Employment Opportunity

Chief Financial Officer
Lakeland Care, Inc.

Wisconsin

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ABOUT THE ORGANIZATION

About Lakeland Care, Inc.

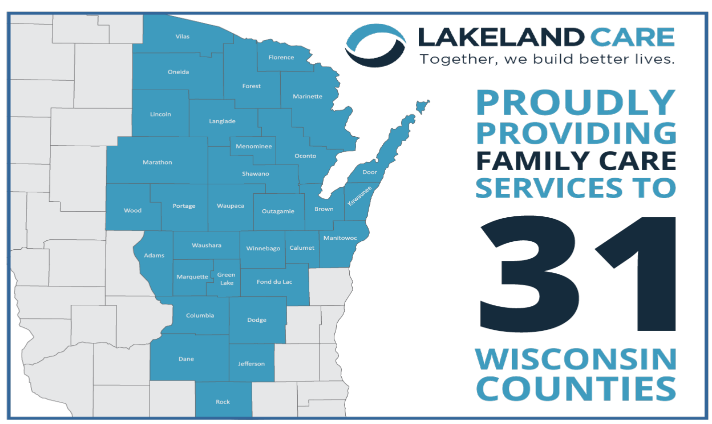
Lakeland Care, Inc. has exclusively retained **The QTI Group** to lead the search for a **Chief Financial Officer.**

Lakeland Care, Inc. (LCI) is a Wisconsin-based managed care organization and recognized leader in Medicaid-funded long-term care. Since its founding in 2000 as a pioneer in Wisconsin's Family Care program, LCI has partnered with older adults and adults with disabilities to promote independence, choice, and quality of life through person-centered care coordination and community-based support.

Guided by its mission to empower individuals, strengthen communities, and inspire futures, Lakeland Care delivers integrated services that address the unique healthcare, social, and long-term support needs of the individuals it serves. The organization's values of Kindness, Inclusion, and Trust shape its culture, decision-making, and commitment to exceptional service.

Today, Lakeland Care serves more than 7,500 members across 31 Wisconsin counties, managing a complex and growing healthcare enterprise focused on improving outcomes, advancing innovation, and ensuring the long-term sustainability of Medicaid-funded services for Wisconsin communities.

Lakeland Care Management Services



Family Care Services: Long-term care and support services for elderly individuals and those with disabilities to enhance their quality of life.

Tribal Care Services: Culturally responsive long-term care and support services in partnership with Wisconsin Tribal Nations.

Lakeland Care Plus: A wholly owned, for-profit subsidiary that provides managed IT services to mission-driven organizations across Wisconsin. The company serves as a strategic growth and diversification initiative, creating earned revenue opportunities that strengthen the enterprise while supporting organizations that make a positive impact in their communities.

ABOUT THE OPPORTUNITY

The Chief Financial Officer (CFO) of Lakeland Care, Inc. (LCI) and Treasurer of Lakeland Care Plus, Inc. (LC Plus) provides strategic financial leadership and oversight across both entities. This dual role ensures fiscal integrity, compliance, and sustainability for the nonprofit parent organization while managing treasury functions and financial governance for the for-profit subsidiary. This position serves as an Operator CFO and collaborates with the CEO, Board of Directors, and executive leadership to develop and execute financial strategies that support organizational growth, operational efficiency, and long-term viability. Responsibilities include financial planning, risk management, investment oversight, and reporting to ensure alignment with corporate objectives and regulatory requirements.

Key Responsibilities

Lakeland Care, Inc. (CFO)

- Lead financial strategy, planning, and analysis to support organizational goals.
- Oversee budgeting, forecasting, and cost-benefit analysis.
- Ensure compliance with state and federal regulations and contractual obligations.
- Manage financial reporting, audits, and internal controls.
- Provide guidance on risk management and capital allocation.

