve years under CEO Carmen Ibarra, who will retire no later than June 2027 and can support an orderly handoff. The Board is seeking a successor who can begin as soon as practical, learn the organization carefully, and then move with purpose.

The incoming CEO will build on meaningful assets - an engaged Board, a clean FY2025 audit, a purpose-built clinical center, a distinctive clinical mission, and available clinical capacity - while addressing real operating needs. Priorities include strengthening performance accountability, improving patient access and scheduling, protecting reimbursement and Section 330 compliance, growing patient volume and revenue, and increasing external visibility and fundraising reach.

What You Will Lead

1. **Board and transition partnership:** Build a candid, productive relationship with the Board President and the full Board; clarify decision rights, transition timing, success measures, and the rhythm of governance communication.
2. **Operations, people, and culture:** Align the executive team, establish a practical operating cadence, make expectations visible, and strengthen accountability while preserving trust, dignity, and mission connection.
3. **Patient access and growth:** Develop disciplined outreach, referral, managed-care assignment, scheduling, recall, and no-show strategies that use the Lovelace Center's available clinical capacity.
4. **Finance and revenue:** Address PPS and near-term budget risk, improve revenue-cycle visibility, connect utilization and staffing decisions to financial performance, and identify sustainable service and funding opportunities.
5. **FQHC and grant infrastructure:** Broaden organizational understanding of Section 330 requirements, governance, the needs assessment, the compliance calendar, and institutional knowledge that should not reside with only a few people.
6. **External leadership and development:** Strengthen donor development, fundraising, public visibility, referral relationships, partnerships, advocacy, and Achievable Health's position as a leader in I/DD-centered care.

Inside the new Achievable Health Lovelace Center in Culver City

NON-NEGOTIABLE FQHC EXPERIENCE REQUIREMENT: Candidates must have demonstrable senior leadership experience within a Federally Qualified Health Center.

Required Qualifications

- Demonstrable senior leadership experience within an FQHC, including meaningful enterprise responsibility in a CEO, COO, CFO, or comparable senior executive role.
- Strong working knowledge of FQHC governance, Section 330 requirements, reimbursement, revenue cycle, audit, finance, compliance, and operating performance.
- A record of improving patient access, clinical or administrative workflows, team performance, organizational culture, or operating discipline.
- Experience leading an executive team and communicating clearly with a community-governed Board.
- The financial and operational fluency to connect mission decisions to cash, reimbursement, utilization, cost, risk, and long-term sustainability.
- Credibility with donors, partners, referral sources, public officials, patients, families, caregivers, and community stakeholders.

Helpful Experience

- California, Medi-Cal, and PPS experience.
- I/DD, disability-inclusive care, or other medically complex populations.
- Fundraising, donor development, capital campaigns, or public-private partnerships.
- New-site ramp-up, patient-volume growth, culture change, or Intergy/Greenway experience.

How You Lead

The strongest candidate will be mission-grounded, inclusive, emotionally intelligent, candid, accountable, financially fluent, operationally present, and externally credible. They will listen before prescribing broad change, stay close to patients and workflows, communicate with a deft touch, and turn Achievable Health's distinctive mission into stronger relationships, referrals, support, and influence.

Why Culver City and West Los Angeles

Culver City offers a distinct local identity within the scale and opportunity of Los Angeles. The role is based near the I-405 corridor, LAX, Playa Vista, Marina del Rey, and multiple Westside communities. The location provides access to beaches, parks, culture, dining, professional sports, and year-round outdoor activity. Candidates should plan housing around the daily commute and recognize that this is a high-cost market; relocation assistance is available.

Learn more: Achievable Health

Compensation, Benefits, and Practical Details

Base salary	$280,000-$330,000 annually. This is the good-faith range Achievable Health reasonably expects to pay upon hire.
Incentive	Bonus potential; structure and performance measures will be confirmed during the selection process.
Benefits	Comprehensive health and welfare benefits, retirement program, and paid time off; complete plan details will be reviewed with qualified candidates.
Relocation	Relocation assistance is available.
Work base	Full-time onsite in Culver City across the clinical and administrative offices.
Schedule	Executive flexibility is expected for Board, donor, community, and partner activities.

Placement within the posted base-salary range will be determined using job-related factors such as the depth and relevance of FQHC executive experience, scope of prior responsibility, qualifications, and demonstrated results. Consistent with California law, salary history is not requested in the application process.

How to Apply

The Achievable Health Board of Directors has selected 330Talent to lead this executive recruitment on behalf of Achievable Health. 330Talent will manage candidate communications, conduct the initial review, and present qualified candidates to the Board for consideration.

To be considered, please submit the following materials in a single email:

- A professional resume showing clear evidence of prior FQHC C-Suite experience.
- A letter to the Board of Directors explaining why this opportunity resonates with you and why you are the right leader for Achievable Health at this time.
- A list of five references who can speak to your work history, character, and leadership attributes, including a phone number and email address for each reference.

APPLICATION DEADLINE: Wednesday, September 30, 2026, at 2:00 p.m. Pacific / 5:00 p.m. Eastern.
Submit to: Rob@330Talent.com

Equal Opportunity, Fair Chance, and Accommodations

Achievable Health is an equal opportunity employer. Employment decisions are based on qualifications, merit, and organizational need. Achievable Health does not discriminate or tolerate harassment based on race, color, ancestry, national origin, religion or creed, age (40 and over), physical or mental disability, medical condition, genetic information, sex or gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), sexual orientation, gender identity, gender expression, marital status, military or veteran status, reproductive health decision-making, or any other characteristic protected by applicable federal, state, or local law, including any combination of protected characteristics.

Qualified applicants with criminal histories will be considered in a manner consistent with the California Fair Chance Act and other applicable laws. Reasonable accommodations are available to qualified applicants with disabilities and for sincerely held religious beliefs and practices. To request an accommodation for the application or selection process, contact 330Talent at Rob@330Talent.com.