

Job Announcement

Director of Health Equity & Community Engagement



Location: Carlisle, Pennsylvania
Sector: Nonprofit/Philanthropy
Employee Type: 40 hours per week
Posting Date: September 9, 2025
Salary Range: \$80,000 to \$90,000

JOB OVERVIEW

The Partnership for Better Health is seeking a Director of Health Equity & Community Engagement to lead the development and management of a portfolio of grants and community initiatives focused on health equity, to improve the health of the people and communities in our region of South Central Pennsylvania. Reporting to the Executive Director, the Director of Health Equity & Community Engagement will advance the foundation's grantmaking and community engagement activities by developing strategic priorities to address health disparities and advance equity. Collaborating with staff team members, volunteers, local residents and stakeholders, the director will serve as a change agent, thought leader, champion, influencer and trusted expert on health equity and inclusion.

Candidates with diverse backgrounds are encouraged to apply. We are respectful of all people and the ways in which they identify across race, class, ability, gender, sexual orientation, national origin, age and other characteristics.

The Partnership for Better Health offers an attractive compensation and full benefits package, including competitive salary, paid-time-off, employee wellness, medical, dental and life insurances, and retirement benefits. Salary is negotiable subject to experience. At 40-hours a week, the position contributes to a healthy work/life balance. This is a hybrid opportunity that offers remote work flexibility.

ORGANIZATIONAL BACKGROUND

The Partnership for Better Health's mission is to champion and invest in ideas, initiatives and collaborations to advance equity and improve the health of the people and communities in our region. Established in 2001, the foundation has made over \$54 million in grants to organizations throughout South Central Pennsylvania. We bring our mission to life by serving as a catalyst, advocate, and steward to promote health equity and justice, towards ensuring that everyone in our community has the opportunity to reach their highest potential for health. We are a welcoming, inclusive, and mission-driven organization.

Essential Duties – What You Will Do

Honor and help bring to life the Partnership for Better Health's values of diversity, equity, justice, and inclusion. Contribute to a welcoming and equitable organization that reflects and supports our community. Collaborate with others to foster an open and inclusive environment that provides a place of belonging and connection for employees, volunteers, and the many communities served.

- 1. Community Building & Engagement:** Works with volunteers, grantees, community partners and local residents to strengthen community engagement around health equity issues, policies, and

best practices. The director is an innovative, articulate, and compassionate thought leader in considering pathways to redistribute resources in ways that advance health equity.

- a. Mobilizes strategies that effectively engage historically marginalized communities through power sharing (including decision making) with people with lived experience, towards shaping a more equitable future.
- b. Promotes and implements practical strategies that give community residents a meaningful voice in deciding how the foundation's resources are best applied for their benefit.
- c. Coordinates and convenes committee meetings, coalitions, site visits and community events. Provides technical support to local nonprofits, related to health equity goals.
- d. Promotes diverse, equitable and inclusive volunteer recruitment strategies.

2. Grants and Initiatives Management: Engages with grants staff and Community Investment Committee towards establishing a portfolio of grantmaking that addresses health equity by addressing systemic and institutional barriers to health. Informs the foundation's overarching health equity goals and objectives. Serves as a trusted community leader for health equity, diversity, and inclusion.

- a. Monitors national, state, and local health trends and outcomes.
- b. Identifies and applies best practices and research in the fields of public health and nonprofit management to advance the foundation's mission.
- c. Guides the development of special foundation grants and initiatives focused on health equity. Makes recommendations for new strategies in response to community needs.
- d. Prepares and presents proposal summaries, reports, and funding recommendations for review by committee volunteers and board members. Analyzes and reports on program effectiveness.
- e. Monitors budget lines to ensure appropriate use of funds.
- f. Responsible for development, management, and evaluation of community-driven grantmaking (Community Voices).
- g. Learns and maintains strong working knowledge of grants management software (e.g., Foundant).

