

**Position:** PARTNERSHIP DIRECTOR, HEALTH AND FINANCIAL STABILITY  
**Hiring Organization:** UNITED WAY OF SALT LAKE  
**Department:** COLLECTIVE IMPACT  
**Reports to:** VICE PRESIDENT, COLLECTIVE IMPACT  
**Date Prepared:** MARCH 1<sup>st</sup>, 2016

## ORGANIZATION BACKGROUND AND EVOLUTION

United Way of Salt Lake (UWSL) has made a promise to our community—to change the odds so all children and their families have the same chance to succeed in school and life. We have adopted a unique approach to community problem-solving called Collective Impact. Collective Impact brings many different organizations and sectors together to find new and innovative ways to address challenges and develop lasting changes.

## WORK ENVIRONMENT

UWSL's work environment is fast-paced, friendly, committed, nonpartisan, and ever changing. Collective Impact work has no step-by-step manual for success. This means employees must be self-driven, comfortable with ambiguity, and see quality conversations as the building blocks of social change.

## POSITION OVERVIEW

Achieving population-level well-being in health cannot be achieved by any single organization working alone. It must be achieved in partnership with many organizations working closely together, which is difficult to achieve without an intentionally convened collaborative environment and regular, well-facilitated meetings. This is the role of a Partnership Director—to convene, facilitate, and help build collective action among a set of motivated partners.

## KEY RESPONSIBILITIES

1. **Convene and Facilitate Outcomes-Based Collaborative Action Networks.** The Partnership Director of Community Health Outcomes is responsible for co-convening and co-facilitating collaborative action among health partners to ensure that place-based working groups succeed in their health goals and associated indicators. This requires adaptive leadership, comfort with group processes and emergence, and a focus on population-level success.
2. **Engage in Rigorous Continuous Improvement Processes.** Work with partners to quantify the target population, desired outcomes, and measurable indicators of success. Once complete, assess the current conditions, including the outcome's trend over time and the partners that are working toward the outcome. Finally, monitor interventions against outcomes and ensure the partnership modifies practices based on findings.
3. **Results Accountability.** Once a clear plan of support is identified, work with partners to develop a set of performance measures which aligns interventions to the population level result sought by the health partnership as a whole and monitor progress using the Plan, Do, Study, Act cycle. Ensure at least 3 cycles are completed, reviewed, and acted on each year.
4. **Support the Work, Energy, and Direction of the Promise Partnership Regional Council.** The Promise Partnership Regional Council (PPRC) consists of influential leaders in the Promise Partnership region and has exists to ensure institutional support of aligned action through systems-level institutions. Partnership Directors support this work in several ways including the annual report, meeting facilitation, and well organized communication between various collaborative working groups.

## EXPERIENCE AND QUALIFICATIONS

- *Collaborative Leadership and Facilitation.* The ability to facilitate a partnership using the principles of Collective Impact, results-based facilitation, and rapid-cycle continuous improvement. Ability to help people

hold honest, reflective conversations that lead to aligned actions, shared goals, and the co-creation of plans to achieve those goals.

- *Relationship-building.* Ability to foster trust and open communication with diverse stakeholders, recognizing that relationships are the foundation of Collective Impact. Skill to recognize and address conflict and concerns. Ability to interact comfortably with high-level system leaders and decision makers, as well as community members from diverse backgrounds.
- *Communication.* Ability to communicate in clear and simple language to all stakeholders. Ability to discuss complex processes in accessible terms to a multiplicity of groups and individuals. Ability to synthesize information and simplify complexity. Ability to help partnerships and team members to communicate a common, consistent message, particularly about the attribution of success. Ability to reinforce common, consistent language around the value and purpose of a backbone role. Constant communication, planning, and updates with all partners mandatory.
- *Data Display and Analytics.* Ability to make results and progress accessible, visible, and actionable. Ability to locate, disaggregate, and use data to forecast, structure conversations, and make decisions. Desire and ability to address disparities related to race, ethnicity, income, and other factors.
- *Strategy.* Proven ability to recognize and act on strategic opportunities by identifying what is needed to achieve goals and by making connections across people, plans, conversations, and strategies towards those goals.
- *Continuous improvement.* Confidence and humility to ask questions, admit and address challenges, and “fail forward.” Past experience using continuous improvement frameworks (i.e. "plan, do, study, act" or results accountability) to achieve an outcome.
- *Cultural affirmation and competency.* Thrive in a cross-cultural environment with an asset-based framework.

#### **MINIMUM REQUIREMENTS**

- B.A. (M.A. or equivalent work experience preferred) in public health, public policy, public administration, nonprofit administration, social work, sociology, or a related field.
- Experience with software (e.g. MS Excel) necessary to store, analyze, and visualize data.
- Must pass UWSL background check
- Spanish speaking *strongly preferred*.

#### **PHYSICAL REQUIREMENTS**

The physical demands described here are representative of those that must be met to perform the essential functions of this position. The employee is regularly required to communicate clearly in oral and written formats; must be able to transcribe, read extensively and prepare and analyze data and figures. Typically the employee may sit comfortably to do the work, however there will be some walking, standing, bending, carrying light items, use of office equipment, etc. Special physical demands are not required to perform the work.

#### **SALARY INFORMATION & FLSA STATUS**

This is an exempt position that pays: \$44,000–\$55,000 annually depending on experience.

#### **TO APPLY**

Send complete applications to [jobs@uw.org](mailto:jobs@uw.org). Complete applications include (1) a cover letter, (2) a resume, and (3) a UWSL employment application. Employment applications and the complete job description can be found at <http://www.uw.org/about-us/careers/>.

*NOTE: The statements in this position description are intended to describe the general nature and level of work being performed but are not to be seen as a complete list of responsibilities, duties, and skills required of the person employed. Also, the statements do not establish a contract for employment and are subject to change at the discretion of the employer.*