



## SENIOR DIRECTOR OF COMMUNITY RESILIENCE

*Recruitment Announcement*

### About Elevate Health

Elevate Health is a non-profit collaborative in Pierce County dedicated to achieving health equity through collective action. As one of nine Accountable Communities of Health (ACHs) in Washington state, we are a connecting point for our region. We convene cross-sector tables and foster collaborations between healthcare, behavioral health, Tribal, social service, and community organizations. We actively engage with diverse communities across Pierce County to listen deeply, identify gaps, elevate needs and integrate their wisdom and lived experiences into the delivery of care. We connect individuals and families to community-based care coordinators and essential services. With support from government and philanthropy, we are collaborating with our partners to develop an equitable, region-wide system of coordinated care for the whole person. Our goal is a robust, connected community care network that not only addresses traditional health needs, but also the critically important social needs that are essential for people to thrive. We are fostering and strengthening linkages between sectors; helping grass-roots community-based organizations and social service providers build capacity and sustainability; and supporting the growth of a diverse workforce of community-based health workers.

To learn more about Elevate Health, please visit: <https://elevatehealth.org>



## Position Overview

The Senior Director of Community Resilience, reports to the Executive Director, is responsible for strategic partnership development, developing and overseeing the community engagement and capacity-building aspects of Elevate Health's strategy, and the impact and sustainability of Elevate Health's mission and vision. The Senior Director develops and implements strategies for equity, impact evaluation, learning community, and community investment. This position leads and grows the Community Resilience team, including the OnePierce Community Resilience Fund, the Community Impact & Evaluation function, and the Learning Network for community capacity-building. The Senior Director develops and implements a clear vision of Community Resilience, leads the roll-out of learning frameworks with Elevate Health's social care network, and advances the building of civic muscle to address racist and discriminatory practices, behaviors, and other barriers to equitable access to health and wellness. This position recruits and engages with strategic partners and works with the Senior Leadership team and across staff and board to identify and leverage Pierce County assets and opportunities.



## Responsibilities

### Strategic Partnership Development

- Provide strategic guidance and oversight for community engagement practices that are inclusive of community, clinical, payor, and Tribal partners.
- Identify and develop community and Tribal-informed strategies for integrating social determinants of health and health equity into clinical and cross-sector partnerships.
- Develop and implement inclusive strategies for convening community, clinical, payor, and Tribal partners.

### Business Development

- Develop partnerships with key local stakeholders, including community representatives, local government, philanthropy, and investors.
- Co-design and fund innovative solutions to systemic challenges for whole-person health with local experts
- Identify and cultivate leadership from key corporate, foundation, and other prospective donor sectors who share an interest in whole person health.
- Look for opportunities to braid funding sources with other corporate, foundation, government, and philanthropic entities with aligned interests in building an equitable and thriving Pierce County.

### Community Loans

- Develop and oversee program strategy and operations of the OnePierce Community Resilience Fund, an \$8M impact investment fund, including through the use of annual business plans, budgets, and impact reports.
- Bring visibility to the investments and impacts of the community loans on a local and national level.
- Ensure program compliance with investment and operations policies, as well as state and federal lending regulations.
- Assist in identifying potential partners to co-invest or braid funding sources to extend Elevate Health reach and community impact.
- Supervise staff responsible for day-to-day Community Loan operations.
- Develop, staff, maintain, and support a strong Program Loan Committee of the Board of Directors with a diverse and relevant skillset.
- Guide the continued alignment of the loan program with community engagement strategies.



## Community Engagement

- Develop a comprehensive approach across Elevate Health to include community, clinical, payor, and Tribal partners.
- Promote convening and connection building between sectors including behavioral health, physical health, community-based organizations, and individuals with lived experience.
- Provide strategic guidance to the Community Resilience team for liaising with community stakeholders to identify through quantitative and qualitative data new programmatic priorities.
- Establish Community and Tribal Engagement & Equity plan and support its implementation throughout Elevate Health and its partners.

