



# California Health Care Foundation

## Director, State Health Policy

Sacramento, CA | Hybrid



## Background

### Foundation Overview

The California Health Care Foundation (CHCF) is dedicated to advancing meaningful, measurable improvements in the way the health care delivery system provides care to the people of California, particularly those with low incomes and those whose needs are not well served by the status quo. CHCF works to ensure that people have access to the care they need, when they need it, at a price they can afford. CHCF's work is oriented around three goals:

1. Improving access to coverage and care for low-income Californians
2. Advancing people-centered care
3. Laying the foundation for change

### State Health Policy Overview

The State Health Policy Office (SHPO) works with colleagues across the Foundation to deepen partnerships and collaboration with key leaders in California government in support of CHCF's mission and goals. SHPO provides policymakers and the media with a valuable local resource and serves as a link to experts and resources at the Foundation's Oakland headquarters.

## Position

CHCF seeks a visionary, innovative, and highly collaborative Director, State Health Policy to lead the Foundation's work with policymakers, legislative and department staff, trade associations, and other thought leaders in California. This individual will develop and advance a strategic vision for CHCF policy priorities to maximize impact on the health of Californians. The Director will leverage their deep first-hand experience and understanding of the policy and legislative ecosystem in California, as well as strong relationships with state level policymakers and staff, to identify and drive impactful policy initiatives that advance the Foundation's mission and goals. The Director will act in a key partner and advisory role to the Programs team, identifying opportunities to leverage policy to drive grantmaking.

The Director should be a solutions-oriented problem solver with the ability to cultivate, build, and maintain strong, trusting, and authentic relationships with a range of internal and external stakeholders. As a network builder, this individual will lead in positioning CHCF as a key influencer in State Health policy and with government officials. This person will be a tactical and inclusive leader, with demonstrated experience building and managing effective teams.

This role reports to the SVP, Programs & Strategy. The position is based in our Sacramento Office with frequent travel to CHCF's Oakland office.

For additional information about CHCF, please visit <https://www.chcf.org/>. For more information about the work of CHCF's State Health Policy Office, please visit <https://www.chcf.org/resource/state-health-policy/>.

## Responsibilities

### Strategic Vision and Leadership

- Lead and execute upon a clear strategy for CHCF's policy agenda, setting the vision, priorities, and milestones that will allow the organization to maximize impact, advancing both policy and program goals.
- Gather policy intelligence, develop strategic recommendations, and drive actionable next steps to advance CHCF's work.
- Leverage knowledge of policy windows and intel from policy audience to identify and evaluate opportunities for strategic new work.
- Act as an internal policy consultant, advising CHCF staff on the legislative process and opportunities to inform debate and development of policy.
- Prepare and present (as requested) quarterly updates for CHCF Board of Directors on the Sacramento policy environment and CHCF policy goals.
- Lead and empower the State Health Policy team to maximize performance and outcomes, providing clear guidance on policy priorities, goals, roles, and responsibilities.

### Stakeholder Engagement & Collaboration

- Enhance existing and build new working relationships with key health leaders in the executive and legislative branches of government, stakeholder associations, and advocacy organizations in Sacramento and across the state to advance the goals.
- Identify and promote opportunities to elevate CHCF goals and priorities with influential Sacramento audiences.
- Collaborate with program staff to think creatively about identifying leverage points within Sacramento to advance Foundation priorities.
- Engage program staff and leadership to refine and prioritize policy opportunities.

### Grantmaking

- Using knowledge of Sacramento policy environment, identify innovative and impactful funding opportunities aligned with the Foundations strategic priorities.
- Oversee a portfolio of policy-focused program grants and grantee relationships.

## Qualifications

- Graduate degree in public health, public policy, or related field (appropriate experience may be substituted).
- Ten or more years of program management experience: creating, running, and assessing programs.
- Five years' experience in a health care policy leadership position.
- Firsthand experience and extensive knowledge of public policy and the legislative process; experience working within California state government a plus.
- Working knowledge of the health care landscape in California.
- A passion for and dedication to CHCF's mission and values.
- A professional and personal commitment to the ongoing work of becoming an anti-racist leader and to participating in CHCF's organizational Diversity, Equity, and Inclusion programs as a staff member.

## Skills and Competencies

- A dedication to advancing health equity and creating access to affordable health care for all Californians.
- An entrepreneurial, bold, and visionary leader with the ability to connect with and build trust with people from all different backgrounds.
- Proven track record of developing and executing a clear vision and strategy to meet organizational priorities and milestones; experience supporting an organization through strategic planning processes.
- Demonstrated ability to establish strategy and motivate others to action while also focusing on crucial details to move the work forward.
- The ability to lead, inspire, and empower a team to high performance.
- A network-builder with proven ability to build partnerships and work collaboratively with others to drive organizational goals and create long-term opportunities.
- Flexibility and adaptability in the face of ambiguity and an ever-changing environment.
- A strong critical and analytic thinker, with the ability to solve complex problems using a logical and systematic approach.
- Strong project and program management skills, with demonstrated experience managing multiple, complex projects involving a variety of stakeholders.
- Excellent written and verbal communication skills with demonstrated ability to translate complex ideas into clear, easy to understand concepts and products.
- Curiosity, humility, and an eagerness to listen to and learn from others.
- The ability to give, seek, and incorporate feedback in an open and productive manner.

## Salary and Benefits

The full salary range for this position is \$239,200 to \$358,800 with a starting salary of \$268,000. The foundation provides a generous benefits package that includes medical, dental, vision, disability, life, and long-term care insurance; commuter checks or paid parking; EAP and wellness programs; educational assistance; and paid time off; and retirement benefits.

## Commitment to Diversity, Equity, and Inclusion

The California Health Care Foundation is committed to attracting and retaining a diverse staff and will honor your experiences, perspectives, and unique identity. We believe the power of diversity enriches all of us by exposing us to a range of ways to understand and engage with the world, identify challenges, and to discover, design, and deliver solutions.

[Read more about CHCF's Diversity, Equity, and Inclusion vision.](#)

This position description is based upon material provided by the California Health Care Foundation, an equal opportunity employer.

To apply to this position, please click [HERE](#).

---

Jennifer Fleischer, Senior Talent Consultant

Jess Black, Talent Consultant

Rachel Carter, Associate