



California LGBTQ Health & Human Services Network Director

Location: California, currently remote, with frequent travel to Sacramento expected once in-person work resumes

Position Summary:

Health Access seeks a dedicated and enthusiastic candidate to take a leadership role as the Network Director for the California Lesbian, Gay, Bisexual, Transgender, and Queer Health & Human Services Network (LGBTQ HHS Network), a statewide coalition working to advance LGBTQ health. This position is responsible for developing and implementing a statewide LGBTQ health policy agenda, engaging organizations across California in working towards those policy goals, and coordinating regular communication among LGBTQ HHS Network participants.

The LGBTQ HHS Network Director will be a skilled coalition organizer and policy advocate, with experience coordinating a coalition, policy analysis, advocacy, and program management. Strong communication and motivational skills, work ethic, and passion for LGBTQ health and health care policy are essential. Candidates must be able to lead and work within a team and have proven leadership ability. Strong self-direction and the ability to take initiative are also necessary qualifications.

The position may be based anywhere in California. Health Access's main offices are in Sacramento and frequent travel to Sacramento and occasional travel to other parts of California will be required when Public Health guidance allows.

Specific responsibilities include:

Leadership

- Supervise Network staff, including Program Managers, Communications Associate, Organizer, and Administrative Assistant.
- Provide management and direction to Network programs, including We Breathe, #Out4MentalHealth, and any future programs.
- Serve as a member of the Health Access leadership team and provide direction and guidance to the organization as a whole.

- Be a leader/bridge in LGBTQ communities, managing multi-dimensional relationships with partners.

Coalition Organizing and Network Coordination

- Maintain and strengthen relationships with current LGBTQ HHS Network participants, staying up to date with organizations' priorities.
- Convene conversations between LGBTQ HHS Network participants to discuss recurring issues, share best practices, and develop policy solutions.
- Coordinate and host remote meetings for the LGBTQ HHS Network and coordinate additional coalition meetings and events as needed.
- Report to the Network Steering Committee, including scheduling and planning regular meetings to provide updates, get feedback, and plan future LGBTQ HHS Network activities.
- Reach out to potential new coalition partners; maintain the broad diversity of organizations participating in the LGBTQ HHS Network and people serving on the Steering Committee.
- Ensure regular communication with Network members through the Newsletter and listservs.

Policy Development and Advocacy

- Attend state agency meetings about topics that are relevant to LGBTQ health; present public comment representing the LGBTQ HHS Network's positions and comments on various topics;
- Work with advocates to ensure the successful implementation of legislation and policies benefitting LGBTQ health and wellness;
- Work with Steering Committee members and other highly active LGBTQ HHS Network participants to identify policy goals (at the state, county, and/or local levels) that will improve LGBTQ health in California;
- Compose sign-on letters and comment templates that organizations can utilize in their advocacy.

Development

- Assist in research and fundraising, cultivating relationships with funders and identifying possible funding sources for the LGBTQ HHS Network.
- Incubate projects and programs; pursue new funding opportunities aligned with the LGBTQ HHS Network's goals.
- Lead grant writing, reporting, and management for the Network and its programs #Out4MentalHealth, We Breathe, and any future programs.

Qualifications and Requirements:

We know it's common for women, femmes, Black, Black/Brown TGI and formerly incarcerated folks, and/or LGBTQIA2+ individuals to not apply for positions unless they believe they have every competency. Whether or not you meet all of the competencies/qualities, we welcome you to apply. We don't expect candidates to meet every qualification or preference. We also value non-traditional career pathways.

- At least five years of experience in a leadership role in community and/or political organizing, grassroots organizing, community building, communications, and/or policy advocacy; or equivalent relevant educational experience;
- Passion for and a demonstrated commitment to addressing the issues, needs and interests of LGBTQ youth, adults, families, and issues impacting transgender Californians and LGBTQ BIPOC people and communities;
- Commitment to inclusive, accessible programming centering the experiences of community members living with intersecting identities; prior experience working within coalitions with diverse communities and an understanding of intersectional oppressions;
- Previous experience leading multiple projects, strong organizational skills, ability to stay focused with attention to detail while working on multiple projects;
- Skilled at electronic communications; proficient with Microsoft Office 365 or similar; quick to learn new technologies;
- A collaborative team member, independent thinker, and self-motivated problem solver, with a commitment to excellence;
- Experience writing grant applications, managing grants, and leading additional fundraising efforts;
- Knowledge of state agencies and state legislative process, and non-profit advocacy.

Language and Communication Skills:

- Strong leadership, administrative, organization, analytical, and written/verbal communication skills;
- Excellent facilitation skills;
- Strong interpersonal skills and ability to work with a wide range of personalities;
- Ability to understand and communicate complicated health policy and LGBTQ issues to a lay audience;
- Must be able to meet deadlines, be responsive, and demonstrate excellent communication skills.

Compensations and Benefits:

The anticipated salary range is \$85,000-100,000, though the successful candidate could be hired above or below this range depending on qualifications. Benefits are competitive and include health insurance, Wi-Fi and phone reimbursement, 401(k) retirement plan with 7% employer match, 10 paid vacation days within the first year, 3 personal days, 12 days of sick time, and 12 paid holidays a year.

Work Environment:

The noise level in the work environment is usually moderate to loud, as multiple telephone conversations and normal office equipment continue throughout the day. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

About the California LGBTQ Health and Human Services Network:

The California LGBTQ Health & Human Services Network is an LGBTQ-specific program of Health Access, bringing together more than 60 non-profit providers, community centers, and researchers to advocate collectively for state level policies and resources that will advance LGBTQ health. Founded in 2007, the Network provides coordinated leadership about LGBTQ health policy in a proactive, responsive manner that promotes health and well-being as part of the movement for LGBTQ equality, and ensures that there is a distinct LGBTQ voice in health policy decision-making venues.

About Health Access:

A nonprofit organization dedicated to achieving quality, affordable health care for all Californians, Health Access is the statewide health care consumer advocacy coalition of organizations representing seniors, children, people with disabilities, immigrants, communities of color, health care professionals, people of faith, labor, and working families. For over 25 years, Health Access has been a leader in the state's health care reform movement, most recently as the lead coalition working to pass, and then implement, the Affordable Care Act in California. Health Access was the leading sponsor of the California HMO Patient Bill of Rights, the Hospital Fair Pricing Act, and worked to expand and preserve Medi-Cal and Healthy Families health coverage.

Promoting diversity is integral to the mission of Health Access. Health Access seeks applicants for all positions without regard to race, color, religion, national origin, ancestry, sex, age, sexual orientation, gender identity, marital status, veteran status, or physical or mental disability. Health Access embraces equality of opportunity and treatment for all employees in all employment matters.

How to Apply

Please submit a cover letter, resume, contact information for three references to jobs@health-access.org. When applying, please write "LGBTQ HHS Network Director" in the subject line.