



## We're Hiring!

Position: **National Director, Clinical Advocacy & Education**

Location: Portland, Washington D.C., Remote

Salary: \$110,000-125,000

**Compassion & Choices** is seeking a **National Director of Clinical Advocacy & Education** to help advance our advocacy, medical outreach and education efforts across the country.

This position is responsible for directing and managing staff who are focused on inspiring the medical community to embrace the principles of patient-directed care and supporting patients with their end-of-life planning and care needs. This includes identifying, training and scheduling clinicians to conduct education and advocacy to providers and health systems around the full spectrum of patient directed end-of-life care (palliative care, hospice, voluntarily stopping eating and drinking, the removal of treatment, and medical aid in dying). In addition, this position directly manages our end of life consultation program including overseeing end of life telephone consultants who help patients navigate their end-of-life options including advance care planning and medical aid in dying.

This is a full-time, remotely-located or Portland, OR or Washington D.C.-office-based, salaried position reporting to the Chief Clinical Advocacy Officer. Compensation offered will be commensurate with experience.

We offer excellent benefits including employer-shared medical and dental insurance premiums, employer-paid short- and long-term disability, life and accidental death & dismemberment insurance, flexible spending account for medical and child care, commuter pre-tax benefit, eligibility to participate in 401K with generous 5% employer match and 100% vested at time of eligibility, 12 paid holidays, 17 PTO days first year, and personal days.

This position is primarily responsible for serving as a:

- **Organizational Leader and Manager:** Serves as a member of the senior leadership team, representing the needs of the clinical advocacy and education team in meetings with the national directors. This includes working across the organization to prioritize projects, negotiate conflicts, maintain morale and develop and manage budgets. Must be able to work in a cross-matrixed environment and must be a strong manager.
- **Program Developer and Manager:** Serve as a creative and strategic program developer and manager. This includes supervising and directing the staff who oversee our end-of-life consultation program, doctors for dignity and medical outreach and coordinating across the organization with experts from other departments such as communications, digital, community engagement, policy, advocacy and strategy.
- **Staff Manager:** Directly supervise and manage a growing team of outreach specialists, end of life consultants and advocacy experts.
- **Subject Matter Expert:** Provides expert knowledge on end-of-life care and planning including: hospice, palliative care, voluntarily stopping eating and drinking, the removal of treatment, and medical aid in dying. Ensure that staff and volunteers have sufficient training on key issues in the field of end-of-life care and on our tools and resources.

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- **Ambassador:** Works to build Compassion & Choices' relationships within the field of medicine, especially among national and major state-based organizations, and to foster its reputation as an expert in the full breadth of end-of-life care issues, including inequities in care and patient agency. Represent Compassion & Choices at conferences and events, in supporter and donor meetings and within the community.
- **Advocate:** Advocates for systemic change within and across the field of medicine to make end-of-life care decidedly more compassion-based and patient-directed, and develops and helps implement strategies that put pressure on the medical profession to respect and respond to patient preferences.

**Core duties and responsibilities include the following:**

- Drafts and reviews materials to ensure that they accurately describe our work, are on message, and are clinically accurate.
- Serve as the day-to-day manager over programs including the development of new materials.
- Represent Compassion & Choices at conferences, in the media, at board meetings, at donor meetings, and in the community through presentations, interviews, one-on-one discussions, poster sessions, etc.
- Provide day-to-day management over the staff who manage programs and strategies including– but not limited to– programs that:
  - Engage health care providers to advance legislative advocacy and policy change (Doctors for Dignity)
  - Provide email and phone support to clinicians around how to practice the full breadth of end-of-life care (Doc to Doc consultation line)
  - Engage with the medical community to change policies and systems to increase awareness about the full breadth of end-of-life care options and to inspire them to adopt policies that support compassionate and patient-directed care
  - Partner with medical schools and healthcare organizations to develop medical school curricula across the fields and specialties, accredited CME programs for established practitioners, partner with health care entities and present at conferences and develop and publish updated clinical practice guidelines
  - Provide consultation services to the public to ensure that all populations (especially from historically underserved communities) are aware of and able to access the full breadth of end-of-life care, including medical aid in dying (End of Life Consultation)
  - Develop a program to work within and across the medical professions to legitimize advance care planning as a way to prevent or reduce prolonged, unnecessary suffering at the end of life for people with dementia
  - Engage with and include members of the Healthcare Advisory Council across our programming
- Leads a team that currently consists of nine people, with six direct reports. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Supervisory responsibilities include interviewing, hiring and training employees; planning, assigning and directing work; appraising performance; rewarding and disciplining employees; and addressing complaints and resolving problems.
- Innovate and collaborate with the medical community on best practices, pilot programs and education and awareness activities to advance patient-directed care and realize new opportunities to support cutting-edge practice reform and strengthen and advance Compassion & Choices brand.
- Directly manages directors and managers using an inclusive and collaborative approach.
- Develops and manages related budgets and monitors financial, capital, and human resources.
- Ensures that the team remains in compliance with all administrative policies and rules, including timely and accurate completion of related reports (i.e., corporate credit card statement), performance reviews, time cards, etc.).
- Demonstrates commitment to and actively supports Compassion & Choices' Diversity & Inclusion program.
- Knows, supports and administers the policies and procedures of the organization.
- Travel: Must be able and willing to travel at least 25% (overnight and possible weekends).
- Other duties as assigned.

