



**Job Description:**

**Community Health Planning Consultant –Capacity Building for Racial Equity Manager**

**Primary Objective**

The Public Health Institute of Western Massachusetts (PHIWM)'s Capacity Building for Racial Equity Manager (listed on the Baystate Health website (as "[Community Health Planning Consultant/Capacity Building for Racial Equity](#)") is responsible for the planning, program development, and evaluation of the Capacity Building for Racial Equity and other projects, including assistance to subcontractors and community partners allied with the agency in these efforts. The Capacity Building for Racial Equity program will work with community-based organizations to advance opportunities for health equity through a racial justice lens and increase policies and practices to promote healthier communities. The Manager will engage directly with community-based organizations to implement the strategies lifted up and designed by communities experiencing health inequities, with particular emphasis on communities of color and work with the team to provide technical assistance to community-based organizations, coordinate evaluation and assessment of the implemented strategies, and manage subcontracts to ensure effective implementation. This is a half-time position.

**What you will be responsible for:**

The Community Health Planning Consultant (Consultant) is accountable for planning, program development, and evaluation of projects for Public Health Institute of Western MA, including assistance to subcontractors and community partners allied with the corporation in these efforts. The Consultant cultivates and strengthens strategic community partnerships and alliances between local, regional, and state-level coalitions and advocacy organizations; community-based nonprofit corporations; and business, social, educational, and health entities.

The Consultant is accountable for assisting in strategic thinking, research and evaluation and program planning to achieve the corporation's strategic goals and objectives assigned to the Consultant. In this area, the Consultant is primarily responsible for implementing strategies such as providing training and technical assistance to help prioritize issues and develop community partnerships, utilizing data to execute new initiatives, evaluate results and communicate progress.

The position's role typically involves supporting a single major program/initiative with planning and coordination activities involving several program elements and streams of activity within the specified program, and in many instances, including cooperative and collaborative relationships with several community partners (faith, business, education, social sector entities).

**What you need:**

- Bachelor's Degree in Social Work, Public Health, Public Administration or related area.
- Five years of relevant experience in a role equivalent to a Program Director of a major public health program strongly preferred.
- Strong interpersonal, facilitation and collaborative planning skills.
- Proven abilities to work with and within teams.
- Strong written and oral communication skills and high degree of computer literacy.
- Demonstrated use of community problem-solving skills.
- Demonstrated facilitative leadership experiences in a community setting.

- Strong understanding of the public health environment (including mental health, substance abuse, violence prevention) and the healthcare environment.

#### **About the Capacity Building for Racial Equity program**

PHIWM is working with the Massachusetts Department of Public Health (MDPH) Massachusetts Tobacco Cessation and Prevention Program (MTCP) to build capacity among community partners in Western MA to implement a racial justice framework in the identification and implementation of policy, systems, and environmental change to promote healthier communities and to reduce health inequities including addressing institutional racism, with an emphasis on upstream factors (housing, environment, employment, etc.) that contribute to healthy living, including tobacco-free living. PHIWM will provide technical assistance, direct support, resources, and subcontracting, direct support, resources, and to community-based organizations and MDPH funded community-based programs. This pilot is novel in its focus on upstream systemic racial inequities that give rise to health inequities. The intention is to determine innovative solutions for the population experiencing tobacco-related inequities that will guide future work.

#### **About the Public Health Institute of Western Massachusetts**

**The Public Health Institute of Western Massachusetts** builds measurably healthier and more equitable communities through community engagement, collaborative partnerships, research and evaluation and policy advocacy. PHIWM provides skills, expertise, and experience to create successful public health campaigns and sustainable system changes to improve health and well-being in Western MA. We build on community assets and build community capacity to positively impact social determinants of health by engaging and partnering collaboratively with communities and leading data to action strategies to champion and advocate for a public policy agenda. Our services include Coalition Building, Research & Evaluation and Policy Development & Advocacy. 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.

**TO APPLY:** Candidates for PHIWM's Capacity Building for Racial Equity Manager (Community Health Planning Consultant/ Capacity Building for Racial Equity) should apply through Baystate Health's job portal at <https://baystatehealthjobs.com/job/community-health-planning-consultant-capacity-building-for-racial-equity-r9987/>. This is a half-time position.