## Impact and Evaluation

- Help build capacity for community based and BIPOC organizations connected to Elevate Health's mission. Promote the use of evaluation and data for impact storytelling across clinical and social care organizations.
- Develop evaluation plan and impact metrics for use across Elevate Health programs.
- Support sustainability strategies based on shared value arrangements between strategic partners.

## People and Organization Leadership

- Support strategic planning and SMART goals development across the organization.
- Actively work to develop and maintain a positive and healthy organizational workplace culture.
- Hire and recruit and/or participate in the hiring and recruiting of Community Resilience team staff.
- Provide proactive coaching, direction, strategic guidance, and feedback to staff across the Community Resilience team, including managers.
- Routinely meet with staff to direct work; understand perspectives, abilities, and individual goals; assess strengths and developmental areas; and ensure employees have the information, feedback, training, and tools to perform their jobs well and thrive.
- Champion and further strengthen the organization's commitment to diversity, equity, inclusion and belonging.
- Consistently show up as an organizational leader, using broad oversight and moving beyond singular tasks.
- Serve as a trusted partner to other peer leaders, functional leaders, and the Board of Directors, as needed, in service to the organization as a whole.



## The Ideal Candidate

For this important role Elevate Health seeks a credible, unifying leader who is deeply committed to the success of the organization and is a strategic big-picture thinker. The successful candidate will possess strong community engagement and interpersonal skills and a high level of emotional intelligence. The ideal candidate will have a desire to collaborate with diverse stakeholder groups including community leaders, tribes, coalitions, advocates, elected officials, and health and social service providers.

*The preferred candidate will have experience and demonstrated success in the following areas:*

- Experience working with diverse populations, partners, and stakeholders.
- Experience facilitating cross-sector planning, incubating coalitions and new initiatives.
- Budget management and contracting experience.
- Experience leading with principles of equity, diversity, and inclusion
- High level of integrity, cultural humility, ethics, and transparency.
- Experience developing and managing budgets, grants, contracts, and agreements.
- Experience as a cross-functional leader who thrives in a collaborative work environment and interfaces well with staff, Board, and external partners, including those with diverse backgrounds.
- Successful experience working with healthcare, public health, tribes, and social services agencies.

## Desirable Qualifications

Bachelor's degree (advanced degree is a plus) and at least seven years of senior-level leadership experience in community partnership development, and/or social impact investing preferably in the non-profit or health services sector.

## Compensation

The annual salary range for this position is \$145K-\$160K.

*Benefits include:*

- Medical, dental, and vision plans. Employee premiums are paid by Elevate Health, 50% dependent care coverage offered. Medical insurance through Regence includes Employee Assistance Program (EAP).
- Life and Accidental Death and Dismemberment insurance. Employee premiums paid by Elevate Health.
- Short-Term and Long-Term disability insurance. Employee premiums paid by Elevate Health.
- Retirement plan with a matching contribution up to 6%.
- 14 Paid Holidays.
- Paid Time Off – Vacation and Sick Leave.
- Professional development opportunities.



# APPLICATION PROCESS

*Persons interested in this position must submit a cover letter and a current resume.*

If you have questions regarding this announcement, please call Marissa Karras at (360) 956-1336. The position will remain open until filled; however, the screening process will move quickly.

Please submit your application materials as soon as possible but no later than June 10, 2024 by visiting [karrasconsulting.net](http://karrasconsulting.net) and clicking on “view open positions.”

Elevate Health is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

## About Pierce County

Pierce County boasts tremendous outdoor opportunities with miles of Puget Sound waterfront, Mt. Rainier National Park, 361 fresh-water lakes, alpine and cross-country skiing a short drive away and nationally ranked year-round golf courses in the vicinity, while also offering all the urban amenities. Major industries include health care, technology, agriculture, timber products and military installations. Pierce County is home to the City of Tacoma, several suburban cities, small towns, and rural communities as well as forests and farmlands. Pierce County’s moderate climate combined with a contrasting geography of water and mountains encourage a wealth of year-round outdoor activities such as sailing, kayaking, fishing, skiing and hiking.

