

**SENIOR VICE PRESIDENT, HEALTHY COMMUNITIES
THE CALIFORNIA ENDOWMENT**

April 2009

The Opportunity: Senior Vice President, Healthy Communities

The California Endowment is seeking a seasoned, senior executive with exceptional leadership and management skills, substantive and extensive experience in community engagement, capacity-building, and coalition-building, and a sophisticated understanding of California's unique health issues and challenges.

The position of Senior Vice President (SVP), Healthy Communities is a member of the senior executive team at The California Endowment reporting directly to the President & CEO. Together with the senior executive team comprised of the President & CEO, Executive Vice President & COO, Senior Vice President, Public Policy and Communications, the Senior Vice President, Healthy Communities is chiefly responsible establishing and implementing organizational strategic and tactical plans for carrying out the mission and goals of The California Endowment.

The SVP is responsible for local and community health improvement grant-making activities that represent a cornerstone of The Endowment's 10-year plan titled, *Building Healthy Communities* -- places where children and youth are healthy, safe and ready to learn. The SVP will assume a critical leadership role in positioning The Endowment as the premier state and national resource on the matter of community health improvement and health equity in low-income, underserved populations. The SVP functionally serves as the foundation's chief community health improvement officer, and is expected to advance innovation, practice and scholarship in the reduction of health disparities in racial and ethnic groups in community settings.

The new *Building Healthy Communities* plan requires the mutual collaboration and cooperation of the senior executive team. Integration of the healthy communities plans and activities, as well as those of the policy and communications, and supported by the operational backbone of the organization are critical to the success of the overall strategic vision. Consistent and timely planning, communications, monitoring, measurement, intervention and re-measurement will be required of management and staff. Early identification of concerns and issues as well as prompt problem resolution will be necessary.

The Endowment's 10-year plan affirms certain core operating values and beliefs to achieve its mission: the importance of a social change, social justice framework; the roles that poverty, race, discrimination and lack of opportunity play in exacerbating poor health; the belief that community-driven, evidence-supported innovation and leadership drive and sustain health improvement; the importance of advocacy in lifting the voice and experience of community leaders to improve health equity through systemic change. Along with the senior executive team, the SVP is expected to carry out his/her responsibilities and model a leadership and managerial style in the context of these values and beliefs.

More information about the *Building Healthy Communities* plan can be found at www.calendow.org/healthycommunities.

The SVP can be based in either the Los Angeles or Oakland offices of The California Endowment.

Key Responsibilities

Specific duties and responsibilities are as follows:

- Leadership and management of the Healthy Communities Group.
- Oversight and responsibility for local and community health improvement, programs and regional grant making.
- Oversight, coordination and direction for health improvement in 14 select communities (Building Healthy Communities sites) chosen for long-range, comprehensive prevention investments by The Endowment; as well as the oversight, supervision and support of staff working in these communities.
- Ensures that The Endowment is contributing to the improvement of certain prioritized outcomes in children and youth locally and statewide: childhood obesity reduction; children's health insurance coverage; youth violence; and school attendance.
- Supports a dynamic process of active learning and evaluation in partnership with members of the executive team and senior management; as well as a meaningful learning partnership with community leaders and grantees.
- Establishes The Endowment as a national resource in advocacy, research and practice on issues of "upstream" prevention, community capacity-building towards health improvement, and health equity.
- Contributes to a culture which values respect, dignity, teamwork, innovation, diversity and a spirit of entrepreneurship.

Qualifications

The ideal candidate would bring the following set of skills and experiences to this position:

- Experience in providing leadership in large public, private or nonprofit organizations dedicated to community health improvement efforts.
- Experience in the process of meaningful and authentic community engagement, capacity-building, and coalition-building to address community-level challenges.
- Organizational experience in building, developing and leading teams in a management-by-objectives, outcomes-oriented environment.
- A strong understanding and experience in the role that community leaders play in driving social change.
- A strong understanding of, and familiarity with, local and regional political processes and the importance of developing advocacy and political strategies to address community needs.
- Knowledgeable of California's unique health issues and challenges, particularly as it relates to underserved communities.
- Experience in, or strong familiarity with, the field of organized, social-change philanthropy.
- Comfort and experience in building and nurturing public-private partnerships to support community change.
- Experience in, or strong familiarity with, public health and prevention approaches to improve health and health care.
- Experience in the skillful management of large and complex budgets.
- Leadership and managerial success including staff development and coordination.

Minimum Education

- An undergraduate degree in public health, health care administration or relevant field required.
- A graduate degree in public health, health care administration or relevant field preferred.

Minimum Experience

- 10-15 years increasingly responsible experience in public health, health care delivery or financing environment.
- Five years experience in executive or senior management with Board of Directors interface.
- Proven success in leading and managing professional level staff in an entrepreneurial and fluid environment.
- Proven ability to both adapt to and implement organizational change.
- Values and models behaviors that demonstrate the highest integrity and ethics.

About The California Endowment

The California Endowment, established in 1996, is a private, statewide health care foundation. Since its inception, The Endowment has made roughly 10,000 grants totaling more than \$1.8 billion to community-based organizations throughout the state. Its mission is to expand access to affordable, quality health care for underserved individuals and communities, and to promote fundamental improvements in the health status of all Californians. It seeks to fulfill its mission by utilizing a dual-pronged approach -- focusing on grant making and policy/advocacy efforts.

Through its programs, The Endowment employs a spectrum of approaches including grant making, policy and advocacy, convenings and supporting research. The Endowment has adopted a grassroots, regional orientation for its work to ensure a better understanding of the unique assets and needs of California's diverse people and their communities. The Endowment is headquartered in Los Angeles with additional offices in San Diego, Fresno, Sacramento and Oakland.

Additional information about The California Endowment can be found at www.calendow.org.

Application Process

The California Endowment welcomes applicants from diverse backgrounds and seeks to hire qualified staff who reflect the rich diversity of the communities it serves. The Endowment considers applicants for all positions without regard to race, color, creed, religion, sex, gender identity, age, national origin, sexual orientation, marital status, veteran status, disability, or any legally protected status. The Endowment is an equal opportunity employer M/F/D/V.

Interested applicants should send a cover letter, resume and salary information by **email** to:

Martha Montag Brown & Associates, LLC

www.marthamontagbrown.com

Email: Martha@marthamontagbrown.com

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