



Gurwin Healthcare System

Chief Operating Officer

An Executive Search by The Angeletti Group, LLC



The Opportunity

The Angeletti Group invites nominations and applications for the position of Chief Operating Officer (COO) at Gurwin Healthcare System, a respected mission-driven provider of post-acute care and senior living services on Long Island, New York.

This is a pivotal leadership opportunity for an experienced healthcare executive to help lead a complex, multi-entity system of care. Reporting to the President and CEO, the COO will serve as a key partner in driving

operational performance, strengthening alignment across the organization, and supporting the continued development of Gurwin's continuum of services and key operational priorities.

The role offers the opportunity to operate at scale while maintaining a high level of visibility and engagement across the organization. The successful candidate will bring both operational discipline and strong interpersonal leadership, ensuring that Gurwin continues to deliver high-quality care while enhancing performance and organizational effectiveness.



About Gurwin Healthcare System: *Caring for Generations*

Gurwin Healthcare System is a nonprofit organization dedicated to serving older adults with compassion, dignity, and respect. Since 1988, Gurwin has been a leader in providing the highest quality senior care on Long Island.

Based on a 36-acre campus in Commack, New York, Gurwin provides a continuum of care that includes:

- A 460-bed nursing and rehabilitation center (Gurwin Jewish Nursing & Rehabilitation Center)
- Assisted Living (Gurwin Jewish – Fay J. Lindner Residences)
- Independent Living (Fountaingate Gardens)
- One certified (CHHA) agency and one licensed home care (LHCSA) agency



Operating from its main campus, Gurwin supports coordination across services and provides a comprehensive care environment for residents and families. It maintains a strong organizational culture, with an appreciation for Jewish traditions and customs while serving individuals of all backgrounds.

Gurwin Healthcare System At a Glance

- 36-acre campus in Commack, NY
- 460-bed nursing and rehabilitation center
- 120-bed skilled nursing facility in Holtsville, NY (Island Nursing and Rehab Center)
- 1,200 employees across the system
- Full continuum of care including skilled nursing, assisted living, independent living, and home care
- Achieved **5-star status** at Gurwin's main skilled nursing facility in Commack, NY
- Designated one of **Newsweek's America's Greatest Midsize Workplaces in Health Care**
- Named to **Newsweek's America's Best Nursing Homes 2026**
- Recognized by **Four Leaf's Best of Long Island 2026**

The Chief Operating Officer

Reporting directly to the President and CEO, the Chief Operating Officer is responsible for the overall operational performance of Gurwin Healthcare System.

The COO operates across a broad and complex system, working closely with Chiefs, Vice Presidents, Administrators, and departmental leaders, to oversee and align operations across:

- Skilled nursing and rehabilitation services
- Assisted and independent living communities
- Home care and community-based services
- Clinical support and ancillary services
- Facilities and operational infrastructure
- Finance, human resources, compliance, and strategic planning



This role requires the ability to ensure consistent standards of quality, compliance, and performance across multiple entities and service lines. The COO will establish and maintain the systems, processes, and leadership structures necessary to support high-quality care, regulatory compliance, financial performance, and operational effectiveness.

In partnership with the President and CEO, the COO will contribute to system-wide planning and decision-making, supporting the continued development and coordination of services across the organization.

Key Responsibilities

Operational Leadership

- Oversee day-to-day operations across much of the system, including clinical and non-clinical departments
- Partner with the President and CEO to ensure operational integration and coordination across all service lines and entities
- Monitor and manage key performance indicators, including census, staffing levels, quality outcomes, and financial performance
- Ensure appropriate staffing levels and operational coverage across all areas of the organization

Financial & Performance Management

- Partner with the Chief Financial Officer on the development and management of system-wide and facility-level budgets
- Oversee financial performance across the

organization, including monitoring revenue, expenses, and variances to budget

- Identify and implement opportunities to improve operational efficiency, revenue cycle performance, and optimize reimbursement
- Participate in capital planning, including evaluation and prioritization of capital expenditures
- Ensure alignment between financial planning and operational performance across all service lines

Regulatory and Quality Oversight

- Ensure compliance with all applicable federal, state, and local regulations
- Maintain readiness for surveys, audits, and inspections across all service lines
- Oversee response to regulatory findings and ensure implementation of corrective action plans
- Monitor quality metrics to ensure adherence to established clinical and operational standards



Leadership & Workforce Management

- Assist in building, leading, and managing a high-performing management team across all operational areas
- Maintain a visible leadership presence across the campus and operating units
- Support workforce planning, including staffing levels, recruitment, and retention strategies
- Contribute to the professional development and performance management of leaders across the organization to ensure alignment with organizational goals
- Ensure consistent management practices and accountability across departments
- Maximize individual and team contributions

