THE ORGANIZATION
Midwestern Higher Education Compact (MHEC) strengthens post-secondary education in its twelve midwestern states through development and support of best practices, collaborative efforts, and cost-sharing opportunities. MHEC works with and for a variety of stakeholders within and across member states, including higher education system and campus leaders, state policymakers and other state leaders. Through these efforts it works to ensure strong, equitable postsecondary educational opportunities and outcomes for all.

MHEC’s strategic approach highlights member states’ strong desire for cooperation, effectiveness, and efficiency. MHEC believes that actions informed by research and best practices are the catalyst for improving quality, accessibility, relevance, and affordability of postsecondary educational opportunities. MHEC does this primarily through the following approaches: convenings, programs, research, and cost-savings contracts. MHEC strives to help its members support students and their success.

THE OPPORTUNITY
Having emerged from a global pandemic, higher education systems are dealing with constant shifts in how they approach their work, those they serve, and support workforce needs in their states and regions. MHEC has a unique opportunity to help those systems advance innovation, develop collaborative solutions to regional problems, and to drive cost savings and business solutions.

ROLE DESCRIPTION
MHEC seeks an accomplished, driven, entrepreneurial leader to help the organization drive its strategic priorities. Reporting to the President, the Vice President will provide visionary leadership across MHEC’s various platforms and means of serving its members. The new leader is an outstanding listener, quick learner, excellent communicator and relationship builder. They have a natural ability to learn the key business drivers of their stakeholders as well as internal challenges and opportunities for their employees, while always putting customers first.

The Vice President directs MHEC’s programs of risk management, researches and develops new cost-savings initiatives, and oversees the technology cost-savings contract portfolio for the organization and its constituents. This position also oversees the timely and effective implementation of the organization’s strategic plan and serves as resource for organization-wide project management.
The Vice President works closely with internal and external stakeholders including other regional compacts, higher education and legislative related organizations, technology and risk management providers/vendors, philanthropic entities, and individual leaders and teams affiliated with higher education.

TEAM LEADERSHIP
1. Help ensure that the MHEC culture remains a vibrant and open place to work; practices active listening and collaboration; demonstrates a “service-oriented” mentality towards both members and MHEC colleagues; fosters and encourages an “open-door” policy with all employees; elicits feedback and new ideas; is hungry to learn from employees, stakeholders, and members.
2. Support employees by providing key information, elevating competencies through training and mentorship, and holding employees accountable to established strategic performance benchmarks.

STRATEGIC LEADERSHIP
1. Provide leadership, vision, and framework to develop, revise, improve, and implement strategic goals in line with MHEC’s priorities.
2. Work with peers to constantly evaluate how best to drive continuous improvement for the systems served by MHEC.

Direct MHEC’s Risk Management Programs
1. Direct, manage, promote, market, set strategy for the Compact’s programs of risk management – presently, property and student health.
2. Report on programs via meeting presentations, documentation, and other internal and external communications vehicles.
3. Identify new ways of assisting institutions and incorporate process improvements to continually advance program effectiveness, identify new program opportunities, raise brand awareness and engage stakeholders and advisory groups.

Research and Develop Cost Savings Initiatives
1. Generate opportunities for states and institutions to learn about strategies for lowering costs and increasing efficiencies.
2. Intentionally align cost-savings contract and program work with opportunities to improve student success.
3. Continually explore and examine potential new means for member states to achieve cost savings through collaborative purchasing and emerging opportunities, raise brand awareness and engage stakeholders and advisory groups.

**Oversee the Technology Cost-Savings Contract Portfolio**

1. Direct, manage, set strategy for technology cost-savings contract portfolio.
2. Identify new ways of assisting institutions and incorporate process improvements to continually advance contract effectiveness.
3. Lead the engagement of external stakeholders in providing direction and input into the technology cost-saving contract portfolio, raise brand awareness and engage stakeholders and advisory groups.
4. Ensure technology cost-savings contract portfolio alignment to the strategic priorities of the organization.

**Lead Strategic Plan Implementation**

1. Oversee implementation of strategic plan, continually monitoring related staff work plans and reporting on progress to the President and Compact members.
2. Serve as resource for organization-wide project management to help staff meet deliverables on schedule and budget.

**THE IDEAL CANDIDATE**

**Driven Leader.** MHEC’s next VP is a leader who assembles and expects their team to be superior to them in their area of specialty. They will take full responsibility for their actions and will expect their team to do the same. Moreover, while intelligent and an astute learner, they gladly rely on the expertise around them and desire to listen to the advice of their internal and external stakeholders. They will bring a track record of high standards, accountability, and unimpeachable integrity.

**Excellent Communicator.** In addition to being an excellent communicator, MHEC’s next VP will foster a culture of clear, responsive communication with the organization’s internal and external stakeholders.

**Stakeholder-Focused.** The MHEC team has a deep passion for what they do and a natural commitment to their stakeholders, solving their problems and ensuring their success. The VP must live, promote, and develop this customer-first service mentality.

**Great Manager.** The VP will have a proven ability managing and building complex organizational dynamics and systems. In addition, they will have demonstrated success managing through change,
developing talent and instilling an employee-centered culture. They are a proven developer of people and organizations. Their team wants to work with them and produce stellar products and solutions. **Creative and Innovative Perspective.** As the needs of MHEC’s members evolve, the organization’s VP will nurture creativity and innovation.

**QUALIFICATIONS AND EXPERIENCE**

- Education: Master’s or professional degree in public policy, higher education administration, business administration or law; project management experience; exposure to risk management products such as property and casualty, life, accident, and health insurance.
- Number of Years’ Experience: 10 years within higher education entities, nonprofits, policymaking or other similar organizations
- Type of experience: Senior-level project and program management; senior-level higher education and/or nonprofit administration; collaborative purchasing experience; supervisory experience.
- Strong understanding of higher education administration, state and federal funding allocation systems and constraints, public policy knowledge, and vendor and institutional interrelations
- Ability to negotiate, liaise, and collaborate between providers and users including vendors and administering agencies
- Strong strategic thinking and analytical skills
- Exceptional attention to detail
- Excellent written and verbal communication skills
- Familiarity with and understanding of insurance market, underwriting principles, and claims administration preferred
- Ability to manage multiple projects related to personnel, vendors, constituents, commission members, and committee members, internal and external stakeholders
- Possess the emotional intelligence to nurture a healthy work environment that promotes hospitality, creativity, employee engagement, accountability.

**COMPENSATION**

The targeted salary range for this role is $145,000 - $160,000 depending on qualifications. In addition, MHEC offers an exceptional benefits package including generous health insurance, retirement, and vacation benefits.

MHEC has retained Orion Search Group to help conduct the search for its next Vice President. For more information about the opportunity, please contact Joel Bergstrom with Orion Search Group at (952) 345-1006 or joelb@orionsearchgroup.com.