



Community Health Centers of Arkansas, Inc. Arkansas Primary Care Association

*"To equip, unify, and advocate for an innovative network
that provides exceptional health care to all."*

Chief People Officer (CPO)

Reports to: Chief Executive Officer (CEO)

Location: Little Rock, Arkansas (Statewide Responsibilities)

FLSA Status: Exempt, Full-Time

Position Overview

The Chief People Officer (CPO) is a strategic member of CHCA's executive leadership team, responsible for fostering a high-performance, inclusive culture that aligns with our mission and values. The CPO leads human resources strategy, talent development, and organizational effectiveness while directly supporting recruitment efforts for both CHCA and its member community health centers across Arkansas.

Core Responsibilities

Culture & People Strategy

- Champion an inclusive, engaging, and high-performing workplace culture.
- Lead and refine HR policies, workplace wellness practices, and staff engagement initiatives.
- Strengthen internal communications and employee experience across the organization.

Organizational Development

- Oversee performance evaluation, succession planning, and career development programs.
- Support coaching and development for CHCA's staff and executive team.
- Lead staff onboarding, training, and continuous improvement efforts.

Recruitment & Workforce Support

- Drive internal recruitment and hiring strategies at CHCA.
- Provide strategic recruitment support and consultation to CHCA member community health centers.

- Launch and oversee a CHCA-led recruitment program for sourcing, screening, and vetting candidates for member community health centers.
- Build and maintain a talent pipeline of healthcare professionals.
- Develop partnerships with schools, training programs, and workforce organizations to develop and strengthen talent acquisition pipelines and initiatives.
- Lead and participate in initiatives to market community health center careers—including job fairs, branding campaigns, and speaking engagements.

Collaboration & Leadership

- Advise the CEO and executive team on HR and talent-related issues.
 - Represent CHCA in statewide workforce initiatives and strategic partnerships.
 - Ensure people and culture strategies are embedded across organizational operations.
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Qualifications

Required

- Bachelor's degree in Human Resources, Healthcare Administration, Organizational Development, or related field (Master's preferred).
- At least 5 years of leadership experience in HR, healthcare systems, or nonprofit settings.
- Demonstrated success in recruitment, personnel management, and team leadership.
- Excellent communication, emotional intelligence, and coaching abilities.

Preferred

- SPHR or SHRM-SCP certification.
 - Knowledge of community health centers and healthcare workforce trends.
 - Experience in culture-building and professional development within mission-driven organizations.
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This is a leadership opportunity for a passionate, strategic, and people-first professional committed to advancing healthcare access and organizational excellence across Arkansas.

Email resume and cover letter to Donnell McTyer (dmctyer@chc-ar.org).