

Executive Director, Global Care Recruiters

LeadingAge Minnesota (LAMN) is the state's largest association of organizations serving older adults, representing skilled nursing facilities, assisted living communities, and home- and community-based providers. Through advocacy, education, and workforce initiatives, LAMN advances quality aging services across Minnesota. We are hiring an **Executive Director of Global Care Recruiters (GCR)**, LAMN's mission-driven international nurse recruitment firm. This role will be responsible to lead the organization's strategy, growth, and day-to-day operations. This role oversees ethical international nurse recruitment, employer partnerships, contract development, immigration and placement processes, regulatory compliance, and ongoing support for both nurses and employers. The Executive Director also serves as GCR's principal spokesperson and primary liaison to the Board of Directors, providing strong leadership to staff while advancing innovative workforce solutions for the aging services sector.

You'll love working with us:

We value the dedication and expertise of our team. We provide competitive salary of \$150,000 - \$170,000 annually, based on experience and is paired with a comprehensive benefits package that supports your health, financial security, and work-life balance. Our best-in-class benefits package includes:

- Comprehensive health coverage – Medical, dental, and vision insurance for you and your family
- Retirement planning – 401(k) plan with employer matching to help secure your future
- Financial protection – Life and disability insurance for added peace of mind
- Flexible financial options – Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA)
- Work-life balance and hybrid environment – Paid time off, flexible scheduling, and remote options

We foster a collaborative, purpose-driven culture where every team member can grow, contribute, and make a difference in the lives of older adults across Minnesota. Our employees are encouraged to participate in shaping processes, decisions, and initiatives, all while supporting a mission to transform aging services and ensure dignity, meaning, and purpose for older adults in every community.

What you'll need to thrive:

- Bachelor's degree or an equivalent combination of education and relevant leadership experience.
- Proven ability to lead complex operations, analyze data, solve problems, and make sound strategic decisions.
- Strong written and verbal communication skills, including experience presenting to executives, boards, and external stakeholders.
- Excellent relationship-building and interpersonal skills, with the ability to navigate sensitive and complex situations.
- Proficiency with Microsoft Office Suite and virtual collaboration platforms such as Microsoft Teams, Zoom, or Slack.

What you'll do as the Executive Director:

- Provide strategic leadership for Global Care Recruiters (GCR), partnering with the Board of Directors to establish organizational goals, budgets, and long-term growth strategies.
- Direct all day-to-day operations, ensuring efficient staffing, resource management, and compliance with U.S. and international regulations.
- Build and maintain strong relationships with healthcare employers, securing new partnerships and representing GCR at industry events and conferences.
- Oversee the full international nurse recruitment and placement process, including recruitment, immigration, onboarding, and employer support.
- Monitor operational and financial performance, using data and industry trends to drive continuous improvement and organizational growth.
- Collaborate with employers, legal counsel, government agencies, and international partners to ensure successful placements and exceptional client and candidate experiences.
- Lead, develop, and mentor staff while fostering a culture of ethical leadership, accountability, customer service, and operational excellence.

Take the next step in your leadership career with an organization committed to ethical recruitment, workforce innovation, and improving care for older adults. Apply today to help shape the future of aging services. Send your resume to nsquire@leadingagemn.org.

We are an equal opportunity employer that welcomes and encourages diversity in the workplace. We do not discriminate based on race, color, religion, marital status, age, national

origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.