



OPEN POSITION ANNOUNCEMENT: POLICY DIRECTOR OF HEALTH CARE

WHO WE ARE

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

POSITION SUMMARY

The position is a highly-skilled and self-motivated child health equity champion and advocacy professional to serve as Policy Director, Health Care. The Health Care Policy Director serves as a key leader on the policy team and will direct a number of TCP's high priority health care policy areas, research, and advocacy initiatives through a strong racial justice lens.

This position will serve as the organizational lead on a comprehensive portfolio focused on advancing child health equity in health care coverage, access, quality and delivery. The Director will manage and supervise a team of at least two policy staff, and work closely with the community engagement team, communications team, and other policy team members, to execute our policy agenda on children's health care.

RESPONSIBILITIES

Policy expertise and analysis

- Serve as TCP's policy expert on children's health care and health coverage, developing and maintaining expertise in key health policy areas, including eligibility and enrollment in publicly financed health care programs, like Medi-Cal, health care access quality of care, health care delivery systems, health care workforce, and health care quality and improvement
- Provide a comprehensive understanding of the link between racial equity and health equity, particularly in health care and health coverage
- Provide strategic thinking, analysis, and expertise on national and California developments in health care policy and recommendations for the development of the organization's policy agenda

Portfolio strategy and management

- Identify emerging trends and strategic opportunities and analyze community needs to drive TCP's health care/health coverage advocacy strategy, anticipating potential challenges and strategic opportunities
- Prepare and lead execution of the health care policy team workplan, including developing structures and processes for managing staff across the team to ensure fidelity to the work plan

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- Supervise policy associates and other staff, including their professional development, and contribute to the cultivation of team culture
 - Work closely with the community engagement team to ensure that community partners are integrated into the organization's processes for identifying and advancing policy priorities
 - Manage all components of any project within the health care portfolio, including developing a work plan, tracking activities, managing the project budget, writing reports and proposals

Research and writing

- Oversee and conduct relevant research and policy analysis projects and monitor progress and deliverables
- Produce high-quality written materials, such as reports, issue briefs, fact sheets, blogs, and letters on issues related to portfolio
- Work with TCP's Communications team on press strategies, serve as spokesperson on relevant issues, and assist in drafting key statements and releases

Community and external engagement

- Build and manage strategic relationships and represent the organization with policymakers, funders, thought leaders, and state, national and community-based organizations and coalitions, with a focus on those representing impacted communities
- In collaboration with community engagement staff, provide targeted supports, technical assistance, and consultation in an effort to increase community advocacy capacity
- Organize, participate in, and conduct trainings, webinars, and conferences to advance policy portfolio and in relevant TCP media events and strategic Sacramento events
- Plan and staff convenings, facilitate meetings, and give presentations

General duties

- Respond to unanticipated issues or events that may fall outside our Policy Agenda but relate to TCP's mission and overall program agenda
- Work with TCP's Development staff to co-create, write and edit proposals and progress reports and manage grants for identified projects
- Report on program activities for funders and assist with new program development, funding proposals, and funder outreach
- Other duties may be required within the scope of this position, as deemed necessary

THE IDEAL CANDIDATE HAS...

Demonstrated leadership advancing racial equity, including:

- Proven experience integrating racial equity into policy analysis, communications, strategy, and outreach, and ability to build relationships with diverse stakeholders
- Strong cultural humility and commitment to racial equity and anti-racism
- Demonstrated experience working on health policy issues impacting marginalized communities, including BIPOC communities, low-income families and immigrant communities
- Strong ability to identify decisions, policies, or practices that have disparate impacts based on identity. Is driven to make changes in systems and practices to operationalize equity, externally and internally.

Minimum of 12 years of professional experience in health care policy or related work

- Demonstrated ability to develop and advance a statewide policy agenda
- Master's degree in related field a plus

Comprehensive knowledge of health care issues and the policy landscape impacting children and communities of color, including:

- Policy expertise in publicly financed health care programs, with an emphasis on Medi-Cal, health care access, health care quality and improvement, health care workforce and delivery systems, and the health care safety net.
- Extensive experience with - and existing network of relationship within - the CA health care policy-making landscape, including strong knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch

Exceptional leadership, strategy, and management abilities, including:

- Demonstrated ability to develop and execute comprehensive advocacy strategies that integrate community engagement and capacity building, policy analysis, lobbying, and communications
- Commitment to the engagement of impacted community partners throughout the advocacy process, including commitment to being responsive and nimble in relation to community-defined priorities
- Ability to work collaboratively with a diversity of individuals at all levels, independently and as a team
- Strong and experienced manager with the ability to foster professional growth and development within the team, using a strong equity and inclusion lens.



Excellent communication abilities, both written and verbal, with a talent for discussing complex subjects in an understandable manner for non-expert audiences.

APPLICATION PROCESS

Email resume and cover letter summarizing interests & qualifications to search@childrenspartnership.org. State "Director, Health Care" in the subject line. No phone calls, please.

SALARY & BENEFITS

The starting salary range for this position is \$105,000-\$115,000 based on experience and skill set. The Children's Partnership also offers an excellent benefits package which includes 100% employer paid premiums for health, vision, dental, life insurance, and long-term disability. TCP offers a matching 401K, generous time off policies and dedicated professional development funding that encourages and supports growth opportunities for all full-time team members.

TCP is an Equal Opportunity Employer that values and welcomes diversity in the workplace and will not discriminate against applicants or employees based upon any characteristics that are protected by federal, state, or local laws, regulations or ordinances.