**Director of Policy and Advocacy**

**Position Title:** Director of Policy and Advocacy   
**Department:** Policy and Advocacy   
**Reports To:** Chief Strategy Officer (CSO)   
**Location:** St. Louis/Kansas City/Southeast MO   
**Employment Type:** Full-Time

**Mission:** Achieving zero health disparities through community and health system partnerships across Missouri.

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**Job Summary:**

The Director of Policy and Advocacy is responsible for developing and implementing the organization's policy agenda and advocacy strategies to support its mission of achieving zero health disparities. This role involves engaging with policymakers, stakeholders, and the community to advocate for policies that promote health equity and integrate equity-centered trauma-informed principles into all advocacy efforts.

**Key Responsibilities:**

* **Policy Development:**
* Develop and lead the organization’s policy and advocacy agenda.
* Monitor and analyze policy developments relevant to health equity and trauma-informed practice.
* Build relationships with policymakers, community leaders, and advocacy groups.
* Represent the organization in policy discussions and public forums.
* Develop policy briefs, reports, and advocacy materials.
* **Advocacy Strategy:**
* Coordinate advocacy campaigns and grassroots mobilization efforts.
* Provide policy analysis and recommendations to the executive team.
* Ensure compliance with lobbying and advocacy regulations.
* Collaborate with other departments to integrate policy and advocacy efforts into organizational strategies.
* **Community Engagement:**
* Engage with community members and organizations to understand their needs and priorities.
* Build coalitions and partnerships to support policy and advocacy efforts.
* Represent the organization at community events, meetings, and forums.
* **Research and Analysis:**
* Conduct research and analysis on policy issues related to health equity and trauma-informed practice.
* Develop and disseminate research findings to inform policy decisions.
* Collaborate with the Research and Evaluation team to support data-driven advocacy efforts.
* **Grant Writing and Management:**
* Identify funding opportunities to support policy and advocacy initiatives.
* Develop grant proposals and manage grant-funded projects.
* Ensure compliance with funding requirements and timely reporting.
* **Team Leadership and Development:**
* Provide leadership, supervision, and support to the Policy and Advocacy team.
* Mentor and develop staff and fellows to build a high-performing, collaborative team.
* Foster a positive and inclusive organizational culture.
* **Equity-Centered Trauma-Informed Practice:**
* Ensure the integration of equity-centered trauma-informed principles into all policy and advocacy activities.
* Develop and implement training programs for staff and partners on equity-centered trauma-informed policy frameworks.
* Monitor and evaluate the effectiveness of trauma-informed advocacy practices.

**Qualifications:**

* **Education and Experience:**
* Bachelor’s degree in Public Policy, Political Science, Public Health, or a related field (Master’s degree preferred).
* Minimum of 7 years of experience in policy and advocacy, with at least 3 years in a leadership role.
* Experience in the public health or nonprofit sector is preferred.
* Strong understanding of health equity and social determinants of health.
* **Skills and Competencies:**
* Strong leadership and management skills with the ability to inspire and motivate a team.
* Excellent strategic planning and organizational skills.
* Proven ability to develop and implement successful advocacy strategies.
* Strong analytical and problem-solving skills.
* Excellent communication and interpersonal skills.
* Ability to build and maintain relationships with diverse stakeholders.
* Commitment to health equity, trauma-informed practice, and addressing social determinants of health.
* Ability to work effectively in a fast-paced, dynamic environment.

**Additional Information:**

* **Travel:** Occasional travel within Missouri is required.
* **Salary:** Salary range is $80,000-$90,000 commensurate with experience and qualifications.
* **Benefits:** Comprehensive benefits package including health insurance, retirement plans, and paid time off.

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**Application Process:**

Interested candidates should submit a resume, cover letter, and three professional references to vhollimon@chcmissouri.org by January 17, 2025.

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**The Community Health Commission of Missouri** is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.