



## JOB ANNOUNCEMENT

### POLICY DIRECTOR

<b>Title:</b>	Policy Director
<b>Reports to:</b>	Executive Director
<b>FLSA Status:</b>	Exempt
<b>Starting Wage:</b>	Commensurate with experience
<b>Position Status:</b>	Full time
<b>Effective Date:</b>	August 2021

#### Our Mission and History

Established in 2000, Visión y Compromiso is dedicated to improved community well-being by supporting promotoras and other community workers characterized by their *servicio de corazón* (service from the heart). Promotoras are deeply rooted in their desire to transform their communities into healthier places for individuals, families and all residents to live a life of dignity and health. Today, our Network of Promotoras and Community Health Workers (Network) supports grassroots community leaders in 13 urban and rural regions of California and a growing number of states. As a national non-profit organization, Visión y Compromiso is widely recognized for our advocacy on behalf of the promotor model, a model for community transformation, as well as our culturally and linguistically specific training, professional development, leadership, and capacity building programs for the promotor workforce. Moreover, we are one of the largest employers of promotoras into community-based programs that are directly linked to the physical, mental, emotional, and spiritual health and well-being of Latino and Spanish speaking immigrant communities.

#### Position Description

Visión y Compromiso seeks to hire an experienced, highly skilled and self-motivated Policy Director with the expertise and leadership to shape, lead and manage our equity agenda and state and local policy initiatives that support the growing workforce of promotoras and the families and communities they represent. The Policy Director will be a key member of our leadership team and an internal expert who will work in close collaboration with Visión y Compromiso's Network, Training and Program staff.

#### Principal Responsibilities

As an experienced policy advocate, the Policy Director will:

- Provide strategic advice to develop and guide Visión y Compromiso's policy campaigns and support our organizational priorities (e.g., health and racial equity, workforce development, children and families, immigration reform, economic equity, caregiving, community leadership building).
- Provide strategic thinking, policy analysis and expertise on relevant policy developments and establish relationships with local, state and national lawmakers to advance our public policy agenda.

- Lead our policy research agenda, manage our media presence, and develop and disseminate a range of materials including policy briefs, press releases, and communication materials for a broad coalition of stakeholders.
- Develop strategic partnerships with key regional, state and national policy coalitions, organizations, and grassroots leaders and influencers.
- Build and supervise a team of policy and advocacy staff.

## Qualifications

- Master's or advanced degree (public health, public policy or a related field).
- Minimum 5 years of public policy experience or relevant professional work and 3-5 years experience working with promotores or community health workers.
- Experienced policy advocate who is knowledgeable about the California legislative and regulatory process and has an existing network of relationships with California state and federal policymakers, their legislative staff and other policy advocacy agencies.
- Exceptional communication skills, both written and oral, and experience as a public spokesperson and advocate.
- Extensive research and policy analysis skills and experience and demonstrated capacity for developing and implementing a policy agenda, including research and advocacy strategies.
- Excellent skills in articulating and communicating complex issues to a wide variety of audiences and preparing and delivering professional presentations in both in-person and virtual/webinar settings.
- Demonstrated knowledge of the field of promotores and community health workers and a broad understanding of policies relevant to children and families, workforce development, health care systems, community leadership, immigration, and equity issues impacting communities of color.
- General knowledge of advocacy and lobbying compliance as a 501(c)3 organization.
- Strong project manager with clear expectations for timelines and deliverables.
- Self-starter with good time management skills and able to manage multiple projects with initiative, creativity, and resourcefulness.
- Able to understand and use social media well.
- Bilingual (English and Spanish)/bicultural candidate highly desired.

This is a full-time exempt position that reports to the Executive Director. Salary is commensurate with experience and includes health and other benefits. Some local, statewide and national travel is required.

Applications are open until filled and submissions will be reviewed immediately. Please submit a cover letter and resumé to Ana Velazquez at [ana@visionycompromiso.org](mailto:ana@visionycompromiso.org).

