

JOIN OUR TEAM!

The California Pan-Ethnic Health Network (CPEHN) is seeking a full-time **Senior Policy Director**! CPEHN is a statewide health policy organization focused on addressing racial health disparities. CPEHN works closely with communities of color to elevate local voices and health issues to state and local policymakers and help communities of color advance policy change and structural reform that creates equitable conditions for their communities.

We are seeking a visionary individual with extensive experience in **policy development and advocacy** who is deeply passionate about championing health equity for communities of color. The ideal candidate will possess exceptional **communication, policy research and analysis, and leadership and mentorship skills**, thrives in a **collaborative and dynamic environment**, and is dedicated to building and nurturing relationships with a diverse range of stakeholders. If this sounds like you, join us and be a key player in transforming health policy and advancing equity!

The **Senior Policy Director** will lead the charge in shaping CPEHN's policy research and analysis at the state and federal levels. In this role, you'll spearhead CPEHN'S policy analysis initiatives alongside our policy, community advocacy, and communications staff, as well as senior leadership. This role will be forging strong relationships with policymakers, community partners, and funders that will impactfully drive our mission forward! They will also provide coaching and mentorship for other policy staff.

This position may be based anywhere in California. CPEHN maintains physical offices in Oakland, Sacramento, and Los Angeles and has a hybrid work policy (air traveled required). CPEHN has a mandatory up-to-date COVID-19 vaccine policy.

Key Job Duties:

- Develop, implement, and manage CPEHN's health policy research and analysis.
- Direct major policy research efforts, managing project timelines and deliverables, and ensuring project success.
- Support legislative, administrative, and budgetary advocacy by developing policy proposals and analyzing campaign success.
- Research and draft policy briefs, letters, and fact sheets to promote CPEHN's health policy priorities.
- Develop and maintain relationships with policymakers, staff, and CPEHN constituents.
- Contribute to CPEHN's growth through regular communication with the Leadership Team and identifying organizational opportunities and challenges.
- Effectively coach and manage staff to meet broad policy goals at federal, state, and local levels.
- Ensure the integration of CPEHN's policy and community advocacy efforts, incorporating grassroots voices into policymaking.

Essential Skills

- Ability to identify policy issues, draft proposals, develop an advocacy strategy, and implement.
- Excellent communication skills, including written, interpersonal, and presentation skills
- Comfortable working in a small office environment.
- Experience with health care issues affecting communities of color.
- Knowledge of California state legislative and budget processes.
- Excellent analysis, research and writing skills to convey concepts to multiple audiences.
- Strong interpersonal skills to work effectively and professionally with diverse staff, Board, constituents, and stakeholders.
- Cultural humility and ability to understand issues impacting all communities of color.

Required Qualifications

- At least 8 years of public development and advocacy experience.
- At least 2 years of supervising experience.

Compensation and Benefits:

\$118,500 - \$120,500. At CPEHN, we understand the importance of benefits and how they contribute to the overall well-being of our staff. We provide excellent benefits (100% employer paid health and dental insurance, up to 10% employer retirement contributions, sabbatical leave, generous PTO with 1 week winter holiday every year, frontloaded sick leave, and more). CPEHN provides all employees with professional development funds to grow and hone skills relevant to their work.

Culture:

We center equity at the heart of our culture, which can be seen in our hiring, salary transparency, and our commitment to the growth of our staff. We pride ourselves in uplifting a healthy work-life balance, which includes weekly "Fun Time," annual "Fun Days" to allow break time and opportunity for fun, and a hybrid work schedule.

To Apply:

Submit your application through this link: <https://cpehn.bamboohr.com/careers/26>.

CPEHN is an equal opportunity employer and is committed to identifying and developing the skills and leadership of people from diverse backgrounds. Bilingual individuals are encouraged to apply.