3. Foundation Strategy & Learning: Directly informs the foundation's strategic planning efforts and strategic goals through data collection and leadership in staff, community, and board planning activities. Actively promotes and informs a cycle of continuous improvement and a culture of learning among colleagues, volunteers, stakeholders, and grantees, related to health equity and systems change. Cultivates new strategies to systemically address the social and political determinants/drivers of health. Leads the foundation's strategic goal of centering persons with lived experience both internally and among partners.

4. Communications & Fund Development: Serves as a foundation spokesperson and health expert on external committees, coalitions, and task forces. Collaborates with colleagues by contributing to special events and training, and by preparing written communications and assisting with social media promotions and other marketing products. Identifies and advocates for more effective public policies. Develops high quality written content on health equity issues. Leads external recognition efforts related to mission and strategic plan priorities (Champions for Better Health). Supports periodic fundraising initiatives of the foundation.

Other Duties

- Collaborates with Director of Communications & Development by contributing to and informing public relations and marketing activities.
- Proactively pursues annual professional development activities and/or trainings.
- Maintains collegial working relationships with colleagues, consultants, and foundation volunteers.
- Performs other tasks and special projects as assigned.

Essential Education and Experience

- Graduate degree in field related to health or human services, cultural studies, public administration, nonprofit management, education, or related field preferred.
- Five to ten years of leadership experience in the field of public health or human services with a government agency, health system or nonprofit organization.
- At least three years of experience managing volunteers and building cohesive teams, partnerships, and alliances.
- Demonstrated project development, grant administration and strategic planning experience.
- Experience with community mobilizing required, including centering people with lived experience. Policy advocacy experience a plus.
- Any combination of education, professional and lived experience equivalent to the essential education and experience listed above.

Essential Skills and Abilities

- Expert knowledge of health equity trends, health disparities, racial justice issues and social and political determinants/drivers of health.
- Demonstrated ability to inspire, facilitate and manage change through transformational leadership, strategy, and relationship cultivation. Advanced capacity to define problems, analyze solutions, pursue opportunities, and cultivate buy-in.
- Collegial and consensus building approach to envisioning and navigating community and organizational change. Ability to foster personal relationships with people of all backgrounds.
- Skilled in offering expert assistance to small community organizations.
- Self-starter with the capacity to work both independently and collaboratively in diverse teams and community environments, with an emphasis on adaptability and inclusivity.
- Effective in monitoring and applying evidence-based research and best practices in public health to achieve health equity goals. Excellent analytic and problem-solving skills.
- Outstanding written and oral communication skills, to serve as a compelling leader, facilitator, and representative for diverse communities.
- Knowledge of grantmaking process, including the business acumen to analyze the operational and financial capacity of organizations.
- Excellent project management skills. Ability to multi-task, assess priorities and work efficiently under deadlines. Proactive initiative and sound judgement to bring new work to life.
- Experience working with nonprofit boards and committees a plus.
- Proficient in Microsoft Office (Excel, Outlook, PowerPoint), online meeting platforms, social media and database systems.
- The ability to travel locally and regionally. This position is hybrid with at least two days in the office.

OUR COMMUNITY

The Partnership for Better Health is located in Carlisle, Pennsylvania. As a college town known for its rich cultural heritage, great restaurants and vibrant business community, Carlisle won the 2021 All-America City award from the National Civic League, and the 2016 national competition to be named Strongest Town in America. Located just minutes from the Appalachian Trail, regional parks, lakes and forestlands, our surrounding region has much to offer. Carlisle is 25 minutes from Harrisburg, two hours from Washington, Baltimore and Philadelphia, and three hours from New York City and Pittsburgh. As one of the fastest growing counties in Pennsylvania, Cumberland County enjoys a healthy economic climate.

TO APPLY

Qualified candidates with diverse backgrounds are encouraged to email a cover letter, resume, salary requirements and three references to Casandra Jewell Sweeney (Cjewell@ForBetterHealthPA.org). Interested candidates are encouraged to apply by October 21, 2025.

The position will be open until filled. You will receive confirmation of receipt of your resume within three days of submitting your application. If you do not receive it, please contact Casandra (717-960-9009 x 0).