



Director of Facilities Management

Leadership Profile

March 2026

Prepared by April Allen

A decorative graphic consisting of numerous overlapping, light blue, curved lines that flow from the left side of the page towards the right, creating a sense of movement and depth. These lines are layered over a dark teal rectangular area at the bottom of the page.

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Organization Overview

Carson Valley Health (CVH) is a trusted, not-for-profit community healthcare system dedicated to delivering high-quality, compassionate care to the residents of Carson Valley and surrounding regions. Solely aligned with Barton Health in South Lake Tahoe and Stateline, CVH is a state-accredited organization anchored by a Critical Access Hospital located on its main campus in Gardnerville, Nevada.

The hospital includes 25 licensed inpatient beds, an advanced Level IV Trauma Center Emergency Department, and comprehensive inpatient and outpatient surgical services. Beyond the main campus, Carson Valley Health extends care through five off-site primary care clinics, an urgent care center, and a broad range of outpatient and complementary services. Together, these offerings make Carson Valley Health far more than a community hospital—it is a long-term partner in health and wellness for the region it serves.



Carson Valley Health is home to the area's only Level IV Trauma Center Emergency Department, staffed 24 hours a day, seven days a week by board-certified Emergency Medicine physicians. The organization consistently ranks among the top in patient satisfaction within the region and achieves strong quality-of-care scores when compared with both regional and national benchmarks. This performance reflects the dedication of a skilled, experienced, and compassionate healthcare team committed to delivering exceptional care close to home.

The vision is to strengthen our community through responsive, forward-looking healthcare services. As

community needs have evolved, Carson Valley Health has grown alongside them. Over the past decade, the organization has experienced significant growth across nearly every service line, with several areas reaching—or approaching—capacity.

Following a comprehensive analysis of community needs, regional and industry partnerships, and financial readiness, Carson Valley Health launched a strategic master facility expansion designed to support both current demand and future growth. Construction began in October 2021, and the expanded facilities opened in December 2024, marking a transformative milestone in the organization's history.

Key enhancements introduced through this expansion include an expanded Emergency Department, increasing from five to twelve treatment rooms, with a new emergency entrance located on the southeast side of the building near the Rehabilitation and Outpatient Therapy Center. The main hospital entrance now provides centralized access to Surgery, Imaging, Inpatient, and ICU services and faces U.S. Highway 395. Surgical services expanded from two limited operating rooms to three full-size operating rooms plus two procedure rooms, while all inpatient and ICU rooms are now private. Two additional inpatient beds were added, bringing the total to 25 private patient rooms.

The expansion also introduced expanded cardiology services, including a state-of-the-art Cardiac Catheterization Lab, and advanced technology designed to enhance patient safety, efficiency, and quality of care. In addition, a new Sports Medicine and Rehabilitation Center opened in 2022, further supporting recovery, performance, and overall wellness for the community.

The Carson Valley Health Foundation is a 501(c)(3) nonprofit organization dedicated to providing a partnership with our community to improve healthcare services, educational and research programs, and to support lifesaving technology through philanthropy.

The foundation's goal is to work with the community and healthcare providers to identify and deliver top-quality healthcare to our community members. It is our philanthropic commitment to diligently raise funds for healthcare equipment and to create programs that address needs and improve lives. Funds raised through the CVH Foundation will enhance the healthcare system's capacity to serve the medical needs of the Carson Valley community and its visitors.

Carson Valley Health offers healthcare professionals the opportunity to practice high-quality medicine in a supportive, mission-driven environment while benefiting from modern facilities and a close-knit community. As the organization continues to grow, it remains deeply committed to investing in its people, recognizing that they are the foundation of everything it does. At Carson Valley Health, team members are not just building careers—they are helping shape the future of healthcare in the community.

Organizational Values

Employees of Carson Valley Health are expected to align their behaviors and choices while representing CVH with the following organizational values:

RESPECT:

We treat our patients, our community and our co-workers with respect at all times.

EXCELLENCE:

We hold ourselves and others to a standard of excellence as we serve our patients and our community.

INTEGRITY:

We do the right thing, every time.

COMPASSION:

We understand that we are in a business to care for others at a time when they need it most, and commit to approach all situations with compassion and humanity.



