

## **Job Announcement // Center for Prisoner Health & Human Rights (CPHHR)**

### **EXECUTIVE DIRECTOR, Policy & Advocacy**

Fulltime / Providence, RI

#### **ORGANIZATION OVERVIEW**

The Center for Prisoner Health and Human Rights seeks health equity for justice involved populations, working to change policy and practice through education, advocacy, research, and the development of strategic solutions.

The Center's work falls into four core areas:

- 1) Raising awareness at the national and state level about the healthcare issues and challenges that justice-involved populations face; and providing education and training opportunities for college, graduate, and medical students in this area, and encouraging student engagement and leadership in justice issues;
- 2) Conducting and supporting clinical, behavioral, and social research involving justice-involved populations;
- 3) Providing resources, training, and technical assistance that enhances health equity within systems for justice involved populations; and
- 4) Mobilizing and collaborating with national and local justice system stakeholders to identify, develop, and support practice and policy projects that respond to the intersections of criminal justice, incarceration, recidivism, diversion, and public health.

The Center is comprised of a Clinical & Research team and a Policy & Advocacy team, and is affiliated with both the Miriam Hospital/Lifespan and Brown University. For more information, please visit our website [www.prisonerhealth.org](http://www.prisonerhealth.org).

#### **JOB SUMMARY**

The Center for Prisoner Health and Human Rights (CPHHR) is seeking a driven, inspired, and energetic change leader. Together, with a small, strong and committed staff, we envision a leader who can execute on an ambitious strategic plan to move our work to the next level. With over 13 years of growth, CPHHR desires a leader who is acutely aware of the changing shape of the prison and criminal justice reform movements and understands how the fight for health equity for justice-involved individuals is at the fore of those efforts.

We are interested in a leader who can build and steward an excellent policy and advocacy leadership team to dramatically expand our impact years and become a leading authority in the field. The ideal candidate is committed to CPHHR's mission, is flexible and effective in a fast-paced environment and possesses a great sense of humor. With our bold and ambitious goals, the right candidate can have a significant impact on redefining justice in America.

The Executive Director reports to and is supervised by the Center Founder and Director. The full-time position will offer a salary between \$75,000 - \$85,000. CPHHR offers a flexible work environment and a competitive benefits package.

#### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

The successful candidate:

- Has demonstrated passion for health equity, racial justice, CPHHR's mission; ability to quickly learn issues associated with the unique needs of justice involved individuals.
- Is an emerging or established leader with effective management experience and has the demonstrated ability to act as an agent who drives change. Experience leading an organization through a period of growth and transition is highly desirable. Can enact, implement, and operationalize a recently adopted strategic plan. Has strong management and business acumen, including staff development, resource allocation, and fiscal management.

- Has the ability to craft and carry out an effective communication strategy to increase awareness of the impact of CPHHR and its community partners.
- Plays the lead role in developing financial support for the organization. The ED is actively involved in identifying major donors, corporations, or foundations willing to support our work in addition to stewarding strong, ongoing relationships with existing supporters.
- Oversees the effective and efficient management of the organization and ensures its fiscal viability and growth. Able to coordinate strategic and annual planning/budgeting processes.
- Has a reputation as a leader who values their staff and is committed to their ongoing development and success. Possesses the ability to build a strong leadership team, has an inclusive and empowering management style.
- Has strong interpersonal skills and ability to work effectively with a wide variety of people and organizations, including senior level corporate, philanthropic, public sector representatives and community leaders; ability to inspire trust and to motivate staff and partners.
- Has demonstrated ability to develop, lead, and maintain a shared public health agenda through dialogue with local government, state agencies, intermediaries, advocacy groups, and community-based organizations, and the use of data to inform decision making.
- Is strongly committed to diversity, inclusion, and equity - ensuring that these values are consistently in alignment in all our work.
- Has worked effectively with an Advisory Board or Board of Directors and has a demonstrated understanding of governance, process, and decision making.
- Exhibits fluency using and understanding data to inform decision making.
- Strong verbal and written communication skills, including experience speaking publicly in diverse forums.
- Has relevant training, degree(s) &/or experience in public health, criminal justice, policy and advocacy.

## DESIRED QUALIFICATIONS/SKILLS

- Minimum of 3-5 years of progressive leadership and management experience.
- Outstanding planning and management skills with experience in organizing systems and people
- Compassionate, personable, and brings a sense of humor and degree of levity to the work.
- Excellent verbal and written communication, including experience speaking publicly in diverse forums.
- Proven experience as an active fundraiser.
- Proven to build strong partnerships, work in coalition, and build engagement in change-making endeavors.
- Proficient in Microsoft Office and comfort with databases
- Ability to support an empowered staff team, understanding the need to build structure and support to effectively manage individuals across projects and areas of focus.
- The position requires the ability to travel locally and domestically.

**HOW TO APPLY** Please submit a cover letter detailing your interest in CPHHR and health equity for justice-involved populations and resume. In addition, include a writing sample of no more than five pages and three references to [prisoner.health@lifespan.org](mailto:prisoner.health@lifespan.org) with subject line: **Last Name, First Name, Executive Director**. No phone calls please. CPHHR values diverse experiences, including educational background and justice system involvement. People with lived experience/impact are strongly encouraged to apply. **Applications will be accepted and reviewed until the position is filled.**

We depend on a diverse staff to carry out our mission CPHHR/Lifespan is an equal employment opportunity (“EEO”) laws. CPHHR strictly prohibits discrimination against any employee or applicant for employment because of the individual’s race, creed, color, sex, religion, national origin, age, sexual orientation, height and weight, disability, gender identity or expression, marital status, partnership status, genetic predisposition or carrier status, military status, and any other characteristic protected by law.