



Vice President of Strategy and Organizational Development Job Description

Ready for a life-changing role that makes a real difference in shaping our community? The Greater Watertown Community Health Foundation is seeking a purpose-driven leader to drive strategies that will transform the health and well-being of children and families in Dodge and Jefferson Counties.

Job Summary:

The Vice President of Strategy and Organizational Development (VP) leads the day-to-day execution of the Foundation's strategic direction and the development of innovative strategies to measurably advance the wellbeing of young children and families throughout Dodge and Jefferson Counties. A servant leader who inspires and motivates people around a complex set of challenges, the VP builds organizational and community capacity to achieve breakthrough results.

The VP is a strategic thought partner to the Board and CEO, shepherding game changing investments that drive positive outcomes for our community. The ideal candidate is a seasoned, hands-on entrepreneurial leader with proven experience forging multi-sector partnerships to address the root drivers of health and health equity.

This newly created position reports directly to the CEO and provides an opportunity for a proven leader to create lasting impact while enjoying the benefits of a flexible, family-friendly work environment.

AREAS OF RESPONSIBILITY:

Strategy and Execution Leadership

- Use a systems thinking approach to lead development of action and resource allocation plans to advance health equity and social determinants of health
- Develop regional, state and national partnerships that leverage public and private resources to deepen and accelerate impact
- Strengthen data, evaluation and accountability systems to build a culture of results-based leadership

Organizational Development

- Lead day-to-day development and execution of the Foundation's strategic direction, ensuring evidence, data and community voice drive design and implementation
- Develop and inspire a diverse programs team, maximizing individual talents in support of our mission while maintaining focus on strategy
- Lead creation of the annual operational plan and budget, support the team in creation of program plans and budgets, coach staff and teams toward successful outcomes
- Foster teamwork, empowerment, innovation and accountability

Community Ecosystem Development

- Nurture the development of our community's child and family supporting "ecosystem"
- Foster the growth of systems change leaders
- Activate cross-sector partnerships, engaging public and private agencies in collective actions that move the needle on health disparities

QUALIFICATIONS:

Experience



- Hands-on strategic thinker, planner, problem solver – a “doer” with proven experience driving systems change
- Demonstrated track record of launching a new organization, new division, new product or new service and achieving significant measurable outcomes
- Knowledge of funding mechanisms and experience forging public, private and non-profit partnerships
- Broad experience with the full range of business processes – analytics, strategic planning, financial management, project management, talent development, and technology systems
- 7+ years of progressive leadership experience in for-profit, non-profit or government agency, preferably in the areas of health, human services, education, economic empowerment or community development
- Experience working in rural communities, with organizations serving low income individuals and/or addressing social determinants of health

Attributes

- A natural partner who can inspire and motivate others to join you in being courageous and bold
- Exceptional interpersonal, public relations, written and presentation skills
- Strong relationship builder with the ability to find common ground, build consensus and strengthen collaboration
- An adept systems thinker, able to achieve quick wins while keeping the end game in mind
- A hands-on team player who takes pride in team accomplishments and is flexible to fill any gaps needed to achieve goals
- Unquestioned integrity and moral character
- Visible passion for breaking new ground to lead social change

Education

- Bachelors degree required; Masters degree in business administration, health, non-profit or public administration preferred

To Apply: Please send resume, cover letter, and a 1 minute introductory video to Tina Crave, President and CEO, at tcrave@WatertownHealthFoundation.com. In the introductory video, please tell us what inspires your interest in transforming the health and well-being of children and families in Dodge and Jefferson Counties.