

WASHINGTON SCHOOL-BASED HEALTH ALLIANCE

Executive Director

Remote | Residing in Washington State



SUMMARY

The [Washington School-Based Health Alliance](#) (WA SBHA) advances and advocates for school-based health care, working with communities and partners to achieve equity in health and educational opportunity for children and youth statewide. We envision a racially just and inclusive society where every child can reach their full potential in health, learning, and life. As WA SBHA reflects on our past success, **we are excited to seek nominations and applications for our next Executive Director** to lead the continued expansion of our work in Washington state.

With a shared vision and passion for health and educational equity for children and youth in Washington, the Executive Director will provide thoughtful, strategic leadership to support and sustain WA SBHA. Reporting directly to the Board of Directors, the Executive Director will lead a small and growing team, working in partnership with health and education systems to eliminate barriers to health, learning, and opportunity for those most impacted by racism and systemic oppression.

This is an exciting opportunity to join a dynamic team to improve health and educational outcomes for students in Washington. For full instructions on how to apply, please see details at the end of this document. **Priority consideration will be given to applications received by January 16, 2024.**

ABOUT THE WASHINGTON SCHOOL-BASED HEALTH ALLIANCE (WA SBHA)

Over 1 million children and young people in Washington state—particularly those who are most impacted by poverty and systemic oppression—attend school facing a myriad of health issues that impact their well-being, safety, and ability to receive a high-quality education. Behavioral health issues—including mental health conditions, and substance use disorders—account for an inordinate share of these issues in children. Black, Indigenous, People of Color (BIPOC) and LGBTQ young people are disproportionately impacted by these challenges.

School-based health centers (SBHCs) are a common-sense solution that provide integrated health services at school—where students spend most of their time. Specifically, a school-based health center is a student-focused health center, located in or adjacent to a school, where students can receive integrated medical, behavioral health and other healthcare services such as dental care. SBHCs advance equity by improving access to health care, removing barriers to learning, and improving both health and educational outcomes for children and youth.

WA SBHA is Washington's sole statewide nonprofit advocate and resource organization dedicated to the advancement of school-based health centers. WA SBHA works to expand, sustain, and improve the quality of youth-centered health care services that SBHCs provide. In addition, WA SBHA serves as a partner, advocate, and resource support for broader school-based health efforts in Washington state.

WA SBHA works to strengthen funding and build capacity and communities of practice for SBHCs and other school-based health services, offering technical assistance, training, networking, and broader information-sharing to healthcare providers, policymakers, advocates, and community members. Partners in our work include healthcare provider organizations; education systems/school districts; a multitude of local and state-level coalitions, associations and workgroups; governmental agencies; and the national School-Based Health Alliance (SBHA).

WA SBHA began as a passion project by a group of dedicated community volunteers, primarily health providers, who identified a need for stronger coordination between health and education systems, leveraging critical partnerships to support students' ability to thrive. In 2018, the organization hired our first Executive Director, who has laid a strong financial, programmatic, and organizational foundation for our next leader to facilitate continued expansion. In the last two years we have hired additional staff, growing to a team of three.

In 2021, WA SBHA secured a significant legislative victory in the passage of HB1225, which created a new state SBHC office and grant program at the Department of Health (DOH). WA SBHA advises the DOH in the implementation of the SBHC Program and provides training and technical assistance to DOH grantees and SBHCs statewide. Since our founding, more than thirty new SBHC sites have opened across the state, with many others in development.

OPPORTUNITIES & CHALLENGES FOR THE NEXT EXECUTIVE DIRECTOR

As demand for SBHCs and school-based health services continues to grow, increased awareness, relationship building, and legislative support have set the stage for WA SBHA to serve more schools and communities in Washington. Building on this momentum, the new Executive Director will have an opportunity to partner with us to:

- Provide visionary and collaborative leadership for the expansion of the school-based health field in Washington;
- Lead overall strategic direction of WA SBHA and manage ongoing operations;
- Build internal capacity and systems to cultivate effective, clear, and collaborative management of a small and growing staff;
- Drive continued growth and diversification of WA SBHA's funding model;
- Expand strategic cross-sector partnerships and relationship-building with communities, partners, policymakers, and funders;
- Provide technical assistance and capacity building support that is responsive to community needs and requests; and
- Communicate and operationalize our commitment to anti-racism and equity.

Equity & Anti-Racism Values

We believe that racial equity is key to achieving health and educational justice for all Washington children and youth. Only by eliminating barriers to health, learning and opportunity for those most impacted by racism and systemic oppression—especially BIPOC students and communities—will we advance social justice for all. We are committed to diversity, inclusion, and authentically engaging and partnering with those we serve, to develop youth and community-driven solutions. As an organization, we are working to more courageously acknowledge where we need to grow in clarifying and exercising our anti-racism and equity practices.

Your Team

Our next Executive Director will collaboratively lead our small, skilled team, directly managing and supporting the Program Manager and Program Assistant. In addition, the Executive Director oversees contract lobbyists, and other consultants/contractors that support the work of WA SBHA. With continued growth, we expect the new Executive Director may also have the opportunity to expand the size of the staff in the future. As a lean organization, the Executive Director will play a crucial role in delegating, managing, and sustaining staff capacity in service of our mission.

THE ROLE

Reporting directly to the Board of Directors, the Executive Director will strive to realize WA SBHA's mission. Specifically, the Executive Director will lead in the following capacities:

Vision & Strategic Development

- In collaboration with the board, staff, and partners, implement and iterate on the organization's existing strategic plan with vision, focus, and effective project management to advance school-based health centers and school-based health care in Washington state.
- Provide consistent and visionary leadership to help sustain and grow WA SBHA's capacity and impact, adapting as new opportunities and challenges arise.

