

JOIN OUR TEAM!

Are you someone who is passionate about health equity? Someone who thrives in a collaborative team environment? Who can articulate content through a strong racial justice framework? The California Pan-Ethnic Health Network (CPEHN) is seeking a full-time **Communications Director!**

CPEHN is looking for a creative thinker and strong collaborator who has experience **leading messaging and communications strategies**. We are seeking someone with experience **working with media, policy campaign experience**, and a **wide array of communications skills** (social media, graphic design, project management, communications strategy, etc). The ideal candidate is someone with a **strong health equity lens**, and **excellent written and verbal communication skills** to impact advocacy and CA policy. Our next Communications Director will be someone who shares CPEHN's devotion to health equity and racial justice.

The **Communications Director** is responsible for directing, developing, and overseeing CPEHN's communications strategy through high-level, strategic visioning, a deep understanding of racial equity, implementation of campaigns and programs, and brand stewardship. This position is responsible for content and messaging generation for diverse audiences and platforms, managing projects and relationships with key stakeholders and consultants, and continuing to grow CPEHN's leadership in the field of health equity. They will work with all staff to increase organizational visibility, promote our policy agenda, and develop media relationships.

CPEHN is a statewide health policy organization focused on addressing racial and ethnic health disparities. CPEHN works closely with communities of color across the state to elevate local voices and health issues to state and local policymakers and help communities of color advance policy change and structural reform that creates equitable conditions for their communities. **This position may be based anywhere in California.** CPEHN maintains physical offices in Oakland and Sacramento and has a hybrid work policy. CPEHN has a mandatory up-to-date COVID-19 vaccine policy.

Key Job Duties:

- Oversee strategic communications for CPEHN policy campaigns, community programs, and organizational visibility.
- Cultivate and sustain CPEHN's visibility in traditional media and online platforms, including social media.
- Ensure quality of CPEHN's external communications, both written and visual.
- Develop materials based on original or secondary research, such as policy or issue briefs.
- Collaborate with and develop the communications skills of CPEHN staff, as well as community partners and other stakeholders.

Essential Skills:

- You have excellent communication skills to produce content concisely and persuasively through a racial equity lens for diverse audiences, while adapting as things change.
- You are able to balance both long-term vision and daily tasks.
- You have high attention to detail and are able to prioritize projects/meet deadlines.
- You have an understanding of California's advocacy landscape.
- You have strong interpersonal skills with the ability to think creatively, facilitate inclusivity, and act decisively.
- You have experience supervising and mentoring staff, supporting growth, and managing work across titles and teams.
- You thrive in a fast-paced environment and can work independently with minimal supervision.

Required Qualifications:

- At least 7 years of experience working in a communications-related position, preferably in an advocacy-oriented organization.
- At least 4 years of experience working with communities of color.
- At least 4 years of experience supervising staff and delegating work.

Compensation and Benefits:

\$103,000 – \$107,000 (DOE). At CPEHN, we understand the importance of benefits and its contribution to the overall well-being of our staff. We provide excellent benefits (100% employer paid health and dental insurance, retirement plan contributions, sabbatical leave, generous PTO with 1 week winter holiday every year, frontloaded sick leave, and more). CPEHN provides all employees with professional development funds to grow and hone skills relevant to their work.

Culture:

We center equity at the heart of our culture, which can be seen in our hiring, salary transparency, and our commitment to the growth of our staff. CPEHN prides ourselves in uplifting a healthy work-life balance, which includes monthly "Slow Fridays" to encourage our team to take vacation, weekly "Fun Time," and annual "Fun Days" set aside to allow break time and opportunity for fun, and a flexible hybrid work schedule that is largely remote.

To Apply:

Submit your application in a single PDF document to jobs@cpehn.org, subject: Communications Director Application. Please include:

- Cover letter
- Resume
- 1 writing sample (no longer than 2 pages)

CPEHN is an equal opportunity employer and is committed to identifying and developing the skills and leadership of people from diverse backgrounds. Bilingual individuals are encouraged to apply.