



ORGANIZATION SUMMARY:

The Alliance for Health Equity (AHE), is a place-based public charity located in Chester County, PA. Its mission is to advance a more equitable, resilient, and healthy Greater Coatesville community. Over the past 20 years they have transformed from a traditional Health Conversion Foundation into a social determinants of health focused philanthropic organization addressing the social and economic inequities which drive poor public health outcomes.

Position Overview:

The Alliance for Health Equity seeks a dynamic and strategic leader to join our team as the Vice President of Programs and Impact. This senior management role will be at the forefront of our mission to address health equity issues in Coatesville. Their work will oversee the impact theories of change that drives our grantmaking and programmatic work. This work is designed in community with our internal and community stakeholders. This role will also take a lead in designing the capacity resourcing for our community residents and organizational partners. Lastly, the role will be responsible for design, monitoring, and measuring the overall effectiveness of the organization's work.

All interested individuals should send their Resume and Cover Letter to the attention of Kevin Ressler, President and CEO of The Alliance for Health Equity. Please send all completed documents as attachments to the email info@alliancehealthequity.org. Applications will be reviewed on a rolling basis.

Initial Duties:

- The Vice President of Programs and Impact will oversee the annual establishment, tracking, and monitoring of AHE's impact outcomes defined through continual monitoring of local, regional, and national statistics around community needs and promising solutions.

- The role has informed oversight of every operational part of our organization's impact to ensure our work yields tangible and actionable results for Coatesville.
- The VP of Programs and Impact will have key responsibilities for our grant compliance reporting and support roles in designing and writing grant applications for resources to further our mission.
- The role includes support and direction provided towards community convening work both through digital and physical meetings.
- The VP of Programs and Impact ensures that all of AHE's work aligns with equitable social determinants of health outcomes, all viewed through a trauma-informed lens.
- Collaboratively with the CEO and the Programs Officer, this role will spearhead the development of training programs for the creation of an institute aimed at enhancing the capacity of our partner organizations while also generating revenue for the organization.

Other Duties:

This being a new position focused on program and service development, there will be an evolution in the various work and tasks. We intend to grow this through grant and donor support as well as revenue generation for services. As the team and resources grow, other areas we intend to build can be seen here below.

- The VP of Programs and Impact may lead or support the Board and/or various committees as is appropriate at the time to ensure the organization is successful in delivering its vision.
 - o This support would include, but is not limited to, training to understand issues of equitable delivery of outcomes through cultures of inclusion, transformation, and disruption.
 - o Experience and expertise in providing environments of vulnerability for learning amongst various power dynamics and stakeholders is a must.
- As we venture into developing CDFI and engaging in Mission Impact Investing, the Vice President will play a crucial role in supporting the development and monitoring of the impact of our investments in collaboration with our contracted investment fund managers.
- Once trainings are further developed, the VP of Programs and Impact will lead trainings or recruit session trainers appropriate to the training design. Trainings will focus on nonprofit capacity building and enrichment including but not limited to:
 - o Diversity of programs and services,
 - o Equity focused on race but also broader to include all barriered populations,

- Institutional inclusion both board/staff/volunteers and service recipients,
- Cultural humility in process and policy,
- Trauma informedness,
- Other issues of justice as available.

Key expertise tasks and responsibilities for this position include:

- Overseeing programs and impact staff
- Designing and monitoring the organization's action plan
- Creating regular reports for the board and external communications
- Providing grantwriting and compliance support for development purposes

We are looking for a leader who is passionate about health equity and has a proven track record in justice oriented work, program development and impact analysis. Someone who is not afraid of innovation and change management. Join us in our commitment to creating a healthier, more equitable Coatesville.

Supervision Culture:

We work as a small, collaborative team. This position is supervised by the CEO of The Alliance for Health Equity in a collaborative work environment where the team member will have a lot of autonomy within an understanding of project scope designed in dialectic relationship with the CEO. Their supervision with their staff should be expected to operate similarly. The work culture here is notably not micro-management.

Similarly, there will be collaborative teamwork where hierarchy is less prized than humility dedicated to mission outcomes. On some projects, this role may be more supervisory and at other times they may have a more supportive role. In some cases, the same person may be the accountable lead on one project and the support role on another with the same team compliment. This is managed through the use of intentional planning with responsibilities identified collectively at project beginning.

There will be staff members overtime that this position directly “supervises” as a role but the employee who fits best here will anticipate performing duties from strategic to administrative. This is not a position where work gets passed off to others down the org chart without task implementation by the VP of Programs and Impact.

Qualifications:

We recognize that professionals grow and develop their skills as much, and often moreso, in the workplace than the classroom. Still, we value and recognize that educational

attainment helps rapidly advance the preparation of employees. The qualifications here below are seen as ones we value. At the same time they are not exclusive requirements for the candidate who can demonstrate how the balance between education and experience has readied the candidate to start impactfully on day one. They also should demonstrate continual learning and advancement that the candidate will continue to grow and advance over time.

- Demonstrated experience in leadership roles within a nonprofit organization with strong understanding of governance.
- Ability to drive revenue through grants and/or product design and marketing.
- Flexibility both in their own work but also in working collaboratively with other colleagues and the community.
- Creativity in problem solving and the ability to embrace failure through innovation that leads to improved design outcomes for future endeavors.
- A deep understanding and commitment to equity, social justice, and community engagement.
- Ability to design actionable and attainable outcomes, communicate them effectively to various and often competing stakeholders, and the conscientiousness to understand how such priorities have positive and consequences on those various interest groups.
- Compassion, passion, and curiosity.
- An overwhelming desire to make opportunities for the historically and contemporarily disenfranchised and marginalized groups and individuals.
- Doctoral level education appreciated, Masters level education preferred, Bachelors level education recognized, High School Diploma or GED equivalent required.

Requirements:

- We have a hybrid work culture. Required days in the office (at current time) are Tuesday and Thursday. Ability to get to the office on those days is necessary. Other days as they come up. Subject to change.
- Some evening and occasional weekend activities may require attendance both for our organization and presence at other partner organizations.
- Subject to criminal history records check.
- Competency in computer usage, including but not limited to Microsoft products such as TEAMS, Word, Outlook, Planner, Excel, PowerPoint.
 - o Other products necessary to complete the work which may require training include, but are not limited to, Foundant (grant tracking), Bloomerang (donor and email management), Project BI (data visualization)

- Ability to use statistical research and analytical tools such as census.gov and other impact tracking tools.
- Ability to speak and present publicly.

Physical demands: (accommodations can be made for those with disabilities)

- Ability to lift a minimum of 40 lbs
- Communicate in a verbal and written English primary environment with sensitivity towards ESL community and staff members

Expected hours and locations of work:

- This is a full-time position with typical hours of work Monday through Friday and flexible on evenings and weekends as necessary.
 - o Times of work are flexible with agreement and as determined by the President/CEO with priority that serves the best outcomes for the organization.
 - o Both indoor and outdoor environments depend on community and organization activities.

Travel Requirements:

- Travel outside of the Coatesville area may happen for conferences and regional meetings multiple times a year. This could include overnight as needed for conferences. Primarily, work will happen in Chester County but may include the Philadelphia region or nationally as conferences demand.

Pay Range:

- Commensurate with experience and competitive pay ranges at comparable organizations in the region.

The Alliance for Health Equity is an Equal Opportunity Employer with a culture of high performance and continuous improvement that values learning and a commitment to quality. We use a supportive and collaborative approach in both our internal operations and throughout our work with the Greater Coatesville community.