

## Senior Power and Movement Building Officer

### Position Description

**Title:** Senior Power and Movement Building Officer

**Type:** Exempt, Full-time

**Supervisor:** Chief Program Officer

**Position Location:** Columbia, Maryland

**Salary Range:** \$80,000-\$100,000

**Posted:** March 2025

**Closing Date:** When filled

Are you an experienced and skilled advocate who knows how to work with community to change systems and get laws and policies passed? Are you a self-starter who is passionate about improving people's health by working with them to improve their housing, access to healthy food, mental health, reproductive health, health care coverage and generational wealth? Are you a "people-person" skilled at forming strong relationships and working in and with community to solve big problems? Do you believe strongly that people of all races and ethnicities deserve a fair shot at living a healthy, abundant life and that by working together, we can remove structural barriers (ineffective laws, policies and practices) that stand in the way? **If this is you, please read on!**

At the Horizon Foundation, we are leading community change to ensure that all are free from systemic inequities and can live abundant and healthy lives. As the largest independent health foundation in Maryland, we work side-by-side with community to build power, advocate for policy change and dismantle structural racism to achieve better health for everyone in Howard County and greater Maryland. We do this through innovative initiatives, collaborative partnerships, strategic grantmaking and thoughtful advocacy.

We are seeking a full-time Senior Power and Movement Building Officer who will work closely with other Foundation staff, outside vendors, contractors, grantees and partners to build relationships, work within coalitions and help organize our community to remove structural barriers to good health.

This position will report to the Chief Program Officer and work closely with the program and communications staff, the Policy & Community Engagement Director as well as many other internal and external partners, including but not limited to faith communities, youth groups, community-based organizations and health care providers.

**Ideal candidates are:**

- Passionate about improving health and working strategically side-by-side with community members to make real improvements in their lives. You have a special interest in and passion for eliminating structural racism in health care, mental health, maternal and child health, housing and healthy food access, as well as reducing wealth inequities.
- Friendly, approachable and capable of building strong relationships with everyone they meet. You draw people to you because of your generous personality and care for your neighbors, friends and community. You are the type of person who engages with community members one-on-one, can run effective meetings and group trainings and facilitate leadership teams to build community, plan a course of action, make decisions and take collective action together.

- Experienced with at least 7 years of documented experience working to change systems, laws and policies working together with community organizations and their members. If your documented advocacy experience doesn't quite match or if you have more experience, still apply. We want to find the best person out there to help us to change the world.
- Committed to meeting community members where they are, whether that be at their door, in their neighborhood, at community events, on the phone, via text and online. A commitment to both in-person and digital organizing methods is required.
- Highly self-motivated with a proven ability to work independently as well as collaboratively.
- Used to working with a broad array of community organizations, cultures and life experiences.
- Comfortable making "cold" calls, visiting new places, making presentations in front of small and larger audiences, representing the Foundation at community meetings and presenting Foundation positions to people who may or may not agree with them.
- Excellent communicators with strong oral and written communication and interpersonal skills.
- Excited to work with groups of people to help them define problems and issues and think through the strategies and tactics necessary to act with confidence and win.
- Committed to thinking strategically and solving problems collaboratively.
- Creative problem solvers who can tackle challenges with a positive, can-do attitude.
- Able to work flexible hours including non-traditional office hours (nights and/or weekends) to get the job done.
- Individuals with at least a high school education who have a driver's license and a working vehicle; must be able to travel throughout the county and state, as needed.

### **Primary Responsibilities**

- Develop and execute effective advocacy plans that identify, recruit, engage, support and mobilize county residents to participate in and lead our campaigns with intentional outreach to communities facing the greatest barriers.
- Advocate for the Foundation's policy positions in meetings with lawmakers, coalition partners, community groups, boards and commissions, etc.
- Build and maintain strategic partnerships with key leaders and organizations for the Foundation, especially those interested in helping to advance the Foundation's strategic focus areas.
- Help develop external organizations' capacity to lead health policy and systems' change work.
- Develop, maintain and continually expand a network of relationships in the County through regular relational 1:1 meetings and group meetings/listening sessions, particularly among residents who are often left out of policy and decision-making spaces.
- Attend regular community events, meetings and activities in Howard County representing the Foundation in support of grantees and partners.
- Plan and carry out activities and events that build our organizing capacity like days of action, advocacy training, public hearings, constituent meetings with legislators, programming and other activities.
- Lead meetings and group discussions in varied contexts.
- Work collaboratively with the Foundation's communication team to identify, document and encourage others to share stories relevant to Foundation work.
- Track and maintain record of all engagements with individuals and organizations in the Foundation's volunteer and supporter database.
- Lead and assist in outreach efforts and special projects that advance Foundation goals, as assigned by the President and CEO or Chief Program Officer.

**We would be so excited if you also have:**

- A good sense of humor but we'd be even more excited if you have a great sense of humor since we like to laugh. Also appreciate a generally hopeful and constructive outlook (e.g., one that sees opportunities in otherwise discouraging circumstances).
- Strong project management skills including the ability to effectively manage time, meet deadlines and maintain a positive attitude.
- Exceptional writing and oral presentation skills.
- An ability to work independently and as a team member in a small group, collegial environment where differing viewpoints and give-and-take are expected and encouraged.
- High energy, maturity and creativity.
- Tolerance for occasional ambiguity and unplanned changes in the environment that may shift day-to-day task priorities.
- Ability to speak more than one language (Bonus point!!).
- A bachelor's degree or higher (not required).

**If you exceed the requirements above, you may be considered for a Director position in this department. To be considered as a Director candidate, you must also:**

Have an additional 3 years of relevant community organizing/policy experience (10 years or more total) with some experience in health issue organizing.

- Have documented experience leading multiple policy or systems' change campaigns.
- Possess the skills needed to be the Foundation's team lead and/or key organizer on multiple concurrent policy/systems' change campaigns and help manage the Foundation's advocacy agenda in collaboration with the CPO.
- Possess supervisory skills needed to potentially oversee other staff.

Sound like you? Please apply to join our team. Send a resume, cover letter, and either a written or video answer to this prompt, "**Why are you passionate about the Foundation's mission and strategic priority areas? Why are you the right person for this job?**" to [apply@thehorizonfoundation.org](mailto:apply@thehorizonfoundation.org). If you want to send us a video message, please indicate this in your cover letter and we will send you a link for your upload. The video message should be 2 minutes or less. No special editing or background is needed. The written response should be no longer than a page. No phone calls please.

**Compensation and Benefits:** A Senior Power and Movement Building Officer at the Foundation can expect to earn between \$80,000 and \$100,000. You may be considered for a Director position commensurate with experience. Competitive benefits include paid time off (increasing after three years); paid holidays; medical insurance including dental and vision insurance and a Health Reimbursement Account (HRA); life and accidental death and dismemberment insurance, short-term disability and long-term disability insurance; and a 401(k) package. This is a position that is exempt from the overtime provisions of the Fair Labor Standards Act.

**Hybrid Work Environment:** Candidates must be comfortable with a hybrid work environment (i.e., mix of remote work with scheduled in-person office days and in-person community meetings, as needed). Currently, most staff are in the Columbia, MD physical office three days a week (Tuesday-Thursday) with two days of remote teleworking. We would expect that this position, however, would be less physically present in the office and more often be conducting meetings and activities in the community. Free parking is provided.

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**Deadline/Start Date:** The position will remain open until filled. Interviews will be scheduled on a rolling basis.

The Horizon Foundation is an equal opportunity/affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, sex, religion, sexual preference, or national origin. People of color, people with disabilities, and LGBTQ candidates are encouraged to apply.