**Position Title: Director of Data and Accountability**

**Department:** Regional Research and Evaluation  
**Reports To:** Chief Strategy Officer (CSO)  
**Supervises:** Manager of Data and Accountability  
**Location:** St. Louis | Kansas City | Southeast Missouri  
**Employment Type:** Full-Time

**Mission Statement:**

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

**Position Summary:**

The Director of Data and Accountability will lead CHCM's data-driven strategy to achieve health equity, overseeing the organization's data priorities and accountability frameworks. This position plays a central role in advancing equity-centered, trauma-informed care by directing the redesign and launch of the Access to Care data resource and establishing the Community Institutional Review Board (Community IRB). Reporting to the CSO, the Director will supervise the Manager of Data and Accountability, fostering a culture of innovation and collaboration.

**Key Responsibilities:**

**Strategic Leadership**

* Oversee the Data and Accountability priority, ensuring alignment with CHCM's vision of equity-centered, trauma-informed care.
* Lead the redesign, enhancement, and rollout of the Access to Care data resource, ensuring it meets the needs of diverse stakeholders.
* Set strategic goals for data collection, governance, and utilization to measure and support progress toward health equity.
* Collaborate with CHCM leadership to integrate storytelling and accountability frameworks into organizational initiatives.

**Community IRB Development and Oversight**

* Establish policies, procedures, and governance documents for the Community IRB, ensuring equity-centered and trauma-informed research practices.
* Recruit and train community members and researchers to serve on IRB committees.
* Oversee review processes to ensure ethical and equitable oversight of research involving Missouri’s underserved populations.

**Access to Care Data Resource**

* Direct the redesign of the Access to Care data resource to enhance usability, accessibility, and impact.
* Coordinate cross-sector stakeholder engagement to incorporate user feedback into the redesign process.
* Develop and oversee data visualization tools, ensuring they effectively support healthcare systems and community organizations in addressing access gaps.
* Monitor and evaluate the impact of the redesigned data resource on advancing health equity outcomes.

**Data Management and Accountability**

* Supervise data collection, analysis, and reporting processes to ensure high-quality, actionable insights.
* Develop and implement robust data governance frameworks in compliance with regulatory requirements.
* Lead the creation of data dashboards and tools to enhance accessibility and transparency for internal and external audiences.

**Supervisory and Team Leadership**

* Supervise the Manager of Data and Accountability, ensuring alignment of team activities with organizational goals.
* Provide mentorship and professional development opportunities to build team capacity in data analysis, storytelling, and equity-focused evaluation.

**Stakeholder Engagement**

* Represent CHCM in discussions with healthcare providers, academic institutions, and community partners to promote data-sharing and collaboration.
* Serve as a spokesperson for CHCM’s data priorities, presenting findings at conferences, public forums, and stakeholder meetings.
* Partner with the Pipeline for Workforce Development and Capacity Building to integrate data training for community and system partners.

**Qualifications:**

**Education and Experience:**

* Master’s degree in Public Health, Data Science, Social Sciences, or a related field; doctoral degree preferred.
* At least 7 years of experience in public health research, evaluation, or data systems management, including leadership roles.
* Proven experience in redesigning and launching large-scale data resources or platforms.
* Demonstrated expertise in equity-centered, trauma-informed care and health disparities research.

**Skills and Competencies:**

* Strong leadership and project management skills, with experience overseeing cross-functional teams.
* Advanced proficiency in data analysis, visualization tools, and statistical software.
* Exceptional communication and interpersonal skills, with a proven ability to engage diverse audiences.
* Commitment to equity, inclusion, and advancing health justice through data-driven approaches.

**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.

**Equal Opportunity Statement:**

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.