## **Required Qualifications (You will be a good fit if you have the following):**

### **Education and Experience:**

- Bachelor degree and at least 10+ years of staff and program management experience in positions of increasing responsibility
- At least 5 years serving as a clinician (e.g. nurse, physician's assistant, social worker, chaplain, allied health professional, etc.)
- Experience in hospice, palliative care, emergency room or primary care preferred.
- Expertise in advance care planning and the full breadth of end of life care options including medical aid in dying, hospice care, palliative care and voluntarily stopping eating and drinking.
- Expertise in the delivery of culturally competent medical care preferred.
- Relationships and connections with national health care associations preferred.
- History and comfort level successfully advocating for change within an organization or health system.
- Documented success in building strong organizational partnerships with national leaders and organizations
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### **Skills:**

- Strong program developer, leader and manager
- Demonstrated ability to build, develop and foster relationships internally and externally
- Excellent presentation skills and ability to interact with high-level individuals and groups as well as all levels across the organization
- Ability to manage multiple projects and deadlines and maintain disciplined adherence to program goals
- Team player who welcomes collaborative decision making
- Must work well in a fast paced, constantly changing environment
- Ability to read, analyze and interpret common journals, financial reports, proposals and contract documents. Ability to write speeches, cases for support and articles for publication that conform to prescribed style and format. Exercise the ability to effectively present information to top management, public groups, and/or boards of directors.
- Ability to work with mathematical concepts to perform budgeting. Ability to calculate fractions, percentages, ratios and proportions and apply the data to practical situations.
- To perform this job successfully, an individual should have knowledge of personal productivity software (such as google suite); Internet software; and CRM software such as EveryAction.

**Values:** Must be energized by the idea of working at an organization with the following values:

- Compassionate in our conviction that dying patients should be free of unwanted treatment, suffering or outside interference.
- Respectful of the autonomy of individuals to decide what end-of-life options are best for them and their family.

- Courageous in our willingness to confront the toughest end-of-life health challenges, disrupt the broken status quo and protect an individual's right to self-determination.
- Credible in all our education, advocacy and partnerships — our efforts are grounded in objective research and demonstrable facts.
- Resilient in our capacity to respond to opportunities and threats in the movement so that we can achieve our vision as quickly as possible.

### **How to Apply:**

Apply to the position through the following link: [Application Link](#). Current resume and cover letter should be submitted as one PDF document. In your cover letter, please (1) indicate how your personal philosophy aligns with our mission, (2) provide a brief summary of your directly related experience, and (3) provide your salary expectation (with a specific amount/range vs 'negotiable').

Questions about the position may be directed to [Jobs@compassionandchoices.org](mailto:Jobs@compassionandchoices.org).

### **About Compassion & Choices**

Across the nation, Compassion & Choices works to create a society that affirms life and accepts the inevitability of death, embraces expanded options for compassionate dying and empowers everyone to choose end-of-life care that reflects their values, priorities and beliefs. To make this vision a reality, we improve care, expand options and empower everyone to chart their end-of-life journey. Organizational priorities for this position include: 1) integrating medical aid in dying into standard medical care; 2) legitimizing advance care planning for dementia and 3) improving the delivery of culturally competent care to historically underserved populations.

Compassion & Choices is committed to building a staff that reflects the diverse communities that make up our country. We are an Equal Opportunity Employer and recruit, hire, train, promote, and administer any and all personnel actions without regard to age, color, creed, disability, economic status, ethnic identity, gender identity, national origin race, religion, sex, sexual orientation, veterans status, or any other basis prohibited by applicable law.

Link to Job Description: <https://compassionandchoices.org/about-us/employment>