Lakeland Care Plus, Inc. (Treasurer)

- Manage financial performance and reporting.
- Oversee treasury functions, including cash flow management and investment strategies.
- Ensure accurate financial reporting and compliance.
- Support organizational development and profitability initiatives.
- Advise on financial implications of strategic decisions.
- Maintain strong governance and fiduciary responsibility.

Essential Competencies

Accountability

- Foster a success-oriented, accountable environment within the organization.
- Identify issues, gather information, pull together teams and seek alternatives.
- Responsible for driving the organization to achieve and surpass member satisfaction and retention as well as strategic goals and objectives.
- Responsible for the measurement and effectiveness of all internal and external processes.

Critical Thinking

- Translate strategy into actionable goals for performance and growth; helping to implement organization-wide goal setting, performance management and annual operational planning.
- Engage in the development, communication and implementation of effective financial strategies and processes.
- Identify opportunities for Lakeland Care to leverage cross-program strengths to take advantage of new opportunities and/or to address organizational challenges.

Commitment to Excellence

- Develop and manage organizational strategic initiatives to accomplish objectives and meet the organization's fiduciary responsibility.
- Develop plans for growth to increase margin while also reducing/limiting expenditures.
- Handle high workloads, competing demands, vague assignments, interruptions and distractions with poise and ease.
- Remain up to date on technological developments and effectively use technology to achieve results.

Interpersonal Awareness

- Exhibit maturity, resiliency and sound judgement when dealing with organizational challenges.
- Demonstrate emotions appropriate to the situation and continue performing steadily and effectively.
- Respond constructively to emotional situations, high pressure and conflict.
- Respect other opinions and concerns and value diversity in thought and action.

Relationship Building

- Provide day-to-day leadership and management that mirrors the adopted mission, vision and values.
- Motivate and lead a high-performance leadership team; attract, recruit and retain required members of the senior leadership team; provide mentoring as a cornerstone to leadership development.
- Delegate responsibilities to ensure employees grow as capable participants.
- Partner with other C-level executives to accomplish short and long-term operational goals.

Organizational Regard

- Collaborate with other organizational leaders to develop and implement plans for the operational infrastructure of systems, processes and personnel designed to accommodate strategic objectives.
- Build and manage the workforce based on organizational goals, budget considerations and staffing needs.
- Unify the organization across operational units to improve the transfer of knowledge and skills among them.

Qualifications

- Bachelor's degree in Finance, Accounting, Public Administration, Business Administration, or a related field, or an equivalent combination of education and relevant professional experience required.
- Master's degree preferred.
- Certified Public Accountant (CPA) or Chartered Financial Analyst (CFA) preferred.
- 15 years of experience leading financial reporting, financial management, and organizational oversight within a government, nonprofit, or healthcare setting. Experience in long-term care and/or managed care environments is strongly preferred.
- Experienced working with Medicaid-funded programs and regulations.
- Demonstrated success in managing financial operations, strategic planning, and leading teams.
- Strong command of financial management, data analysis, risk management, forecasting, and budgeting.
- Familiarity with financial management software, data analysis tools, and financial technology paired with a demonstrated ability to read, analyze, and interpret financial documents.
- Ability to identify and define risks and opportunities, analyze and interpret various sources of complex data, and draw valid conclusions to take appropriate action.
- Demonstrated alignment with LCI's leadership philosophy, including strengths-based leadership, servant leadership, and emotionally intelligent decision-making.
- Possess a thorough understanding of effective management practices and consistently apply them in a fair, equitable, and person-centered manner.
- Excellent verbal and written communication skills.

APPLICATION AND SELECTION PROCESS

Lakeland Care, Inc. has exclusively retained **The QTI Group** to lead the search for a **Chief Financial Officer.** The QTI Group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, WI.

Compensation & Benefits: This position offers a competitive total rewards package, including comprehensive benefits.

Location: Remote role. Must reside in Wisconsin.

For more information, please contact:

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Senior Executive Search Consultant

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608.257.1057

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Application Deadline: Until filled