



PUBLIC HEALTH INSTITUTE OF WESTERN MASSACHUSETTS

PARTNERS FOR HEALTH EQUITY

Full Time posting for Director, Data to Policy Action

TO APPLY: <https://baystatehealthjobs.com/job/director-data-to-policy-action-r12665/>

Primary Objective (Summary Description)

The Public Health Institute of Western MA “Director, Data to Policy Action” position involves leading the development of the new policy action strategy aligned with *the Public Health Institute Internal Strategic Plan 2024*. Using best practice models combined with regional needs and organizational goals, the Director of Data to Policy Action will build a policy action “arm” at PHIWM, building on data and coordinating county-wide activities with a particular focus on communities with health inequities and working across multiple programs and across sectors of the entire community (community, health, faith, business, education, and social). In particular, the Director creates internal protocols, procedures, funding and teams that will catalyze community development and implement comprehensive plans to improve Public Health through data and policy action.

The Director, Data to Policy Action, will cultivate and strengthen strategic community partnerships and alliances between local, regional, and state-level coalitions and advocacy organizations; healthcare systems; community-based nonprofit corporations; and business, social, educational, and other health entities. The Director, Data to Policy Action will build the organization’s strategy and procedures for using data to create policy advocacy platforms and multi-sector collaborations around healthy community goals and primary prevention, as well as tracking progress, leading assessments through qualitative and quantitative methods to measure collective impact, planning and implementing capacity building trainings and aligning with social determinants of health endeavors.

The Director, Data to Policy Action will lead strategic thinking, data analysis and program planning to achieve the corporation’s strategic goals and objectives with regard to policy action. In this area, the Director is responsible for resource development, building teams and initiatives and developing organizational protocols for prioritized issues gleaned through community assessments and qualitative/quantitative data. The Director will develop community partnerships related to policy action, utilize data to execute new initiatives, evaluate results and communicate progress both through written and verbal communications.

Role of the Consultant, Data to Policy Action (Essential Functions)

The position’s role involves providing leadership on the development of PHIWM’s Data to Policy Action model. This includes creation of short and long term funding strategies, building internal teams, developing protocols, leading research assessment and evaluation methods, convening community and residents. Partnerships are focused on health inequities and have either regional or local emphasis. Partnerships are likely with sectors such as faith, business, education, academic, healthcare, and social sector entities.

In particular, the position creates initiatives to improve the health of people and communities in our region:



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1. Oversee direct staff, subcontractors when necessary and student interns for organizational build out of the Data to Policy Action effort;
2. Develop protocols and methodologies to use data to create short and long term efforts through policy advocacy;
3. Lead understanding of use of data to build internal and regional efforts, programs and services that promote best and emerging practices for selected priority health areas;
4. Lead on the design and implementation of collaborative strategies with community partners and collaborators such as healthcare, social organizations, faith communities, community-based organizations and so on;
5. Provide facilitative leadership to fellow community leaders, and offer opportunities and/or share experiences, perspectives and expertise on issues such as partnership development, meeting planning, facilitation, and conflict management;
6. Work with Board/Staff committee to develop models for measuring organizational performance and results and community outcomes/impact;
7. Partner with PHIWM Research and Evaluation staff on assessments and evaluation as part of organizational goal to create local and regional capacity for data driven programs and policy
8. Create regional, local and topic specific data reports and technical products aligned with policy advocacy to build capacity around data and action

Performance Expectations (Additional Functions)

It is expected that the Director, Data to Policy Action will work under the general supervision of Executive Director and work entails the build out of the new endeavor (including planning, directing and organizing staff, programming and funding responsibility) of “Data to Policy Action” through use of community engaged assessments, programs and activities specific to policy.

1. Data to Policy Action projects will meet the objective of the strategic goals and objectives of PHIWM.
2. Policy Action standards will be developed and adhere to PHIWM values and competences.
3. In establishing regional Data to Policy Action platform, planning will adhere to a community health planning methodology and the planning processes will result in high quality impact on regional health outcomes and indicators.

(Qualifications)

Education and Experience

Required:

- Masters level college degree in Public Health, Epidemiology, Health Information Technology, Public Administration, Public Policy or related area is preferred. Applicant must have five to ten years of relevant experience and technical expertise in leading on policy advocacy and data to action efforts. ; 1-3 years’ experience working with advocates and policy makers on issues of justice and equity;
- Have deep understanding and exemplify in previous work the understanding of health inequities and using data to inform policy work.

Preferred:

- 10 years experience in large scale efforts in policy; 3-5 years’ experience working with advocates and policy makers on issues of justice and equity



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Core Competencies (Skills and Competencies)

The high visibility of this position, both internally and externally, requires that the Director have

- Strong interpersonal, facilitation and collaborative planning skills;
- Proven abilities to work with and within teams;
- Experience building new initiatives internal/external in nature;
- Experience leading on policy action; working with policy makers
- Experience with advocacy groups;
- Strong written and oral communication skills; bilingual preferred
- A high degree of computer literacy;
- Demonstrated leadership on regional policy and data endeavors;
- Quantitative data analysis and summary skills;
- Demonstrated facilitative leadership experiences in a community setting;
- Experience working with legislators and state bureaucracies;
- Strong understanding of the public health environment (including mental health, epidemiology) and the healthcare system.
- Strong public presentation skills

About the Public Health Institute of Western MA

The Public Health Institute of Western Massachusetts provides skills, expertise and experience to create successful public health campaigns and sustainable system changes to improve health and well-being in Western MA. Through partnerships, we build on community assets and build community capacity to positively impact social determinants of health. Our services include Research and Assessment, Coalition-building, Program Evaluation and Health Policy Development. PHIWM is a 501 (c) (3) nonprofit with a 20 member Board of Directors and relies on state, federal and private grants and contracts. PHIWM contracts with Baystate Health for Human Resources, Payroll and IT services.