

UnidosUS
Health Policy Advisor
Washington, DC

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About UnidosUS

UnidosUS, previously known as NCLR (National Council of La Raza), is the nation's largest Hispanic civil rights and advocacy organization. Through its unique combination of expert research, advocacy, programs, and an Affiliate Network of nearly 300 community-based organizations across the United States and Puerto Rico, UnidosUS simultaneously challenges the social, economic, and political barriers that affect Latinos at the national and local levels. For more than 50 years, UnidosUS has united communities and different groups seeking common ground through collaboration, and that share a desire to make our country stronger.

For more information on UnidosUS, please visit www.UnidosUS.org.

The Opportunity

The Policy Advisor is part of UnidosUS' Policy and Advocacy department and member of the Health Policy team. UnidosUS' Policy and Advocacy department is one of the most influential and visible national advocacy think tanks championing public policy on behalf of Latinos. The Health Policy team strives to increase the opportunity and ability for Latinos to achieve optimal health and thrive no matter who they are, where they live, or how much they earn. The Health Policy team has a proven track record of achieving significant policy change, advancing work at all phases of the policymaking process, from legislative to regulatory action and, ultimately, federal- and state-level implementation. As a leading advocate on health policy encompassing the Latino perspective, UnidosUS' successes include restoring Medicaid and Children's Health Insurance Program (CHIP) access for hundreds of thousands of legal immigrant children and pregnant women, and playing a key role in the passage and implementation of the Affordable Care Act (ACA), leading to major coverage options for millions of low-income and uninsured Latinos.

The Policy Advisor will bring substantive health policy expertise and play a key role in shaping and executing efforts to advance UnidosUS' federal and state health policy agenda. The Policy Advisor will be a primary source of highly skilled policy analysis and develop policy recommendations for target audiences, as well as contribute to policy ideation across the portfolio to both deepen the team's existing issue expertise, as well as build out new areas of work to advance health equity. The Policy Advisor will also be responsible for researching, writing and producing various policy publications such issue briefs, larger reports, etc., as well as provide support to produce additional written team products. In addition, the position will be expected to apply a consistent health equity lens across the portfolio, particularly as it relates to the unique circumstances influencing Latino and immigrant health and overall well-being.

The Policy Advisor will report to the Director of Health Policy. Ideally, this position would be based in Washington, D.C., but consideration could be given to other locations, depending on candidate qualifications. This would require occasional travel to Washington D.C.

In addition, the Health Policy Advisor will contribute to the following essential functions:

- Analyze relevant health policy issues and trends impacting the Latino community and produce policy recommendations for target audiences, including legislative and regulatory bodies
- Produce policy publications including issue briefs, white papers, and other products, using primary and secondary research sources; facility in quantitative data analysis strongly preferred.
- Provide editorial support to team on other written products as needed
- Represent UnidosUS in high-visibility forums, including delivering presentations and testimony before congressional staff, policymakers, issue experts and stakeholders, national conferences, and the media.
- Lead and participate in coalitions of experts and advocates on health issues.
- Provide strategic recommendations, as appropriate, to various levels of UnidosUS leadership.

Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

Analytical

Synthesizes complex or diverse information; Collects and researches data; Uses intuition and experience to complement data; Designs workflows and procedures.

Written Communication

Writes clearly and informatively; Edits work for spelling and grammar; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.

Ethics

Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values.

Oral Communication

Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings.

Problem Solving

Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses

reason even when dealing with emotional topics.

Strategic Thinking

Develops strategies to achieve organizational goals; Understands organization's strengths & weaknesses; Analyzes market and competition; Identifies external threats and opportunities; Adapts strategy to changing conditions.

Motivation

Sets and achieves challenging goals; Demonstrates persistence and overcomes obstacles; Measures self against standard of excellence; Takes calculated risks to accomplish goals.

Professionalism

Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.

In addition, strong candidates will offer:

- Master's degree required (public policy, public health, or other policy-related field).
- Minimum of seven years of in-depth health policy experience required, with a demonstrated ability to analyze, and develop new policy ideas
- Extensive and strong writing ability—including developing and writing articles, studies, reports, or other publicly available documents is required
- Substantive knowledge of health policy issues, including those related to UnidosUS health policy portfolio, required
- Experience communicating policy ideas in public settings such as coalition meetings, congressional hearings and briefings, major conferences, and with the media
- Outstanding project management skills suited to a dynamic work environment with multiple ongoing responsibilities, tight deadlines, and expectations for high-quality work
- Displayed commitment to social justice, health equity, and UnidosUS' mission
- Bilingual ability (English and Spanish) strongly preferred
- Flexibility for occasional travel

Contact

Koya Leadership Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Molly Brennan, Founding Partner and Turner Delano, Vice President are leading this search. To make recommendations or to express your interest in this role please visit this link [here](#). All nominations, inquiries, and discussions will be considered strictly confidential.

Employment with UnidosUS will be contingent upon completion of a successful background check.

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UnidosUS is an equal opportunity employer and all qualified applicants will receive consideration without regard to race, color, national origin, marital status, religion, gender, age, disability, sexual orientation, gender identity or expression, personal appearance, family responsibilities, political affiliation, or enrollment in a college, university, technical school, or adult education.

About Koya Leadership Partners

Koya Leadership Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Leadership Partners, visit www.koyapartners.com.