**TORCH**
**Texas Organization of Rural and Community Hospitals**
**Seeking a New CEO**

**Interested candidates should apply before December 4, 2026 through TORCHSearch26@gmail.com. Questions should be directed to the same email address.**

**The applicant should submit a complete professional resume and a comprehensive cover letter with an explanation of their applicable experience and reasons for seeking the position.**

**Resumes should include address, email, and phone contact. The applicant should indicate whether contact with their current employer is appropriate.**

**Resumes should also include at least 3 professional references. A more detailed job description will be provided on application.**

**Position Title:** Chief Executive Officer (CEO)
**Organization:** Texas Organization of Rural and Community Hospitals ("TORCH")
**Position Type:** Full-time / Exempt
**Reports To:** Board of Directors
**Location:** Austin, Texas (Office is located in Round Rock and the position cannot be filled remotely)

**Position Overview**

The Chief Executive Officer (CEO) serves as the strategic visionary and influential public leader for TORCH, a statewide non-profit trade association dedicated to representing the interests of member rural and small community hospitals. The CEO is responsible for all association operations, state and federal advocacy, member engagement, member education, and the expansion of public and private revenue streams. As the primary public face for TORCH, the CEO navigates regulatory, political, and legislative environments to ensure a sustainable rural healthcare system in Texas.

**Core Responsibilities**

1. Legislative & Regulatory Advocacy. The CEO acts as the principal lobbyist and voice for the association, representing member interests before federal/state legislative and regulatory agencies.

2. Strategic Leadership & Governance. The CEO is expected to collaborate with the Board of Directors to develop, maintain, and execute a strategic plan aligned with TORCH's mission.

3. Member & Stakeholder Relations. The CEO is expected to encourage collaboration among member institutions, and build strategic alliances with allied hospital and medical associations,

4. Financial Stewardship & Non-Profit Diversification. The CEO will oversee the fiscal management of the association, establishing strong internal financial controls, and presenting an annual budget for Board approval.

5. Workforce Leadership & Operational Culture. The CEO will recruit and manage a high-performing staff.

**Qualifications**

Education & Experience

- Recommended - Master's Degree required in Healthcare Administration (MHA), Business Administration (MBA), Public Health (MPH), Public Policy, or a related clinical executive field.
- 10+ years of executive leadership experience within a healthcare delivery system, health insurance market, state/national trade association, or public health agency.
- Record of successful advocacy or legislative lobbying within a political or regulatory environment.

Knowledge, Skills, and Abilities

- Deep understanding of healthcare economics, hospital reimbursement structures (Medicare, Medicaid, commercial), and health information technology.
- Strong public speaking, consensus-building, and written communication skills.
- Demonstrated financial and human resources management expertise.