



Director of Community Health Job Description

Overview: Beyond Housing is a nationally recognized community development organization that works to strengthen families and transform underserved communities to create a stronger, more equitable, and prosperous St. Louis region for all. We engage where we're needed, focusing on building consensus among leaders, providing and preserving housing, fostering community structures that shape lives, and guiding systems that make people's lives better.

We lead with vision for what a community can be ~ every community is different, but thriving communities tend to share the same basic set of positive traits regarding housing, safety, education, health, infrastructure, and access to basic human services.

We bring together leaders and resources, volunteers, and citizens, and pursue a wide assortment of creative approaches to build stronger, healthier communities for life.

Finally, we are community builders, not kingdom builders. "It's their neighborhood, future, & dreams". Our objective is to help build and contribute the good things we do for the sake of adding value to the lives of the people we're honored to serve.

Position Summary: The Director of Community Health leads Beyond Housing's community health initiatives, including an expanding Community Health Program (CHP) focused on diabetes, respiratory diseases, and other chronic conditions. In the CHP, community health workers engage with residents to identify health goals to better manage chronic conditions, provide one-on-one support to navigate the health system, including access to prescription medications and medical equipment, connect participants to insurance coverage and healthcare providers, and more. The CHP also provides group activities such as walking groups, support groups, and healthy cooking activities. The Director of Community Health will oversee the expansion of the program, collaborate with healthcare partners, agencies, and other partners to connect the CHP and community to resources, and align the program with Beyond Housing's broader community development goals to collectively address social determinants of health.

Responsibilities include:

- Lead and supervise community health worker team; provide ongoing support, guidance, and training to team members.
- Provide leadership in implementing the Community Health Program Expansion Plan, which includes expansion to additional chronic conditions, expansion of resources to address barriers to health, and health and wellness programming.
- Lead program recruitment efforts through developing community partnerships, referral pathways, marketing, and community outreach. Partners include Federally Qualified Health Centers, hospitals, health care providers, Normandy Schools Collaborative, and other community stakeholders.
- Develop partnerships and maintain ongoing communication with healthcare providers and other social service providers to remove barriers (transportation, childcare, insurance, financial, health education, etc.) in accessing primary health care and addressing client needs.
- Oversee multiple grants, including a federal grant from Centers for Disease Control and Prevention. Ensure grant deliverables are tracked and met and assist in the completion of grant reports.
- Manage department and grant budgets, monitor progress, and provide program budget updates.
- Serve as a Beyond Housing representative in local and national community health coalitions.

- Participate in regular trainings, including required trainings around health care protocols regarding management of asthma, diabetes, and other conditions.
- Provide culturally appropriate health education and reinforce key health education messages regarding management and care.
- With Beyond Housing's Evaluation team, monitor program outcomes and success, identify opportunities for improvement, and develop annual program goals.
- Consistently document all activities using Salesforce and oversee team members' data input and deliverables.
- Create and update program procedures, policies, and documents on an annual basis.
- Work with Beyond Housing internal department and program leaders to identify program alignment and cross-department referrals.
- While the Director of Community Health will not typically have their own case load, they are expected to complete Community Health Worker training and work directly with program clients on an as-needed basis.
- Other duties as assigned.

Personal Qualities:

- **Collaborative** -- A dynamic personality that is collaboratively minded, can recognize and identify strengths, seek consensus around mutual goals, and build meaningful relationships.
- **Creative and Curious** -- A systems-thinker and builder, who is not afraid to be innovative in designing solutions and has skills in articulating these ideas and concepts.
- **Methodical** -- Strong analytical, systems, and problem-solving skills to evaluate performance, prepare reports, and recommend/implement solutions using independent judgment. Ability to move from concepts to action through strong program design and evaluation.
- **Reliable** -- Leadership skills that reflect and value a team approach, demonstrated integrity, effectiveness, efficiency, and the ability to deliver high quality service. Highly capable of handling multiple tasks, projects, and timelines. Excellent oral and written communications skills.
- **Trusted** -- Ability to work with residents, partners, and staff of diversified backgrounds with a positive, optimistic, solutions-oriented attitude. Shares a deep respect for the community, its stakeholders, and the residents that we serve.
- **Driven** -- Passion for the work and an interest in continuous learning and improvement

Required Qualifications:

- Minimum of 5 years working in community with partners and service organizations
- Master's Degree in healthcare, public health, or related field
- Trained in Community Health from St. Louis Community College or equivalent
- Community health/public health background experience, community clinic experience a plus
- Prior experience with managing grants and budgets
- Experienced working in community-based setting
- Culturally competent in communicating, educating, and collaborating with low-income families
- Familiarity with Normandy Collaborative and 24:1 area
- Working knowledge of Microsoft Office Suite, including, Word, Excel, Outlook, Teams, and PowerPoint
- Ability to work independently without supervision and as part of a team
- Knowledge of community support and resources, including those related to chronic health conditions, with ability to identify needs and access resources
- State Driver's License and car or the ability to travel throughout the Normandy Schools Collaborative area
- Supervision and demonstrated team leadership

Supervisor:

- Deputy COO

Supervises:

- Community Health Workers (4), Practicum Students and Interns

Salary and Benefits:

- Salary Range: \$60,000 to \$65,000
- Benefits for full-time position as determined in current Beyond Housing Employee Handbook

Application Instructions:

Please send resume and cover letter by email to hr@beyondhousing.org. This job will remain posted until it has been filled.

Beyond Housing believes that each individual is unique, and we are committed to respecting the diversity of all individuals. We strive to move beyond simple tolerance, embracing and celebrating the differences contained within each of us, making us stronger as whole.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this position. They are not intended to be a complete list of all responsibilities, duties, and skills required. Beyond Housing is an Equal Opportunity Employer.

ADA – Beyond Housing is committed to furthering the purpose of the American with Disabilities Act (ADA). The company is always willing to consider reasonable accommodations, which may allow a disabled person to perform this or any other job. The Summary of Physical Requirements is a list of what we believe at this point to be necessary in order to perform the essential functions of the job.

Diversity & Inclusion Statement: At Beyond Housing, we are committed to promoting Diversity, Inclusion, and Equity throughout our organization and culture. We strive to understand and appreciate the individuality of every employee and create a better place to work for all. We nurture a culture where everyone positively acknowledges equity through action and is aware, understanding, and appreciative of diversity.

Our vision is to go beyond simple tolerance and fully embrace the things that make each person unique. We recognize that our employees' differences support our ability to advance equity for the communities we serve. Further, we understand that equity is critical to the fulfillment of our mission to help entire communities become better places to live.