



## **Program Director**, Bridging Partnerships and Strategies *Position Description*

Human Impact Partners (HIP) is looking for a Program Director to join our team. This is an exciting opportunity to bridge between public health agencies/institutions and community power-building organizations, as well as across strategies within HIP. It's an opportunity to vision, design, and lead systems change processes to achieve health equity, racial equity, and power-building.

**Status:** Full-time, ideally starting in mid-March

**Starting Salary Range:** \$90,000-\$100,000

**Location:** Oakland, CA preferred; may consider remote (Oakland-based staff are expected to return to the office sometime in 2022)

### About Human Impact Partners (HIP)

[Human Impact Partners](https://www.humanimpact.org/) is a national public health organization that transforms the field of public health to center equity and builds collective power with social justice movements. We are a growing nonprofit with 17 staff, headquartered in Oakland, CA and with staff across the country.

We believe that sustainable, long-term change to improve social, economic, and political conditions comes about through organized social movements, and by explicitly challenging unjust power imbalances and systems of advantage and oppression. With racial inequities and power inequality at unprecedented levels, public health must be deeply engaged in larger social justice movements to achieve health for all. This requires building bridges between our worlds, so that public health's power — our voice, evidence, and resources — are more strategically aligned with and responsive to social movements that are leading the changes we need to advance health and racial equity.

To that end, HIP conducts advocacy, organizing, policy-driven research, and capacity building to target public health practitioners, health institutions, and the broader social and economic systems and policies that create health, with a particular focus on community safety, economic security, housing justice, and climate change. The throughline in all of this is our support of grassroots community power-building organizations to help build their power and bridge with public health.

### About the Position

HIP is establishing a new program within the organization, tentatively called, ***Bridging Partnerships and Strategies***. The purpose of this program is to:

- 1) Bridge and support the development of partnerships between public health agencies/institutions and community power-building organizations to achieve racial and health

equity, power-sharing, and policy and systems change in the community safety, economic security, housing justice, and climate change arenas.

2) Better bridge and coordinate across HIP's strategies, bringing our research/advocacy/organizing work with social movements to public health agency/institutional partners, and bringing our public health capacity building work to social movement partners.

### **Program Director Responsibilities:**

- Lead and manage complex, multi-partner, multi-year projects, with input from the Co-Directors and other staff. This includes:
  - Overseeing implementation of [Power-building Partnerships for Health](#), which cultivates collaborations between local health departments and community power-building organizations to advance health equity via a cohort model.
  - Designing rapid-response projects/assistance to health departments and/or community power-building organizations to engage in coordinated policy and systems change.
  - Program management, including managing partner relationships, program strategy, budgets and timelines, organizational resources, and grant deliverables.
- Design systems and structures to bridge across HIP's strategies internally, and better integrate those strategies with one another across HIP. This includes:
  - Assessing and designing internal communication, coordination, and collaboration approaches, with the goal of maximizing the impact of our work more broadly.
  - Identifying and stewarding opportunities for synthesis across internal strategies and teams in alignment with HIP's organizational goals, and helping build connective across HIP.
- Envision and oversee development of resources to build the capacity of public health and community power-building organizations to work together, for example:
  - Case studies, products, and resources highlighting collaborations between public health and community power-building organizations
  - Trainings on how to form deep partnerships and coordinated strategies
- Engage in organizational management and strategy:
  - Work closely with Co-Directors as a strategic partner and thought leader.
  - Supervise staff.
  - Develop and maintain relationships with community organizing, public health, funders, and other partners.
  - Fundraise to expand the program in collaboration with Co-Directors and other staff.
  - Contribute to thought leadership at HIP, via conferences, social media content, blog posts, and other communications
  - Participate in organizational development work to deepen our own equity and power-sharing practices.
- Travel (out-of-state/overnight) approximately 1x per month once it is safe to do so again.

# About You

## Values:

- A deep commitment to [HIP's mission, vision, and values](#)
- Commitment to a social movements approach to achieve health and racial equity
- Understanding of power, and the need to build power with communities
- A desire to transform government to be about governance with people and communities most harmed
- Commitment to collaboration and a sense of humor

## Skills and expertise: *(We don't expect anyone to bring all of these skills, but we would like to see a mix of the following)*

- At least 10 years experience managing complex projects, teams, and competing priorities while maintaining high standards of quality and responsiveness
- Experience working with or in local, state, and/or federal government (ideally public health) to shift systems, policies, and practices in ways that advance equity
- Experience working with or in community power-building organizations/networks on campaigns related to community safety, economic security, housing justice, and/or climate change
- Graduate studies in social justice, public health, public policy, OR comparable work experience
- Knowledge of how to operationalize health equity, racial justice, and/or community power-building frameworks
- A strong structural racial, gender, and economic analysis aligned with HIP's vision and values
- Strong facilitation skills, assessing and managing group dynamics, and engaging and managing conflict
- Ability to exercise independent judgment and take initiative in an environment with shifting priorities
- Ability to prioritize competing projects and multi-task across a broad spectrum of collaborators, based in various office locations or working remotely
- Demonstrated ability to build consensus, negotiate, and strategically disagree within a diverse and highly collaborative work environment, and across projects
- Strong writing, editing, and verbal skills, including the ability to clearly and empathetically communicate with a wide range of people
- Fundraising and funder management experience
- Lived experience belonging to communities most impacted by structural inequity
- Fluency or proficiency in a second language
- Comfort using a variety of software platforms (including Microsoft Office, Google Drive, and Miro) and the flexibility and ability to learn new systems that might be unfamiliar

**How to apply:** Please submit all of the below as a single PDF document to [BridgingProgramDirector2022@humanimpact.org](mailto:BridgingProgramDirector2022@humanimpact.org) by **January 14, 2022 at 5pm Pacific Time.**

- A cover letter describing why you believe you are a good fit for this position and organization
- Your resume or CV
- 3 references (we will not call references without letting you know first)
- A public product/resource/piece of writing you've created that illustrates your perspective on health and racial equity. We understand that you may have worked with others to create the product, but we would like something that you took the lead on, were the primary author of, and/or backboned to completion. Please briefly explain what your role was in creating it.

**Equal Opportunity Employment:**

Human Impact Partners is an Equal Opportunity Employer. We strongly encourage people directly impacted by the issues we work on (such as community safety, economic security, immigration), people of color, people with disabilities, and LGBTQ+ folks to seek employment or board opportunities with us. We don't conduct criminal background checks on candidates.