



Overview

Sorrell is proud to partner with The Rose in the search for its next Chief Executive Officer.

Founded in 1986, The Rose saves lives through quality breast health services, advocacy, and access to care for all. For nearly 40 years, the organization has provided comprehensive breast health services to more than one million women across Southeast Texas—regardless of their ability to pay.

Through two medical centers in Southeast Houston and Bellaire and six state-of-the-art mobile health coaches serving 43 counties, The Rose remains committed to delivering compassionate, high-quality care to every patient. As one of only twelve American College of Radiology (ACR)-Designated Comprehensive Breast Imaging Centers in Houston, The Rose is committed to being a Center of Excellence and stands at the forefront of women's healthcare and as a powerful voice for equitable access.

Every service offered by The Rose—from mammograms and diagnostic imaging to biopsies and treatment navigation—is made available to uninsured women through the Empower Her® Sponsorship Program and other community partnerships. The Rose's nationally recognized Patient Navigation Program ensures that every woman receives not only diagnosis and treatment, but also dignity, compassion, and advocacy.

For more information, see [The Rose Website](#).

Position Summary

Reporting to the Board of Directors, the Chief Executive Officer (CEO) is responsible for providing overall leadership and strategic direction for The Rose. The CEO stewards the organization's mission, ensures operational excellence, drives financial sustainability, and serves as the primary ambassador for The Rose across Houston, Texas, and beyond.

In partnership with a dedicated Board and senior leadership team, the CEO will lead The Rose into its next chapter—honoring its extraordinary legacy while advancing its impact, innovation, and influence in women's health.

The Opportunity

This is a rare opportunity to lead one of Houston's most respected healthcare nonprofits at a pivotal moment in its history.

Following the four-decade tenure of co-founder and CEO Dorothy Gibbons, the next CEO will inherit an organization known for its compassion, quality, and community trust. The new leader will be charged with advancing The Rose's strategic priorities, including:

- Guiding the organization through its next strategic plan and facility vision.
- Strengthening financial sustainability through fundraising, diversified revenue streams and new income generating opportunities.
- Deepening partnerships with healthcare systems, funders, and corporate allies.
- Nurturing The Rose's distinctive culture of care while developing the next generation of leaders.

Key Responsibilities

Leadership & Strategy

- Provide visionary and values-driven leadership that advances The Rose's mission and strengthens its position as a leader in breast health and healthcare equity.
- Partner with the Board and leadership team to develop and execute a multi-year strategic plan focused on clinical excellence, expanded access, and long-term sustainability.
- Guide organizational planning with measurable goals, data-informed decision-making, and accountability across all functions.
- Lead through change—honoring The Rose's legacy while inspiring innovation, collaboration, and growth.
- Oversee long-term facilities and infrastructure planning to ensure operational efficiency and mission alignment.

Fund Development & External Relations

- Serve as The Rose's primary ambassador and spokesperson, elevating its visibility, reputation, and brand.
- Lead comprehensive fundraising strategy including individual giving, corporate partnerships, grants, foundations, and special events.
- Cultivate and sustain relationships with major donors and community partners, building upon the strong philanthropic foundation established by the founding CEO.
- Champion advocacy efforts that promote equitable access to women's healthcare.
- Collaborate with partner hospitals, healthcare systems, and community organizations to expand services and reach.

Operational Oversight & Financial Management

- Oversee operational, financial, and administrative functions, ensuring efficiency, compliance, and fiscal responsibility.
- Partner with the CFO and Board to develop and manage the annual budget with transparency and strategic alignment.
- Optimize systems, technology, and processes to drive sustainable growth and operational excellence.

- Ensure compliance with healthcare regulations and uphold accreditation and quality standards.
- Evaluate and strengthen business models, pursuing new earned-revenue opportunities that advance the Rose's mission.

People & Culture

- Foster a culture rooted in compassion, collaboration, and equity—The Rose's 'sisterhood.'
- Invest in leadership development of staff, creating pathways for advancement and succession.
- Champion employee engagement and retention through transparency, inclusivity, and empowerment.
- Strengthen internal communication and cross-departmental collaboration.
- Model humility, emotional intelligence, and care for both patients and staff.

Program & Impact

- Ensure the highest standards of clinical quality, patient care, and service delivery.
- Champion the continued growth of the Rose's program evaluation and innovation using data to improve outcomes.
- Guide growth of Mobile Mammography and Patient Navigation programs.
- Lead initiatives to reach more insured patients—expanding access and supporting care for the uninsured.
- Uphold The Rose's commitment to advocacy, education, and community empowerment.

Ideal Candidate Profile

The ideal candidate is a visionary and purpose-driven leader who combines executive acumen with a deep and genuine commitment to The Rose's mission. This individual is a bridge-builder, a strategist, and a servant leader who inspires trust and unity across patients, staff, partners, and donors.

Professional Experience and Education

- Bachelor's degree required; advanced degree (MBA, MHA or equivalent) preferred.
- Minimum of 10+ years of progressive senior leadership experience in healthcare, nonprofit management, or related mission-driven organization.
- Proven experience in organizational leadership, fundraising, financial management, and cultivating strategic partnerships.
- Familiarity with healthcare delivery, public health, or women's health services strongly preferred.
- Experience reporting to or working closely with a Board of Directors.

Leadership Attributes

- Mission-driven and compassionate; embodying integrity, empathy, and courage.
- Strategic and analytical thinker, able to anticipate trends and adapt effectively.
- Skilled communicator who engages authentically with diverse stakeholders.
- Inspirational and unifying leader with a collaborative, inclusive style.
- Entrepreneurial mindset with proven ability to identify opportunities and implement sustainable solutions.
- Deep respect for The Rose's legacy and culture, paired with the vision and drive to lead it into its next era.

Compensation & Benefits

Estimated base compensation: \$225,000.00 - \$275,000.00, commensurate with experience and qualifications. A comprehensive benefits package is offered.

Office Locations

- The Rose Southeast: 12700 N. Featherwood, Suite 260, Houston, TX 77034
- The Rose Galleria: 6575 West Loop South, Suite 275, Bellaire, TX 77401

Application & Referral Process

Applications and nominations are being accepted now and will continue until the position is filled.

To express interest or submit a nomination, please contact:

Laura Sorrell — laura@sorrellco.com | 713.854.5351

Priscilla Plumb — priscilla@sorrellco.com | 281.224.0881

All inquiries will be held in confidence.

About Sorrell

Sorrell is a highly relational executive search firm whose mission is to partner with clients to attract, hire, and retain the leaders who shape their future.

For more information, call 713.840.1870 or see [Sorrell's Website](#).