



Policy & Advocacy Manager

Hartford, CT

Organizational Overview:

The mission of Health Equity Solutions (HES) is to promote policies, programs, and practices that result in equitable access to health care, increased quality in the delivery of health care, and improved health outcomes for Connecticut residents. Our mission is motivated by the vision that every Connecticut resident should have the opportunity to obtain optimal health regardless of race, ethnicity, or socio-economic status.

Health Equity Solutions' purpose is to catalyze systemic public policy changes that advance and sustain health equity in Connecticut through a non-partisan, collaborative, results-oriented approach. To accomplish this, HES works to shape and influence laws, policies, and regulations; monitors the implementation of legislation and regulations; conducts policy analysis and research to educate and inform; engages diverse partners; convenes public forums and implements campaigns; engages in communications, messaging, and media advocacy; actively participates on related coalitions and committees; and engages in contract-based policy analysis and community engagement work to advance health equity through policies and processes. This translates to work focused on policy change driven by the needs of people who are uninsured, economically disadvantaged, and/or people of color in the state. HES does its work with a three-pronged focus to educate, agitate, and advocate. HES is currently seeking a Policy & Advocacy Manager.

The HES Advantage

The HES Advantage Consulting Social Enterprise is equity-driven training and consulting that assists agencies, health systems, schools, and communities in shaping policy, programs, and practice. Through expert meeting planning and facilitation, training and workshops, and equity assessment and advising. The HES Advantage is the revenue-generating arm of the organization that enables HES to continue the great work advocating for equitable optimal health outcomes for all Connecticut residents.

Job Summary:

Under the supervision of the Director of Policy, this individual will be responsible for policy analysis, engaging in policy research, writing reports, and ensuring timely and accurate communication with HES' advocacy networks. This will include preparing information for a variety of audiences.

Duties/Responsibilities:

Core Responsibility: Policy & Outreach

- Analyze and summarize federal, state, and local policy that could impact health equity.



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- Analyze and summarize state legislative and administrative proposals of interest and relevance to HES. Includes health equity impact assessments of proposals.
- Analyze and summarize Connecticut annual budget with a health equity lens—including multiple drafts of state budget in odd numbered years.
- Work collaboratively with the policy team to write policy briefs, testimony, and other documents related to legislative proposals, regulatory efforts, and/or consulting projects.
- Produce well-written and concise reports on health equity issues at the request of the Executive Director and/or Director of Policy.
- Prepare talking points and presentations on health equity issues.
- Prepare research summaries and collaborate in creating deliverables for HES clients and partners in project-based consulting work.
- Other duties as assigned and relevant to the policy and advocacy goals of the organization.

Core Responsibility: Communications/Advocacy

- Prepare action alerts and advocacy tools relevant to HES priorities and ad hoc as unexpected policy issues arise.
- Collaborate with policy staff to ensure regular communication with coalition members.
- Collaborate with policy staff to develop events and communications that engage community members and advance advocacy goals.

Job Specifications:

License: No licenses required for this position.

Education: Master's Degree in public policy, public health, or other social sciences preferred. Experience may be substituted for relevant graduate degree.

Experience: Significant knowledge of public policy and advocacy required; 2-4 years of relevant professional experience preferred; knowledge of and passion for health equity preferred.

Skills: Policy analysis/policy communications; excellent interpersonal, computer, verbal, and written communication skills; skilled at creating, summarizing, and presenting information in a concise and clear manner for multiple audiences; strong problem-solving skills; strong research skills; time management; excellent organizational skills mandatory.

Other: Must be proficient in Microsoft Word, Excel, PowerPoint; comfortable learning and using internet applications; data visualization skills a plus.



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- Characteristics:** Individual self-starter; works well as part of a team and in a fast-paced environment; able to able to organize and manage multiple activities at a time; detail oriented; excellent at pivoting when the unexpected arises; excellent oral and written communication skills; strong critical thinking and problem-solving skills. Must be thoughtful about issues of health equity and health policy though specific expertise in these areas is not required.
- Salary & Benefits:** A salary of \$65,000/year. Benefits include individual health, dental, long-term disability, short-term disability, Simple IRA with match, and generous paid leave.
- Supervisor:** Director of Policy
- Job Context:** Indoors, office, constant repetitive motions, constant sitting, occasional standing, stooping, no environmental or job hazards, occasional light lifting; occasional in-state travel
- How to Apply:** Email your cover letter and resume to jobs@hesct.org with the following subject line **Materials for HES Policy & Advocacy Manager Position**