



**Job Title: Health Policy Director**

**Classification: Exempt**

**Position Type: Full Time**

**Starting Salary: \$80,000**

**Colorado Center on Law and Policy (CCLP)** is a non-partisan, nonprofit advocacy organization dedicated to the vision that every Coloradan should have what they need to succeed. For 25 years CCLP has stood with diverse communities across Colorado in the fight against poverty through research, legislation and legal advocacy.

- **Our Focus Areas:** Food, Health, Housing, and Income
- **Our Core Values:** Equity, Integrity, Strategic Advocacy, Collaboration, and Community Engagement

## Position Summary

The Health Policy Director will advance CCLP's mission focus area of ensuring all Coloradans have access to quality, affordable health care. The Director identifies and implements strategies to improve public health benefits, health care systems, and health coverage policies that support and lift up Coloradans living in poverty. While this position is not responsible for actively participating in all efforts related to health, it is accountable for ensuring CCLP is taking proactive and tactical steps to achieve goals in this focus area.

This position reports to the Deputy Director and is an integral part of the program team. The Health Policy Director will work closely with team members to ensure our work in health is supportive of CCLP's overall anti-poverty agenda. This includes taking the lead on identifying priorities related to the capacity of the team, identifying opportunities for legal action, and responding strategically to ensure CCLP's impact in this focus area while taking other programmatic priorities into account, including support in fundraising and possible supervisory duties.

## Essential Functions

- Identify and assess new and existing initiatives related to health policy and enforcement in alignment with CCLP's mission, values and strategic plan.
- Build and manage an annual work plan that establishes goals and objectives, integrating input from the Deputy Director and program team.
- Supervise staff, contractors and/or interns in support of the annual workplan, providing guidance, feedback and management.



- Foster teamwork and effective communication, working in close collaboration with staff leads in other programmatic focus areas, development, operations and communications.
- Provide legislative, legal and policy analysis, and engage in research related to health that help inform and guide CCLP's anti-poverty agenda, exemplifying a high level of quality and integrity.
- Participate in or support litigation related to health care as needed.
- Coordinate closely with CCLP's partners and stakeholders while building and maintaining productive relationships with national, state and local organizations, coalitions, and key elected and appointed officials, including leading and participating in relevant coalitions.
- Serve as a representative of CCLP with the public through lobbying, providing testimony, serving as an expert in content and context for media opportunities, and acting as a resource for community and partnering organizations.
- Demonstrate a commitment to the personal and professional work of dismantling racist and discriminatory systems, centering racial equity and inclusion as a priority in how we pursue programmatic goals within health policy.
- Support efficient and effective business operations, including budgeting and financial reporting relevant to the scope of work.
- Participate in and support organization-wide activities including development of CCLP's strategic direction, fundraising activities, supporting executive leadership in good governance and team management, and take on other duties as assigned.

## Qualifications and Skills Required

- A J.D. from an accredited law school and license to practice law in Colorado (or ability to waive in) is preferred but not required.
- Substantive state or federal policy or advocacy experience relevant to CCLP's mission is preferred.
- Demonstrated experience in the area of health policy, public benefits, or civil rights.
- Experience working directly with community members or representing individual or institutional clients.
- Experience crafting policy, rules or legislation and working directly with lawmakers or government officials is valued.
- Excellent analytic skills and written and verbal communication skills.
- Detail-oriented, with ability to organize and prioritize tasks and manage multiple projects.
- Comfort with working under pressure and meeting deadlines.
- Strong interpersonal skills; enthusiasm for collaborative work with internal and external partners.



- Experience relevant to CCLP’s mission is valued. Must embrace social and economic justice issues and the mission of CCLP, including its commitment to diversity, inclusivity and equity.

## Physical Requirements

- Prolonged periods working on a computer.
- Occasional local travel.

## Work Environment

CCLP maintains a supportive, connected work environment where teammates work closely in collaboration towards shared organizational priorities. We value each individual and the diverse identities and perspectives they bring to the team and strive to create a balance between demanding work and radical self-care. CCLP offices provide a dedicated workstation, computer, and height-adjustable desks. Remote work is possible when office presence is not required for business operations or team building.

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Duties, responsibilities and activities may change, or new ones may be assigned at any time with or without notice.

## Benefits

CCLP offers a competitive benefit package which includes but is not limited to the following: Paid Holidays; Unlimited Paid Leave and Other Paid Leave; Disability; Life Insurance; Employee Loan Solution; Financial Planning and Advisement; access to group plans for: Health, Dental, Vision Insurance, Health Savings Account, Flexible Spending Account, and Retirement Plan – 403b and Roth options. For those interested in employing their Spanish language skills for the advancement of the mission and vision of Colorado Center on Law and Policy (CCLP), additional compensation may be considered.

## To Apply

To be considered for this position, please submit a cover letter, resume, and writing sample to CCLP via email to [hr@cclponline.org](mailto:hr@cclponline.org) and include Health Policy Director in the subject line. Applicants will be reviewed as they are received, and the position will be open until it is filled. No phone calls please.

CCLP encourages candidates with diverse backgrounds to apply. CCLP is an equal opportunity employer that values workplace diversity. CCLP strives to create an inclusive workplace that embraces diverse backgrounds, life experiences and perspectives. CCLP prohibits discrimination on the basis of race, creed, color, age, sex, national origin, marital status, sexual identity, sexual orientation, religious or political affiliation, disability or any other status protected under applicable law.