

Director of Health Policy

Role Title: Director of Health Policy

Salary Range: \$95,000 - \$120,000

Organizational Overview

The King County Regional Homelessness Authority (the Authority) oversees all homelessness related programming and prevention initiatives in the Seattle/King County region. Created via an interlocal agreement between the City of Seattle and King County in 2019 the Authority is charged with building and implementing a regional approach to ending homelessness in King County. To accomplish this, the Authority is specifically tasked with:

1. Engaging and centering people with lived experience;
2. Focusing on justice-based approaches in order to actively address disproportionalities in the population experiencing homelessness; and
3. Integrating the perspectives of a wide range of stakeholders across King County through a sub-regional planning process that recognizes the unique attributes of communities within the county.

The Authority is currently in its founding era and is looking for dynamic and skilled leaders at all levels.

Team Overview

The Director of Health Policy within the Regional Authority is responsible for the integration of the Authority's homelessness response with the healthcare, behavioral, and public health systems. This position is housed within the Authority's leadership team, working closely with the CEO and department Chiefs. The Healthcare Coordinator reports directly to the Deputy CEO.

Role Description

The Healthcare Coordinator role evolved out of a growing understanding of the fragmentation between the healthcare, behavioral health, and homelessness response systems, despite the overlap between these systems. Thus, the Director of Health Policy is central to integrating the physical, mental, and behavioral health system with The King County Regional Homelessness Authority (the Authority), which oversees all homelessness related programming and prevention initiatives in the Seattle/King County region. Created via an interlocal agreement between the City of Seattle and King County in 2019 the Authority is charged with building and implementing a regional approach to ending homelessness in King County. To accomplish this, the Authority is specifically tasked with:

1. Engaging and centering people with lived experience;

2. Focusing on justice-based approaches in order to actively address disproportionalities in the population experiencing homelessness; and
3. Integrating the perspectives of a wide range of stakeholders across King County through a sub-regional planning process that recognizes the unique attributes of communities within the county.

The primary responsibility of this role will be to engage with partners from across the healthcare system, fostering relationships and facilitating creative partnerships that result in care, funding, and data coordination. This role will work directly with public and private partners, providers, and people with lived experience to guide the Authority's approach to partnerships and investments.

Reporting directly to the Deputy CEO, this role sits on the Executive Team.

The Director will be ultimately accountable to the Chief Executive Officer and people experiencing homelessness and will be held to the processes that customers of the Regional Authority's services, community groups, and frontline staff establish to ensure that accountability.

Accountabilities

Policy and Strategy (30%)

- Support the development and design of strategy for related work streams to support a new regional authority in day-to-day operations and oversight of anti-homelessness and housing related programs and initiatives in collaboration with the Deputy Director.
- Develop strategic initiatives to increase awareness and public understanding of the intersections between healthcare and homelessness.
- Drive cross sector collaboration to co-develop programs and policies that increase the efficiency and effectiveness of the homelessness service and healthcare system for households experiencing homelessness.
- Play an active role in developing and advising local, regional, state, and national healthcare policy as it relates to people experiencing homelessness.
- Lead strategic working groups and policy circles to develop local and state recommendations for healthcare policy.
- Develop a work plan to set and track goals and progress against goals for the unification and coordination of the homelessness response and healthcare system.
- Model a customer-centric work-style through leadership and personal accountability towards inclusive practices

Stakeholder Engagement (30%)

- Work across the behavioral, mental, and physical health fields to coordinate a cross-system response
- Join workgroups, conferences, and coalition meetings that pertain to healthcare for the homeless, Medicaid, and low-income healthcare programs. Attend relevant meetings

with community-based organizations, other government agencies and partners, broadly to support informed design, resource building and resource sharing

- Work with Medicaid involved stakeholders including Managed Care Organizations, the Healthcare Authority, and providers to design innovative partnerships and policies.
- Leverage the expertise and insight of stakeholders from academia.
- Act as a liaison between homeless service providers and the healthcare system and funders.
- Actively build relationships with innovators across the sector/across sectors to support driving creative innovation and change within workstreams of oversight.
- Drive coordination between the Healthcare for the Homeless and the homeless response system.
- Collaborate with Community Health Clinics and homeless service providers to increase partnerships and coordination.
- Work closely with emergency response personnel, healthcare focused outreach teams, and behavioral health response teams to increase coordination with the homeless response system and co-develop policies and programs.

Public Health Emergency Response (20%)

- Work with departments at all levels of government to actively identify and develop response plans for potential public health risks that could harm people experiencing homelessness
- Develop policy or other guidance documents to support the mitigation of risk or the response to emergent public health concerns
- In times of active public health emergency, as identified either by other branches of government or internally by Authority leadership, serve as the lead staffer responsible for coordination of the Authority's work and responsibilities; delegating to other staff and senior leadership as appropriate to ensure maximum effectiveness and efficiency.

Data and Continuous Improvement (20%)

- Work with the Community Impact team to develop metrics to gauge the healthcare needs of unhoused households, the existing resources, and resource gaps to inform tailored approaches.
- Play a key role in building out the healthcare coordination component of the By Name List.
- Document key policy initiatives and processes internally and externally.
- Ensure team capacity is aligned to organizational need to promote the execution of short term and long-term goals
- Collaborate with leadership to ensure cross-team implementation efforts are done with fidelity and centered on customer needs
- Create continuous feedback loops with stakeholder groups to inform vertical resourcing leveraging a data-driven approach
- Oversee tweaks to services delivery and support staff members in making changes or identify additional capacity/resourcing, as needed

Minimum Requirements

- Deep fluency in equity and racial justice concepts and language, understand their own privilege and power, and is able to bring equity impact analysis to life in the context of their tasks
- 7-10+ years of related work experience in the healthcare, government, non-profit or related field
- A track record of success of leadership of teams, strategic partnership building and/or program oversight
- Proficiency/comfort using technology and data, including Microsoft Office Suite

Additional Requirements

- Ability to travel around the region to meet with stakeholders
- Experience working across government agencies and related structures/governing bodies
- Experience designing and operating programs and conducting data-driven continuous improvement processes
- Superior oral and written communication skills
- Exceptional planning, organizing, and prioritizing skills in order to manage a diverse workload, multiple demands, and deadline sensitive projects
- A high level of customer service orientation and attention to detail
- Ability to provide and accept feedback
- Ability to work in and across several communication platforms, including social networks and cloud based systems
- Strong attention to detail, accuracy, timeliness

EEO STATEMENT

The Regional Authority is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on the basis of race, creed, religion, color, national origin, age, alienage or citizenship status, ancestry, nationality, national origin, marital or domestic partnership or civil union status, familial status, sex, pregnancy, gender identity, or any other characteristic protected by federal, state or local law. In addition, The Regional Authority will provide reasonable accommodations for qualified individuals with disabilities.