Strategic Planning & Growth

- Participate in organizational strategic planning and execution for facility growth and service expansion
- Identify and evaluate opportunities for new programs and services, supporting their development and implementation
- Establish and maintain relationships with hospitals, physicians, and community organizations to support referrals and transitions of care
- Represent the organization in the community and with relevant industry associations to cultivate business development opportunities and enhance organizational visibility
- Participate in lobbying efforts with legislators and regulatory agencies to best support the organization

Our Mission

- Serve older adults through a mission-driven, nonprofit healthcare system
- Deliver high-quality care with compassion, dignity, and respect
- Make a meaningful difference in the lives of residents and their families
- Provide a full continuum of care that evolves to meet community needs
- Treat every resident with the same care and attention as one's own family

Guiding Principles

- Commitment to excellence in care and service
- Focus on dignity, independence, and quality of life
- Culture rooted in compassion, respect, and community
- Foundation in Jewish ethics and tradition while serving individuals of all backgrounds





Why Gurwin

Gurwin Healthcare System offers a combination of mission, scale, and coordinated care within a campus environment. It places a strong emphasis on employee engagement, with leadership maintaining visibility across the campus and prioritizing connection with staff and residents.

The structure of the organization provides the opportunity to lead across multiple services within a coordinated system, allowing for meaningful impact on both operational performance and the resident experience. This role offers a unique opportunity to operate across a fully integrated, campus-based continuum of care.

Gurwin's leadership approach emphasizes visibility and engagement. Senior leaders maintain a regular presence across the system

and prioritize direct interaction with staff and residents. The environment is collaborative and relationship-driven, with an emphasis on teamwork, accountability, and resident-centered care. Leaders are expected to be approachable and actively engaged in both operational performance and staff experience.

The position is based in Commack, New York, on Long Island. Located in Suffolk County, the area offers a range of residential communities within a 30-45 minutes radius, including suburban neighborhoods and coastal towns. The region provides access to parks, beaches, and outdoor recreation, as well as proximity to the broader New York metropolitan area.

For candidates considering relocation, Long Island offers a balance of residential community living and access to cultural, dining, and professional opportunities.

Qualifications and Preferences

Gurwin Healthcare System seeks a seasoned healthcare executive with strong operational leadership experience and a collaborative, highly visible leadership style.

The successful candidate will bring:

- A master's degree in healthcare administration, business administration, nursing or a related field
- A minimum of 10 years of progressive leadership experience in long-term care, skilled nursing, post-acute care and housing services, with at least 5 years of senior-level operational leadership experience
- Licensed Nursing Home Administrator with ability to obtain New York State license
- Strong knowledge of nursing home operations, regulatory requirements, state and federal guidelines, and reimbursement models

The role requires a leader who:

- Maintains a visible, hands-on presence across the organization
- Communicates effectively and builds trust across staff, leadership, and external stakeholders
- Demonstrates strong judgment and decision making in a complex, regulated environment
- Navigates organizational complexity and aligns teams across multiple service lines
- Has strong problem-solving skills and the ability to manage multiple priorities

- Is comfortable representing the organization in the community and with industry associations
- Fosters collaboration and brings leadership teams together

The individual will also bring:

- High emotional intelligence and sound judgment
- Strong interpersonal presence and professional demeanor
- A collaborative and approachable leadership style
- An interest in building relationships both internally and externally





Application Procedure

Applications will be accepted until the position is filled, but candidates are encouraged to apply before May 31, 2026. To be considered, candidates should submit a statement of interest and resume to The Angeletti Group at search@theangelettigroup.com.

Nominations and confidential inquiries can be made to:

Kevin Ralph and Suzanne Albin
The Angeletti Group
(973) 540-1400
search@theangelettigroup.com

Salary commensurate with experience and will range from \$300,000 - \$350,000.

Applicants must be 18 years of age. It is Gurwin Healthcare System's policy to extend equal employment opportunity to all applicants regardless of age, color, national origin, race, creed, sex, religion, marital status, disability, sexual orientation, arrest or conviction record, predisposing genetic characteristics, military status or any other characteristic protected by law. We forbid sexual harassment of employees and workplace violence. In accordance with the Americans with Disabilities Act, we will not discriminate against applicants or employees with a disability, who are otherwise qualified employees and are able to perform the essential functions of their job with or without reasonable accommodation. We will not tolerate or permit any sexual conduct which is unwelcome and which either creates a hostile or offensive work environment or which attempts to make acceptance of the sexual conduct a condition of employment.

All Gurwin facilities and programs are committed to excellence and the provision of quality health care. All employees, according to their responsibilities, are expected to care for residents and patients as whole persons who may have psychological as well as physical needs. All Gurwin employees are treated with dignity, respect and recognition of their personal aspirations and values. Gurwin offers competitive salaries and a comprehensive benefit package.