



Job Posting: Director of Policy Strategies

Reports to: Vice President of Health Policy and Government Affairs

Department: Health Policy

FLSA: Exempt

Georgia Health Initiative (the Initiative) is a non-partisan, non-profit private foundation with a mission to ensure that every person in Georgia can attain their best health. We inspire, inform, and spark action to help people and groups make a difference in our state. Ultimately, relationships are at the heart of our work. We therefore are building a community of solution-seekers to come together to co-create different systems in Georgia that work for all.

The Director of Policy Strategies will leverage a strong working knowledge of health policy, the advocacy environment, and the nonprofit community in Georgia to help design and drive the implementation of policy strategies that advance health equity for all Georgians. Working closely with the Vice President of Health Policy and Government Affairs (the VP of Health Policy), the Director will play an integral role in translating the Initiative's health policy strategies and priorities into concrete activities and work collaboratively with colleagues and partners to successfully execute these activities.

Core Responsibilities

- Uses a variety of tactics to monitor health policy developments impacting Georgians at the local, state, and national levels. In close collaboration with the VP of Health Policy, identifies opportunities for the Initiative to be a resource to policymakers and the nonprofit community through content development, educational presentations, and/or engagement with decision-makers.
- Works collaboratively with colleagues across the Initiative to identify opportunities to use a policy lens to inform and amplify the Initiative's work.
- In close collaboration with the VP of Health Policy and the Initiative's external government affairs consultant, guides the implementation of the Initiative's government affairs strategy, ensuring completion of deliverables and progress on key milestones, such as developing policymaker relationships and informing policy activity.
- Manages commissioned research, working with contractors and internal cross-functional teams to define deliverables, manage timelines, and review drafts and final products to ensure alignment with Initiative goals, objectives, and voice. Works collaboratively with colleagues and external partners to support research dissemination.
- Works collaboratively with colleagues to execute the activities necessary to support implementation of assigned programs. This may include managing grant processes, coordinating convenings, and/or designing training and technical assistance opportunities for nonprofit partners.
- Effectively engages with multisectoral stakeholders around assigned programs, establishing the Initiative as a valued and trusted partner and resource.

Outcomes

- Policymakers and nonprofit partners view the Initiative as a partner and a trusted source of non-partisan, fact-based information on issues impacting the health of Georgians.
- Research and policy publications produced or commissioned by the Initiative are timely, actionable, promote shared understanding, and enhance the Initiative's reputation as a resource for decision-makers on issues impacting the health and well-being of Georgians.

- Within assigned programmatic areas, policy and advocacy activities make significant contributions to overall strategy and are aligned with the Initiative's mission, vision, and values.
- Initiative's work is enhanced through collaboration with colleagues from across the organization.

Candidate Qualifications and Characteristics

- Committed to and passionate about the mission, vision, and values of the Initiative.
- Bachelor's degree required. Master's degree in public health, public policy, or related field preferred.
- A minimum of 10 years professional experience, including management of significant, complex policy projects and demonstrated increases in level of responsibility.
- Strong knowledge base regarding policies related to health equity with demonstrated ability to translate complex policy topics into content that is accessible for a range of audiences.
- Familiarity with Georgia's health policy environment, including legislative and state agency processes.
- Self-motivated and comfortable balancing multiple priorities and workstreams, remaining flexible and adaptive as project needs change.
- Demonstrated ability to effectively manage projects from planning to completion, including by using strategic thinking to anticipate challenges, solve problems, engage and align cross-functional teams and external partners on project goals and activities, and take ownership of deliverables and timelines.
- Values and respects lived experience and demonstrates openness to different perspectives.
- Bias toward optimism manifesting especially in problem-solving approaches and expectations of team members.

Workplace Culture

We think of our staff as a team—a high performing, professional team. Being part of a high-performing team means caring intensely about your team, stepping up when needed, and cheering on your teammates even when you are not on the field. The Initiative team is equally committed to our work and to each other. We know that when our team wins, Georgians win as well.

Building on our mission to inspire and promote collective action that advances health equity for all Georgians, we also wish to inspire and promote collective action within our staff team so that we evolve and reach our fullest potential both as a team and individually. We demonstrate our commitment to this aspiration through whom we hire, how we value their contributions, and how we work together toward common goals. We value people over process, we encourage decision-making by team members, we share information openly and communicate candidly, and we value both flexibility and accountability.

In complex environments answers emerge when diverse groups work together to create the change Georgians deserve. At the Initiative we believe that cultivating deep and meaningful relationships requires a desire and willingness to be physically present. Collaborating in the same physical space with colleagues and partners adds value to the team, ensures more voices are heard, leads to better decisions, and spurs innovative thinking. We therefore expect employees to commit to working from our (midtown) Atlanta office or in the field with partners the majority of the time; as a result, our team commits to working in the office four days per week, being present for collaboration both planned and impromptu. We also recognize the need to set time aside for accomplishing focused work, and therefore allow flexibility in scheduling, including the ability to work remotely one day per week.

While based in Metro Atlanta, this position includes occasional in-state and national travel to represent the Initiative at convenings, learning opportunities, and partner sites.

Compensation

The starting salary for this position is expected to be between \$95,000 and \$105,000. Offers are based on the candidate's years of experience and the Initiative's commitment to salary equity. The Initiative also offers a generous comprehensive benefits package.

To Apply

With shared values of courageous leadership, trust, equity, and partnership, the Initiative is an equal opportunity employer committed to diversity and constantly working toward inclusion. We encourage candidates of all backgrounds to apply, especially members of traditionally underrepresented communities, including people of color, members of the LGBTQIA+ community, and people who are differently-abled. If you are a solution-seeker, motivated to take an active role in making positive change in Georgia, we want to hear from you.

Please send your resume and a cover letter to info@georgiahealthinitiative.org to apply for this position on or before Monday, July 14, 2025 and include "Director of Policy Strategies" as the subject line of your email. Within your cover letter, please share what health equity means to you and how you might apply your unique experiences, talents, and passion to the work of the Initiative.

No phone calls please.