



Recruitment Announcement: Director of Strategy and Resource Development

Preferred Start Date: Fall 2022

About BARHII

BARHII is a national engine for health equity thought leadership. Our health equity framework, which calls for upstream interventions to reduce differences in life expectancy, has shaped the work of national, state, and local health jurisdictions and now regularly appears in public health textbooks. Our guidebooks and trainings are used by thousands of government and community leaders throughout the country, and our framework serves as a foundational document in public health accreditation, the California Department of Public Health's Office of Health Equity, and the American Medical Association's Health Equity strategy.

In our policy efforts, we've provided an essential "health voice" to help pass groundbreaking legislation that has saved tens of thousands of lives and improved the health of communities impacted by systemic inequities—including expanded paid sick leave, statewide rent-gouging rules, pandemic-related eviction prohibitions, and climate justice programs.

Today, BARHII is leading an effort to ensure that we emerge from COVID-19 with a new society that prioritizes and creates health equity in our lifetime. Over the next five years, BARHII will launch a National Racial Health Justice Action Lab, advocate for a Federal Health Equity Act, advance a Black health and wealth agenda, and build the next generation of regional public health collaborations.

About the Position

The Director of Strategy and Resource Development will work closely with the Executive Director to increase organization impact through the development and implementation of culture, operational systems, and resource development strategies. The successful candidate will have a proven track record expanding organization impact, innovating to create social change, and developing resources. The candidate will be a primary liaison with funders and potential investors, cultivate a positive culture within staff and board during a period of intensive change, and collaborate closely with the Executive Director to design and implement new models of organizational practice.

The Director will join BARHII in a time of growth and development. As a key partner to the Executive Director and Board of Directors, the Director of Strategy and Resource Development identifies the likeliest pathways to bringing organization vision to fruition and ensures successful strategies are built to advance approved priorities. The successful candidate will be an exceptional resource developer, with a high level of professionalism and integrity. Alongside the organization's Executive Director and managers, they will set the tone for BARHII's staff, membership, and partners.

Responsibilities

Strategy and Execution

- Support Executive Director in articulating and operationalizing vision for achievement of health equity in our lifetime through thought partnership, storytelling, and collateral creation.
- Provide guidance to executive team and board on the organizational model, corporate structure, and operational systems needed to support growth and maximize accomplishment of mission.
- Support the development and growth of organization culture that prioritizes equity and centers lived experience, leverages innovation and authentic communication, and incorporates both non-profit and business strategies to achieve health justice.
- Work closely with Executive Director and Director of Operations to develop and iterate staffing model for growth, develop key staff competencies, and recruit and retain needed talent.
- Lead strategic efforts from planning through outcomes evaluation, successfully engaging broad stakeholder network.

Resource Development

- Develop and implement annual fundraising plan and goals.
- Develop aligned strategic communications plan and lead development of key organizational pitch decks and other materials.
- In coordination with Executive Director, manage relationships with potential funders and investors from initial outreach through follow up.
- Hire, manage, and oversee staff for grant prospecting, grant writing, reporting and contract management.

Board and Partnership Liaison

- Serve as key liaison in the change management process with board and partners to create a culture of innovation, shared priorities, clear expectations, and impact.
- Develop and deliver ongoing, reliable, and timely communication to senior stakeholders, including public health executives, funders, investors, and initiative partners.
- Cultivate a culture of dialogue among board and partners. Provide frank guidance and counsel to Executive Director on governance and partnership development to harness capacities of board and partners.
- Support the organization in navigating complexity and identifying paths to maximize opportunities for impact.

Other duties as assigned

Desired Qualifications

Knowledge

- Knowledge of best and promising practices in business model development, business management, and contract compliance.
- Knowledge of social innovation practices and human centered design.
- Knowledge of network strategy, and at least one core social determinant of health (economic opportunity, housing quality and affordability, racial justice, environmental justice or community power-building).

Experience

- At least 7 years’ experience in building and scaling innovation practice in organizations.
- At least 7 years’ experience building culture of innovation, shared priorities, clear expectations, and impact.
- At least 7 years’ experience in grantmaking or fund development, including relationships with both local, regional, and national funders and investors.
- At least 5 years’ experience delivering public presentations and comfortably interacting with diverse audiences from donors and Board members to nonprofit and community groups.
- At least 3 years’ experience managing complex contracting and reporting requirements, including federal or state government contracts.

Professional Skills

- Superior interpersonal, verbal and written communication skills.
- Understands and adheres to high standards of service and integrity; able to exercise discretion with highly sensitive and confidential information and demonstrate good judgment in working with diverse populations.
- Success in both for profit and non-profit sectors highly desired.
- Experience in mission related investment, corporate giving, or private philanthropy highly desirable.
- MBA or MPA preferred. Ten years of experience operating and growing a nonprofit or business can be substituted for education.

