



Position: Director of Advocacy and Inclusion

Direct Supervision: Coleadership Team

Status: Exempt, Full-Time, Salaried

SUMMARY:

As one of the three emerging coleaders of Tri-County Health Network, this leadership position supports the continued growth and development of TCHNetwork's justice, equity, diversity, and inclusion (JEDI) programming, community organizing, education & training, and policy & advocacy work. This involves internal capacity building, developing community relationships, coalition building, and ensuring cultural inclusivity. The Director is responsible for overseeing programming that works to empower, engage, educate, organize, and advocate on behalf of our diverse communities including communities that have been socially and economically marginalized. Duties include managing day-to-day program operations; developing field team; establishing relationships with stakeholders; developing and facilitating local coalitions, advancing our JEDI and advocacy agenda, and ensuring program sustainability.

DUTIES AND RESPONSIBILITIES: *May include the following, and other duties as assigned:*

1. Assist in the development and implementation of a three-person, shared, non-hierarchical leadership structure to support TCHNetwork's JEDI work into the future.
2. Manages a team of between 3-6 direct reports, develops priorities, and assigns projects.
3. Assures that team members are provided resources and goals that are defined and achievable, reviews team member work quality and timely accomplishments of assigned duties and conducts performance evaluations.
4. Regularly meets with team to develop skills, discuss priorities, workload, and professional development goals.
5. Creates a culture and atmosphere that will lead to a high level of employee engagement and satisfaction.
6. Act as a working supervisor that includes providing coverage for the team, as needed.
7. Develop and maintain internal and external mechanisms for effective communications, best practices, and outreach regarding community engagement and coalition building. Train and educate TCHNetwork team on these practices.
8. Engage members of the community, partners from different organizations, and our team in health equity and cultural competency work. Facilitate relevant training workshops to empower community members, partners, and staff to champion health equity in the spaces where they live and work.
9. Oversee the training and education programming including staffing, material development, and courses. Current trainings include JEDI and stigma reduction/behavioral health support programming.
10. Oversee the marketing/communication team to ensure communication, promotion, and events are effective across diverse audiences and communities. Ensure all communication and outreach materials are translated in Spanish and are culturally appropriate to target audience.
11. Provide direct supervision to the Collaborative Action for Immigrants part-time coordinator

and provide guidance for strategic planning efforts for CAFI.

12. Address population inclusivity and diversity when planning, implementing, adapting, and evaluating TCHNetwork programs and policies.
13. Evaluate and monitor program needs, identify unmet needs and revise programs as needed to effectuate change.
14. Establish, maintains, and influences partnerships across the community and within the organization. Engages, motivates, and leads collaborative group efforts.
15. Review, recommend and support implementation of new policies and practices within TCHNetwork to promote equitable and inclusive operations and programs.
16. Assist in grant writing to support program sustainability and help identify new programming to meet the needs to our community.
17. Other duties as required to ensure the success of each program and TCHNetwork.

EDUCATIONAL AND EXPERIENCE REQUIREMENTS:

- Fluency in Spanish and English cultures and languages, both oral and written
- 8+ years experience working in community-based settings addressing the needs of marginalized communities with growing levels of leadership and responsibility, over time.
- 5 years minimum experience managing 3-6 entry level positions as well as 2-3 managers/supervisors.
- 5 years of successful program management experience.
- Bachelor's degree in relative field or an equivalent combination of education and relevant professional experience
- Professional experience in group facilitation, grassroots outreach, and/or coalition building
- Thorough understanding, sensitivity, and appreciation for equity, cultural humility and inclusiveness
- Excellent public speaker and community engager

PREFERRED QUALIFICATIONS:

- Master's degree in Public Health or a related field
- Strong experience in communication, marketing, and community outreach
- Lived experience related to behavioral health or past experience in working in/or with organizations in the behavioral health system.
- 2 years lived or work in a rural community.
- Experience conducting trainings on JEDI topics including implicit bias, racism, tolerance, and/or inclusivity/belonging.
- 2+ years working in a non-profit
- Demonstrated capacity and ability to successfully manage start-up initiatives.
- Sensitive to the interests of a wide range of stakeholder groups, strategic partners, elected officials, and peers.
- Commitment to and connection with rural communities who experience health equity challenges.

- Experience creating, implementing and managing grants.

REQUIRED SKILLS:

- Passion for community engagement, health advocacy, and community education
- Knowledgeable about system change and interested in advocacy and policy work
- Excellent verbal and culturally competent communication skills (in person, on the telephone, and through email correspondence).
- Demonstrated leadership skills and ability to facilitate meetings producing high quality results.
- Willingness to work flexible hours (some nights/weekends)
- Ability to manage multiple projects with geographically dispersed teams simultaneously.
- Demonstrated ability to meet deadlines.
- Ability to receive and utilize constructive feedback.
- Ability and willingness to work collaboratively with leadership and cross-functional teams.
- Innovative, energetic, well organized, and self-directing
- Sense of humor, humility, and curiosity.
- Motivated and committed to TCHNetwork's mission/values with a strong desire to work towards health equity and improve health for our rural region.
- Self-starter, independent worker with a team-oriented approach to work.

OTHER:

Requires local and regional travel. Must have reliable transportation to travel as needed and comfortable driving in inclement weather. Valid driver's license and car insurance required. Ability to work a flexible schedule including evenings and weekends, as applicable.

COMPENSATION:

Starting salary range is \$89,160– \$101,000 based on experience. A salary increase will be applied once the coleadership model is implemented.

POSITION LOCATION:

Delta and Telluride, CO. Hybrid, work from home position with first 30 days in Telluride, then 3 days a week in main office in Telluride or satellite office in Delta, CO. No relocation assistance available.

TCHNetwork values equity and diversity, and candidates who are people of color are encouraged to apply.

To apply, email a cover letter and resume to lynn@tchnetwork.org with “Director” in the subject line. Applications without a cover letter will not be considered.