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### **Director, Pathways Community HUB- Brazos Healthy Communities**

Brazos Healthy Communities, a newly formed 501(c)3 serving as the Pathways Community HUB in Brazos, is recruiting a strong operational and visionary leader to serve as the inaugural Director of a new community-based initiative designed to improve population health in the Brazos region in Texas. The community-based initiative is based on the successful Pathways Community HUB (PCH) model, which has been replicated in more than forty communities in the United States. A PCH creates a sustainable, community-based care coordination system empowering Community Health Workers to identify individuals with modifiable risk factors (medical, social, behavioral) and develop relationships to connect them to services and track the outcomes with a goal to reduce health disparities. The PCH creates a network of community based organizations that employs CHWs and contracts with the PCH to provide community care coordination. The PCH also contracts with payers that fund the care coordination provided by paying for the engagement and the outcomes achieved. The PCHI Model provides the framework to build a robust, complete network of care that not only removes the barriers and improves systems but also reduces duplication of services and aligns payment with achieving positive outcomes. In other words, the PCHI Model is a transparent accountability framework for communities to meet their specific health improvement goals. (For more information about the PCHI Model, please visit <https://pchi-hub.org>).

#### **Position Description**

The new Director is key to the mission of improving the quality of life for those who are underserved in the Brazos Community. The successful candidate will be responsible for managing and supporting the development, design, and implementation of the PCH model aimed to address health inequities and social needs in the community. The individual will have the opportunity to establish an innovative approach to healthcare that can have lasting and measurable impact on the community and will partner with community representatives and receive oversight from the Brazos Healthy Communities Board of Directors to ensure that the established Pathways Community HUB is a community led initiative that addresses the needs and gaps in the community. The Director is expected to have strong analytics, communications, and project management skills and be self-driven and passionate to improve the quality of life and advocate for the vulnerable populations in Brazos.

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The Director will oversee all aspects of the initiative, including:

- Hiring and managing professional and administrative personnel,
- Exercise responsible financial management to include, but not limited to, knowing the basics of the 990 tax forms, audits, and compliance.
- Recruiting and monitoring community based provider organizations partners,
- Initiating and overseeing vendor contracts to support program implementation,
- Negotiating payments from health insurance companies,
- Assure data is collected, analyzed, and shared with community partners for the purpose of population-based health planning through the Community Health Assessment and improvement process,
- Receiving and providing PCH Model training (train the trainer) ,
- Presenting the PCH initiative to the community and stakeholders,
- Ensuring that Brazos Healthy Communities HUB achieves and maintains national PCH certification,
- Developing outcome-based contracts with community partners and payers,
- Working with the non-profit board and PCH staff to ensure the mission is fulfilled through strategic planning, programs, and community outreach,
- Coordinating fund raising, marketing, and public relations,
- Developing a referral network for the PCH,
- Establishing and maintaining relationships with agencies, organizations, and providers to enhance meeting community needs and services,
- Developing policies and procedures to address PCH operations, budget, technology, and quality improvement,
- Establishing and Convening the Community Advisory Council and facilitating the core team meetings prior to establishing the council,
- Reporting to the non-profit board on PCH activities and the core team,
- Analyzing data and reporting on outcomes and gap analysis,
- Developing data quality assurance/quality improvement,
- Play a role in technology implementation, such as implementing an electronic platform that is developed by a PCHI certified technology vendor to support the PCH network,
- Centralizing intake and data storage plan, and
- Reporting progress and results to the Brazos Healthy Communities Board members and a Community Advisory Council.

Key Competencies include:

- Outstanding communication and relationship building skills
- Experience in Nonprofit management, including responsible financial management, board development, and complying with legal and ethical standards.
- Knowledge in Healthcare and community needs in Brazos
- Forward level thinking - entrepreneurial

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- Public relations expertise
- Team builder within organization and with contracted entities
- Fund raising skills, i.e., grant and proposal writing, securing, and reporting  
Attention to detail

The ideal candidate will be a leader in community health improvements with a history of working successfully across multiple stakeholders to accomplish population-level impact. She or he will have strong experience with development and implementation of new program or initiatives as well as planning and management skills necessary to develop and implement large scale community improvement efforts. The Director will need to have skills to pay close and careful attention to detail, while at the same time possessing effective leadership skills that inspire confidence through clear communication of vision, thoughtful and measured action, and a result-driven ethos.

In addition, the ideal candidate will have the following qualifications:

- Experience working in healthcare or business with health insurance companies and across a broad array of community resource organizations.
- History of financial management and staff oversight responsibilities.
- History of non profit management
- Track record of designing, implementing, and evaluating population-level health improvement programs.
- Exposure to value-based and alternative reimbursement contracting
- Experience implementing programs that help to address social determinants of health
- Undergraduate degree preferred in public health, management, nursing, health administration, business or relevant field. Years of experience in relevant fields may substitute for degree.
- At least 5 years required and 10 years preferred of senior level management experience that includes budget responsibilities, personnel management, coalition leadership, and effective engagement with community oversight boards.

### **Reporting Relationship**

The Director will have a direct reporting relationship to the Brazos Healthy Communities Board.

### **Compensation**

The Director will receive competitive salary and benefits.

Interested applicants should send a cover letter and resume **to Jeannie Mansill at**

**[jmansill@project-unity.org](mailto:jmansill@project-unity.org).**

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