Organization Wide Competencies

Competencies	Why This Matters	Aspirations & Expectations for Staff
<p>COMMITMENT TO A BIPOC AGENDA</p>	<p>BARHII is committed to creating a society that honors and supports BIPOC health. We believe this begins with centering the perspectives and needs of African Americans, who have the largest and longest-standing differences in life expectancy and disease burden in our country. Our commitment includes building teams with lived experience and centering that experience.</p>	<ul style="list-style-type: none"> • Track record of acting on racial equity, economic, social, or environmental justice. • Commitment to centering BIPOC perspectives in discussions, decisions, and systems transformation—starting first with communities with largest disparities in life expectancy. • Ability to stand as an early adopter when other allies do not yet understand the vision or path.
<p>BOLD, PIONEERING & ADAPATIVE</p>	<p>We believe the path to health equity requires bold, creative action.</p> <p>Working at BARHII feels more like working at an early-stage start-up organization than a large bureaucracy. We operate as a tight-knit, nimble team that values learning through doing. We work collectively to immediately respond to changing conditions in community.</p>	<ul style="list-style-type: none"> • Aspiration to create health equity within our lifetimes and energized to engage in the big work of transformation. • Innovation mindset and willing to try things that haven’t been tried before, work from best available information, and learn lessons in real time. • Manage work through cycles of innovation, from pilot through refinement to scale. • Flexibly pivot or change course to meet objectives as political and social environment changes.

<p>RELATIONSHIP & TEAM FOCUSED</p>	<p>We build new programs together as a team and through extended networks. If you love track and field, you will love BARHII. We operate like a relay team. Each of us has an important role in the pursuit of health equity and racial justice, and we each depend on each other to complete our part.</p> <p>We host regular team meetings, retreats, and coalition sessions to support each other’s work and learning. We willingly step in to help each other respond to changes in the external landscape or cover for teammate’s personal support needs.</p>	<ul style="list-style-type: none"> • Flexibly support organizational goals, while driving your personal responsibilities. • Work with elected officials, community, nonprofits, funders, media. Relate to everyone with kindness and respect. • Engage in difficult conversations about differences in values or world view with transparency and savvy. • Serve as a reliable team ember, knowing your work serves is a key factor in colleagues accomplishing their goals. Regularly provide appreciation and constructive feedback. • Explain tough calls with empathy and manage ambiguity as we create new models of transformation.
<p>STRATEGIC, PROACTIVE & SELFMANAGED</p>	<p>We are all implementers at BARHII, and we rely on each staff person being strategic about organizing and advancing their goals, and managing commitments in a fast-paced, remote work environment. Proactive communication and self-management are essential to our progress.</p> <p>BARHII has transitioned to a 100% telecommute, with optional in-person office space. All staff must design a personal work environment that maintains their productivity. BARHII provides start-up and ongoing troubleshooting support.</p>	<ul style="list-style-type: none"> • Work independently from home in virtual/zoom culture, including creatively adjusting work habits and proactively seeking support as needed. Balance view of long game and immediate work. • Complete adequate project planning with the team to scale big goals into manageable steps. Maintain goal orientation. • Build supportive mutually beneficial strategic partnerships through strategy and reliability. Plan for and persevere through hurdles. • Self- manage to deadlines and proactively seek assistance to avoid delays. • Be reliably accessible during office work hours.
<p>LEARNING- CENTERED & SUPPORTIVE</p>	<p>BARHII encourages continually developing hard skills, leadership capacity, and resiliency habits. We maintain a professional development fund for staff to advance self-identified or organizational learning goals. We encourage engagement in personal coaching or fellowships that develop staff’s authentic leadership voice and expand networks. We regularly end the day on time and take time off to re-charge, enjoy life, and enhance creativity.</p>	<ul style="list-style-type: none"> • Engage in annual organizational growth objectives. Proactively identify and engage learning opportunities. • Openness to being trained on and using new tools, techniques, and technologies. • Aspire to individual and collective selfcare. Support each other to manage energy amidst the ups and downs of systems change efforts. • Use your strengths and networks to help others grow.

NOTE: BARHII employees are required to confidentially show proof of COVID-19 vaccination as a condition of employment, unless they seek and receive an accommodation due to a medical condition or sincerely held religious belief or practice.

APPLICATIONS CURRENTLY BEING ACCEPTED VIA EMAIL AT HIRING@BARHII.ORG

ALL APPLICATIONS ARE HELD IN STRICT CONFIDENCE. www.barhii.org