Position Summary

The Director of Facilities is responsible for the overall daily operations and strategic oversight of the Facilities and Clinical Engineering Departments. This role leads and manages a multidisciplinary team of engineers and maintenance professionals, providing direction, training, scheduling, and operational support to ensure reliable, safe, and compliant facility operations.

The Director oversees the coordination of facility engineering services to deliver effective preventive maintenance and timely repair of all facility and clinical equipment, including central plant operations, building management systems, life safety systems, and other critical infrastructure. This position ensures prompt and effective response to service requests, troubleshooting, and corrective actions to minimize downtime and maintain a safe healing environment.

A core responsibility of the role is ensuring that all preventive maintenance activities are completed as scheduled and in full compliance with regulatory and accreditation standards. The Director ensures that all equipment and systems meet safety, infection prevention, fire protection, and inspection requirements, including those established by The Joint Commission (TJC) and all applicable federal, state, and local regulations. Oversight includes hospital and off-site facilities, encompassing mechanical, electrical, plumbing, and utility systems.

The Director of Facilities is accountable for maintaining full compliance with TJC standards related to the physical environment, maintenance management, clinical engineering, water management programs, and other applicable regulatory requirements. This role also manages and supports facility-related projects such as office moves, departmental relocations, infrastructure upgrades, and other initiatives as assigned by the Vice President of Facilities Planning and Development.

Reporting directly to the Vice President, Facilities Planning & Development at Barton Health, the Director of Facilities plays a critical leadership role in ensuring operational excellence, regulatory compliance, and the long-term reliability and sustainability of the organization's physical environment.

Reporting Relationships

Reporting to the Vice President, Facilities Planning & Development at Barton Health, direct reports of seven FTE's.

Responsibilities

The successful Director of Facilities Management candidate will:

Essential Functions

- Provides consistently exceptional care at all times.
- Schedules plans, organizes, coordinates, directs, and controls the hospital's facilities and facilities grounds on and off-site while ensuring the safety of patients, visitors, and staff.
- Ensures building operations comply with State and local regulations.
- Oversees the functioning of all building systems, including mechanical, electrical, fire/life safety, plumbing, and waste management.
- Plans, coordinates, and supervises long-term equipment maintenance (e.g., central plant operations, building management systems, safety systems) by driving the team's responses to maintenance; ensuring the team

has necessary outside resources for a variety of repairs, including complex repairs with long-term implications; and providing guidance and coordinating across organizational lines

- Ensures compliance with regulatory requirements for preventative maintenance of company facilities and off-site properties by providing guidance on complex safety and maintenance initiatives; monitoring and documenting the progress of the team performing preventative maintenance (PM); leading coordination efforts with outside resources as appropriate to ensure compliance with regulatory requirements; and overseeing the allocation of resources.
- Develops and oversees the organization's water management program.
- Monitors compliance with departmental budget.
- Works with leadership on the annual capital budget and five-year capital budget projections for the Administration and Finance department.
- Assists leadership in strategic and master planning.
- Ensures ongoing monitoring of departmental indicators and reports results to leadership, as applicable.
- Adheres to all hospital policy and strategic initiatives.
- Responds to the needs of the department by performing other duties, as necessary.

Financial Responsibilities

- Develops a budget for the department and allocates funds within budget limits to accomplish objectives.
- Completes yearly/monthly departmental budget requirements as determined by the CVH Finance Department.
- Monitors variance against budget on an ongoing basis.
- Ensures payroll functions are completed in a timely manner.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- While performing the duties of this job, the employee is frequently required to walk, stand, sit, and talk or hear.
- The employee is occasionally required to use hands to finger, handle, feel, or operate objects, tools, or controls; and reach with hands and arms.
- The employee is occasionally required to climb or balance; stoop, kneel, crouch, or crawl.
- Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus.
- The employee must occasionally lift and/or move up to 25 pounds.

Working Conditions

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- Normal office environment. The noise level in the work environment is usually quiet to moderate, while in the office.

- Occasional travel to various hospital locations.

Candidate Qualifications

Education/Certification

- Bachelor's degree in engineering or technical disciplines in Plant Operations, HVAC, Electrical, Plumbing, or related field AND minimum five years of experience in Engineering, Plant Operations, HVAC, Electrical, Plumbing, or a directly related field OR minimum seven years of experience in Engineering, Plant Operations, HVAC, Electrical, Plumbing, in lieu of a degree.
- Valid California or Nevada Driver's license (depending on state of employee's residence) or ability to obtain prior to start date.
- Clean DMV driving record.
- FEMA ICS 100 Emergency Management Certification preferred.
- Certification in Healthcare Facility Management (CHFM) through the American Hospital Association is preferred.

