

OPEN POSITION ANNOUNCEMENT: Managing Director, Policy

WHO WE ARE

The Children's Partnership (TCP) is a California advocacy organization whose mission is to advance child health equity through policy, research and community engagement.

POSITION SUMMARY

TCP seeks an experienced and highly accomplished candidate for the newly established role of Managing Director of Policy. The **Managing Director** will drive the creation and oversight of a strategic policy agenda for key issue areas and will oversee TCP's advocacy strategy, research efforts and partnership building.

The Managing Director will supervise a current team of 6 working in areas of policy and community engagement and will be tasked with hiring at least one new staff position in 2021.

Reporting to the President, the Managing Director's primary responsibilities will be to manage the day-to-day operations of TCP's programs while also creating and overseeing the implementation of an annual program plan that is in support of TCP's newly established 3-year Strategic Plan. The Managing Director develops and coordinates TCP's policy agenda, working closely with other members of the Policy and Community Engagement teams to implement direct advocacy activities, provide timely analysis and updates of legislative activity to staff and external allies across the state, and advance sound community-informed research. The Managing Director oversees TCP's advocacy strategy and engagement with partner organizations to advance child health and wellbeing.

Candidates should be self-motivated and outcome-oriented, with policy and community engagement expertise, and with a strong commitment to advancing equity for all children, particularly through improving health and wellbeing for children from marginalized communities, such as children of color.

OUR VALUES

Balance, Equity, Growth, Accountability and Trust

PRIMARY RESPONSIBILITIES

Leadership

- Work closely with the President and other members of the senior staff to develop, articulate, and implement overall organizational strategy.
- Serve as sounding board, advisor, and partner to the President on strategy, program, policy, partner relationships, and organizational matters.
- Provide direct supervision and oversight to 3 program areas: Research, Policy (including Government Relations), and Community Engagement
- Maintain effective lines of communication amongst the program team leads, keeping the President and Vice President informed of all critical issues.
- Participate in and lead various internal program team & staff meetings.
- Represent TCP at conferences, professional associations, and other public venues as needed.
- Serve as an ambassador for TCP externally.

Government Relations

- Oversee the formulation and prioritization of the organization's legislative & budget advocacy agenda and policy campaigns in collaboration with Policy Directors and the Associate Director, Government & Community Relations;
- Develop and implement professional development and staff engagement plans to prepare program teams for successful elected official engagement and advocacy efforts at the state-wide level.
- Oversee the tracking of legislative agenda progress and policy campaigns and coordinate with the Communications Manager to promote the organization's policy developments with key stakeholders.

Advocacy & Community Engagement

- Lead development & implementation of TCP's annual policy agenda.
- Maintain a working knowledge of recent policy decisions across all priority issue areas of the organization.
- Keep TCP team updated on policy developments at the state and federal level.
- Guide policy-related research and development efforts, in consultation with the President and Policy Directors.
- Provide leadership and support, as appropriate, for new cross-programmatic initiatives.
- Ensure the involvement of grassroots leaders and partner organizations in promoting agreed upon priorities, and help to organize opportunities to bring grassroots partners in contact with their elected officials, Administration representatives and other policymakers at the local, state and federal levels;
- Lead coordination the organization's partnership and coalition building agenda in collaboration with the Associate Director, Government & Community Relations;
- Participate in coalition building strategies at the local, state and national level, and maintain key relationships with partner organizations.

Team Management

- Supervise 4 direct reports: 3 Policy Directors; Associate Director, Government and Community Relations.
- Recruit and manage a high-performing team that values continuous improvement and a commitment to quality.
- Mentor and develop staff using a supportive and collaborative approach on a consistent basis.
- Establish and monitor staff performance and development goals, assign duties, set objectives, establish priorities, and conduct performance reviews.

QUALIFICATIONS & EXPERIENCE

- Bachelor's degree required; graduate degree in public policy, public health, law, or the social sciences preferred.
- Experience with healthcare and health policy is a must.
- A minimum of 10 years of experience, preferably working in different kinds of organizations focused on health policy, civil rights, racial justice, or other relevant fields, with at least five years in a leadership and management role.
- Demonstrated experience and leadership in developing and implementing a comprehensive policy strategy to advance causes or policies. (prefer experience advancing policies related to health and health equity)
- Involvement in advocating for anti-racist and community-centered policies
- Experience consulting with all levels of team members including senior management, making recommendations, and influencing decision-making.

- Strong project and people managerial skills, supervisory experience is a must.
- Experience managing expenses and/or full budgets for the organization, specific projects and across projects.
- Demonstrated success in facilitating cross-system initiatives – being able to think about issues from a variety of lenses and identify who might be untapped allies
- Ability to communicate in other languages a plus.

SKILLS & ATTRIBUTES

- Grace under pressure
- Strong work ethic
- Excellent time-management skills
- Efficient worker with exceptional writing skills who is comfortable in a deadline-driven environment
- Strong commitment to racial equity and to meaningful community engagement practices, particularly including community voice in advocacy
- Exceptional troubleshooting and problem-solving skills, resolving issues proactively and creatively

CORE COMPETENCIES

- **Establishing Focus:** The ability to develop, communicate and hold yourself and team members accountable to goals in support of the organization's' mission
- **Strategic Thinking:** The ability to analyze and consider policy/advocacy trends and processes, existing and potential partners (internal and external), and strengths and weaknesses as compared to fellow advocacy orgs.
- **Policy Expertise:** The ability to demonstrate depth of knowledge and skill in policymaking; ensuring solid policy, namely that policies we develop and support are well thought through, incorporate impacted community feedback and best address the need.
- **Attention to Communication:** The ability to ensure that information is passed on to others who should be kept informed.
- **Fostering Teamwork:** As a team member, the ability and desire to work cooperatively with others on a team; as a team leader, the ability to demonstrate interest, skill, and success in getting groups to learn to work together.
- **Managing Change:** The ability to demonstrate support for innovation and for organizational changes needed to improve the organization's effectiveness; initiating, sponsoring, and implementing organizational change; helping others to successfully manage organizational change.
- **Influencing Others:** The ability to gain others' support for ideas, proposals, projects, and solutions. This includes internal and external stakeholders. Accurately anticipates the implications of events or decisions for various stakeholders in the organization and plans strategy accordingly.
- **Empowering Others:** The ability to convey confidence in employees' ability to be successful, especially at challenging new tasks; delegating significant responsibility and authority; allowing employees freedom to decide how they will accomplish their goals and resolve issues.

APPLICATION PROCESS

Email **resume, cover letter and a writing sample** to search@childrenspartnership.org. Please put ""Managing Director" in the subject line. No phone calls, please.

SALARY & BENEFITS

This is a full-time position with a competitive salary and a comprehensive benefits package, including 100% company paid healthcare premiums. The salary range for this position is \$110,000 - \$125,000.

TCP is an Equal Opportunity Employer that will not discriminate against applicants or employees based upon any characteristics that are protected by federal, state, or local laws, regulations or ordinances. In addition, the organization will consider qualified applicants with criminal histories in a manner consistent with the Los Angeles Fair Chance Initiative for Hiring.