Full-Time Position Available:
Assistant Campaign Director

Posted July 10, 2019

This position can be based anywhere in Massachusetts.

Organizational Overview
The Massachusetts Public Health Association (MPHA) is the champion for public health in the Commonwealth. We are a catalyst for change, eliminating health inequities and promoting healthy communities for all. As a statewide organization, MPHA engages local leaders, state organizations, public officials, and others to improve the health of all the Commonwealth’s residents. MPHA uses an effective combination of advocacy, education, community organizing, policy development, and coalition leadership to secure investments in public health, promote health equity, and bolster our public health infrastructure. In all our work, we seek to improve the social conditions in neighborhoods, schools, and workplaces that have an impact on health and to listen to the voices and priorities of communities most impacted by health inequities.

Promoting racial justice is a core component of MPHA’s work and identity. As MPHA pursues policy changes to promote health equity, we strive to confront the history of systemic racism and other forms of oppression that have been embedded in public policy. MPHA’s Health Equity Policy Framework guides our external work and internal practices in addressing all forms of health inequities. The framework places special emphasis on racial inequities because we believe that this injustice needs explicit attention.

Position Overview
The Assistant Campaign Director will be a core part of a four-person Policy & Field Team working to advance MPHA’s health equity policy agenda. The Assistant Campaign Director will focus on developing and stewarding relationships with community-based organizations, local leaders, coalitions, and other allies to shape MPHA priorities and drive effective action that leads to winning policy campaigns. This position will also have an important role in shaping campaign strategy and tactics that strengthen engagement, leadership development, and advocacy skills of local partners – and ultimately, build the power of communities to advance health equity and racial justice.

We are seeking candidates with a proven track record in community, legislative, labor, or electoral campaigns. The successful candidate will be highly skilled at the art and science of leveraging time, resources, and relationships into concrete campaign victories.

The Assistant Campaign Director reports to the Director of Public Policy & Campaign Strategy.

Job Responsibilities
The Assistant Campaign Director will:
• **Cultivate and strengthen relationships with new and existing partner organizations**, with a focus on community-based organizations and other local and regional partners addressing social determinants of health through a racial justice lens.

• **Engage partner organizations in developing MPHA policy priorities** that are responsive to their communities’ needs.

• **Play a leadership role in the development of campaign strategy** to win policy victories, working closely with the Director of Public Policy and Campaign Strategy and the full team.

• **Develop plans and actions to support campaign goals** which draw on the skills and knowledge of partner organizations.

• **Coach and support partners to develop stronger advocacy and organizing skills** through one-to-one and small group meetings, trainings, and other activities that build skills, knowledge, and confidence.

• **Grow the commitment and engagement** of partners in campaign activities and actions, supporting local partners to move up the “ladder of engagement,” including mobilizing their own networks in support of campaign goals.

• **Develop and track measures and benchmarks** to evaluate effectiveness of engagement and leadership development and to maximize likelihood of winning campaigns.

• **Supervise part-time field position** working on a transportation and housing justice campaign in Worcester and Springfield (position to be hired in fall 2020).

• **Staff or represent MPHA in coalitions**, working groups, and other partnerships.

• **Draft content for communications**, training materials, and other collateral to support campaigns.

**Qualifications**

We are seeking candidates who excel at relationship building and strategy development that advances campaign goals. This includes:

• **Commitment**: Demonstrated commitment and track record of leadership advancing equity and incorporating a racial justice approach throughout work processes and products.

• **Ability to align and move people into action**: Skilled at communicating in ways that build credibility, inspire, align people, and motivate action. Experience identifying the appropriate asks of individuals, creating commitments, and establishing mutual accountability.

• **Partnership**: Experience supporting racially diverse partnerships or coalitions and incorporating the perspectives of multiple communities, including communities of color, in decision-making processes. Ability to work with a wide variety of partners – e.g., grassroots leaders, policymakers, organizational staff, health care leaders, etc. – with flexibility and professional maturity.

• **Strategy development**: Demonstrated success in designing and implementing campaign strategies and tactics that engage individuals or organizations and that deliver winning results for community, legislative, labor, or electoral campaigns.

• **Leadership development**: Demonstrated success in leadership development, focused on increased advocacy and organizing skills and confidence of partners.

• **Highly organized and motivated**: Exceptionally well-organized with strong attention to detail. Ability and desire to work in a fast-paced environment, and ability to prioritize and switch gears quickly between multiple projects and subjects. Fast and enthusiastic learner interested in growing knowledge in a wide variety of topic areas.

• **Strong communicator and team player**: Strong written and verbal communication skills, including experience translating complex policy topics for a variety of audiences. Ability to flex communication styles and methods for a variety of organizational cultures and settings. Comfortable with public speaking and facilitating challenging conversations. Great sense of humor. Rigor and high standards are complemented with an ability to encourage fun and contribute to a strong team internally and among coalition partners.
- **Minimum of 5-8 years of experience** working in community, legislative, labor, or electoral campaigns. Minimum of 2 years of supervisory experience preferred.

- **Knowledge of Massachusetts legislative process and political landscape preferred.** Familiarity with local community-based initiatives and organizations in Massachusetts preferred. Experience with the Massachusetts legislative process, the public health policy landscape, and MPHA policy priorities in a plus.

**Location**
Currently, all MPHA staff are working remotely and are not traveling. We anticipate that a gradual return to the office and traveling will occur at some point in 2020 or 2021, depending on public health guidance. As a return to the office occurs, this position can be based out of our downtown Boston office or may be based out of a home office elsewhere in Massachusetts.

Significant in-state travel is required. Availability for occasional early morning, evening, or weekend hours required.

Salary range will reflect a candidate’s experience, skills, and education: $55,000-$62,000. Excellent health, dental and paid time off benefits.

MPHA is an equal opportunity employer committed to a workplace that reflects the diversity of the people of Massachusetts, including populations most impacted by health inequities. We make a particular effort to recruit people of color to apply.

**To apply**
Applications will be accepted until the position is filled. Individuals interested in applying should visit: [https://tinyurl.com/MPHA-AssistantCampaignDirector](https://tinyurl.com/MPHA-AssistantCampaignDirector). You will be asked to complete some basic application information and provide a cover letter and resume.