



We're Hiring!

Position: **National Director of Advocacy (West)**

Location: Remote (Western US-based)

Salary: \$110-120,000/yr

Compassion & Choices is seeking a **National Director of Advocacy (West)** to help lead our medical outreach and education efforts across the country.

This position is primarily responsible for supervising and managing the Advocacy & Outreach staff in the Western half of the country and will be our expert in "Care Advocacy." This staff will serve as a program/campaign originator, resource, and responsible party across the department for the organizing efforts of the dementia program, disparities in end-of-life care, Finish Strong activities, and medical aid in dying access campaigns. This staff member will work to normalize and integrate patient-directed end of life care into standard medical practice, in close collaboration with our Integrated Programs team. This includes outreach to healthcare systems, cultivation of healthcare providers, technical assistance in adopting policies supportive of patient-directed care and outreach to large associations. This person will work in close coordination with the National Director of Advocacy, Eastern Region (Legislative Advocacy line of business) and the Chief Advocacy Officer.

This is a full-time, remotely-located (but Western US located), paid position reporting to the Chief 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, 11 paid holidays, 17 PTO days first year, and personal days.

Primary responsibilities for this position include:

- Serve as a program/ campaign originator, resource, and responsible party across the department for the organizing efforts of the dementia program, disparities in end-of-life care, Finish Strong activities, and medical aid in dying access campaigns.
- Work in close coordination with the National Director of Advocacy, Eastern Region (Legislative Advocacy line of business) and the Chief Advocacy Officer.
- Plan and execute integrated state campaigns, in coordination with other departments at C&C. This includes the development of advocacy work plans, the management of the work, and the establishment and management of a system for reporting. Create templates for state-based care advocacy campaign activities.
- Supervise staff in Western half of the country. Provide leadership and management for the Advocacy and Outreach staff, including coaching, development, support, work prioritization, performance management, morale, retention and recruiting of top talent.
- Serve as a representative for the Advocacy and Outreach team working with a management team that is responsible for planning, integrating and prioritizing work across the organization

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- Proactively identify and solve cross-team issues (e.g. review protocol, workload volume, priorities, implementing cross-team initiatives).
- Discuss lessons learned from projects, and seek ways to improve systems and processes and implement best practices to improve the day-to-day management of the work.
- Provide input into organizational policies or new initiatives.

Preferred Qualifications (You will be a good fit):

Education and Experience:

- Bachelor's degree from four-year college or university in related program (e.g.: Public Health, Public Policy, Political Science). Advanced degree preferred.
- Proven success with care advocacy, health industry and social/cultural change advocacy and organizing.
- Minimum of 10 years experience managing social/cultural change advocacy and organizing using a range of tactics, which includes:
 - Proven working partnerships with hospital systems, hospices, and other medical facilities that deal with end of life.
 - Extensive knowledge of the different levels of government and government agencies and how to strategically work within them to further C&C's mission.
 - Recruiting, managing and mentoring staff including experience managing remote staff.
 - Managing a budget of at least \$1 million dollars.
 - Expert knowledge around the issue of end of life choice including familiarity with the messages and strategies that are needed to secure authorization of aid in dying in a state.
 - Experience operating in both C3 and C4 environments, working understanding of the laws and proven ability to ensure staff remains in compliance.

Skills:

- Highly collaborative approach to work including proven ability providing strategic direction and support to other departments as well as managing joint efforts with other departments.
- Excellent oral and written communication skills, including the ability to respond to common inquiries or questions from stakeholders, supporters and colleagues. Ability to effectively present information to top management, public groups, and/or boards of directors.

How to Apply:

Email current resume and cover letter as one PDF document to Jobs@CompassionAndChoices.org. In the subject line of your email, indicate "Last_First Name, NDAW 09-2021". 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.

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.

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.