Organizational Culture Building & Staff Management

- Directly manage and support two staff through regular check-ins, the development of annual work plans, professional development opportunities, and informal and formal performance reviews tied to the strategic goals of the organization. Recruit, hire and onboard additional team members as needed.
- Provide programmatic direction and oversight to staff in delivering quality training, technical assistance, and communications for the SBHC field in Washington.
- Facilitate shared accountability and increased alignment of the board and staff in the WA SBHA's commitment to, and fulfillment of, our equity and anti-racism values in policies and practices.

Board Development & Engagement

- Foster effective communication, engagement, values alignment, role clarity, and shared accountability with the Board of Directors, working collaboratively to clarify and implement WA SBHA's strategic direction.
- Serve as the key liaison between board and staff, providing timely updates on relevant policy, finance, fundraising, human resources, and community engagement activities.
- Support the continued diversification and strengthening of the Board of Directors by assisting with recruitment, onboarding and engagement of board members as key thought partners and advisors. Facilitate clear and collaborative relational culture between the board and staff.

Community Engagement & Responsiveness

- Together with staff, actively seek and listen to the needs and aspirations of youth, families, communities, and the school-based health field across Washington.
- Lead with intention and clarity to promote equity-centered and evidence-based approaches and innovation to address needs in diverse communities.

Fund Development & Momentum Building

- In partnership with the Board of Directors, lead efforts to strengthen and diversify WA SBHA's funding sources, including both intentional cultivation and responsive fund development efforts.
- Raise awareness of school-based health centers among communities, funders, and policymakers, building momentum for continued expansion of the field.
- Serve as the primary spokesperson for WA SBHA and the interests of SBHCs in relevant statewide meetings, workgroups, and conferences.

Policy & Advocacy

- Build relationships with and engage legislators, government agencies, workgroups, coalitions and community groups to advance funding, policy, and systems change in support of SBHCs in WA.
- Work closely with WA SBHA's state lobbying team and other state and federal partners, including the national School-Based Health Alliance and other state affiliates.
- Ensure that advocacy efforts center the experiences and voices of BIPOC youth and community.

Cross-Sector Collaboration

- Collaborate across sectors (health care, education, etc.) to build awareness and catalyze a collective will to promote and realize SBHCs and school-based health care services statewide.
- Build, maintain and nurture strategic partnerships, including opportunities for reciprocal support, solidarity, and shared organizing, to advance WA SBHA's work.

DESIRED QUALIFICATIONS

The WA SBHA expects that our next Executive Director will bring both strengths and opportunities for learning into this role. In that spirit, we seek candidates who reflect a majority (*but not all*) of the following attributes, skills, and experiences:

- Deep passion for, commitment to, and experience leading health and/or educational equity work.
- Demonstrated commitment to learning and advancing anti-racism, LGBTQ+-inclusivity, and anti-oppression practices in relationships, across teams, and with partners.
- Significant knowledge and experience in relevant governmental and social policy ecosystems.
- Experience with nonprofit governance, fundraising and donor relations, and financial management.
- Familiarity with integrated health care, school-based health policy, and/or Medicaid/managed care/insurance infrastructures.
- Experience and success managing effective and collaborative team structures while providing clear professional development support and evaluation tied to strategic goals.
- Exposure to and understanding of legislative advocacy, coalition-building, and policy analysis.
- Strong project management and organizational skills; Skillful in delegation and evaluation.
- Excellent relationship-building, interpersonal, and culturally responsive communication skills; ability to work effectively with a wide range of individuals in diverse communities.
- Excellent written and oral communication skills; Ability to translate key concepts effectively to a variety of audiences, including policymakers, funders, advocates, and community members.
- Political sensitivity, cultural humility, and an understanding of and openness to differences in needs and values in diverse communities statewide.
- Diligent leader who seeks joy and work-life balance for themselves and their team.
- Must reside in Washington state. Role requires travel within Washington, and occasionally outside Washington. Ability to work occasional weekends/evenings.



COMPENSATION

This position is full-time, remote, and exempt (40 hours/week). Salary range is \$110-\$120k dependent on experience. Benefits include health care (insurance premiums and other costs) through a Qualified Small Employer Reimbursement Arrangement (QSEHRA); 401k with 3% employer contribution, paid holidays, PTO, flexible work environment (including possibility of 4/10 work weeks) and professional development opportunities. WA SBHA strives to provide a work environment that is inclusive, flexible, and family-friendly.

TO APPLY

To apply, please send a cover letter and resume to careers@wasbha.org. This position is open until filled. **For priority consideration, please submit materials by January 16, 2024.**

Our process will be facilitated by our search consultant, Makeba Greene. Our intention is to place our new Executive Director before April 2024.

EQUAL OPPORTUNITY EMPLOYMENT

The WA SBHA is proud to be an equal opportunity employer committed to diversity, equity, and a climate of inclusivity. We seek and value diversity in identity and lived experience based on race, ethnicity, immigrant or refugee status, gender, LGBTQ+ identity, age, ability, religion, geography, socioeconomic status, family status, veteran status, and system involvement. All qualified candidates will receive consideration for employment.

Data show that women and BIPOC candidates may be less likely to apply for a job because they feel they do not meet all of the qualifications listed. This position description is meant to be a general overview; if you feel passionate about our efforts and believe that you have the skills to contribute to the work of the Washington School-Based Health Alliance, **we want to hear from you!**