Knowledge and Work Experience

- Five years of experience in facilities maintenance and plant operations required.
- Ten years of experience in the management of Engineering, Plant Operations, HVAC, Electrical, Plumbing, or a directly related field preferred.
- Previous healthcare experience in operations, maintenance, and project management preferred.

Leadership Skills and Competencies

- Comprehensive understanding of applicable building and operational codes and their application in health care facilities.
- Solid knowledge of overall hospital departmental functions and general functions of the hospital organization.
- Working knowledge of plant operational equipment including but not limited to life safety and criticality equipment such as back-up emergency generators, breathing air purification systems, vacuum pumps, steam generators as it relates to sterilization, humidification systems, HVAC, boilers, electrical and plumbing systems, testing & inspection frequencies meeting regulatory requirements, as well as other systems specific to an acute care hospital.
- Knowledge of the CBC, NFPA 2012, 99, CDPH, and The Joint Commission.
- Knowledge and experience with state and local safety, fire regulations.
- Ability to communicate effectively with all levels of staff and outside organizations.
- Ability to analyze and interpret financial documents.
- Experience in departmental budget process, forecasts, and projections, developing cost estimates and departmental budgets. Bidding, quote procurement, and scheduling.
- Ability to negotiate contractual agreements.

- Proficient computer skills, including but not limited to Microsoft Office and Google Suite platforms, building management systems, preventative maintenance programs, and understanding of payroll systems.

The Community

Carson Valley, Nevada

Carson Valley is more than a picturesque backdrop – it's where natural beauty, strong community ties, and an exceptional quality of life come together. Tucked against the base of the Sierra Nevada, this wide, green valley offers sweeping views of rugged peaks to the west and the gentle rise of the Pinenut Mountains to the east. The East and East forks of the Carson River wind peacefully through open meadows, adding to the valley's quiet, timeless charm.

At 4,500 feet in elevation, Carson Valley enjoys four distinct seasons and a climate that's as balanced as the lifestyle – warm summers, mild winters, and nearly 300 days of sunshine each year. It's a place where you can enjoy the outdoors year-round without extreme weather slowing you down.



Carson Valley blends the charm of rural living with the convenience of modern amenities. Ranches and open spaces line the roads, yet residents enjoy full access to shopping, dining, and essential services. With U.S. Highway 395 as the main thoroughfare, the region is easily connected to Carson City, Reno, Lake Tahoe, and key routes like Highways 50, 580, and I-80 – making travel and commerce seamless.

Healthcare here is exceptional, with two major medical providers and a wide range of services. Recreational opportunities are abundant, from parks and trail networks to the award-winning Douglas County Community & Senior Center. Whether you're into hiking, cycling, horseback riding, or swimming, there's something here for everyone. The arts also thrive in the Valley, with concerts, galleries, and local theater adding vibrancy to the community.

Douglas County School District is recognized as one of Nevada's top districts, offering advanced academics, excellent teachers, and strong extracurricular programs. Western Nevada College's Douglas campus supports students and businesses alike, offering workforce training and lifelong learning through both credit and non-credit courses.



What truly sets Carson Valley apart is the people. Community engagement runs deep – residents volunteer in service clubs, nonprofits, schools, and youth sports. If you're interested in gardening, birding, quilting, classic cars, or nearly anything else, you'll find a welcoming group ready to connect.

And of course, Nevada's tax-friendly benefits – especially the non-state personal income tax – make Carson Valley a financially smart place to live. Housing options are diverse, from cozy patio homes and family neighborhoods to sprawling ranches and estate properties.

Whether you're raising a family, enjoying retirement, or seeking the best of both, Carson Valley offers a lifestyle that's as enriching as it is peaceful. Spend some time here – you'll quickly understand why so many choose to call it home.

Click [here](#) to view the Carson Valley Chamber Relocation Guide.



Procedure for Candidacy

Please submit all applications, nominations, and inquiries to the search team through the WittKieffer Candidate Portal by [clicking here](#). New users should select “Register Here” to create an account before proceeding. After logging in, navigate to “Open Positions” and locate the role by entering the institution’s name and clicking on the search wheel.

Search Team

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Carson Valley Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.

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