



**Position Title:** Director of Social and Health Equity

**Location:** Wilmington, NC (In Office)

**Position Type:** Full-Time, Permanent

**Position Overview:** The New Hanover Community Endowment (the Endowment) is seeking a dynamic, results-driven, and forward-thinking Director of Health & Social Equity to shape and lead our social and health equity initiatives and drive positive and lasting community change. The Director will be responsible for overseeing and deploying the Endowment’s health-focused strategies, thought leadership, grantmaking, partnerships, initiatives, and program development, ensuring coordination with the Endowment’s other strategic pillars in education, community safety, and community development.

Reporting directly to the Vice President of Programs and Grants, the new Director of Social & Health Equity will be an experienced health leader and relationship builder who demonstrates a commitment to community change and health equity. The Director will build and oversee a portfolio of grants and other investments, and work closely with internal functional areas, including our Community Engagement, and Research and Impact teams, and external partners to foster innovative and evidence-based solutions that address the diverse needs of New Hanover County and reduce disparities in population health outcomes.

### **Key Responsibilities**

#### **Strategic Leadership; Grants and Programs Execution and Oversight**

- Provide intellectual leadership to define and refine the Endowment’s theory of investment in social and health equity in New Hanover County.
- Lead the development, implementation, and refinement of health-focused strategies to improve outcomes and reduce health disparities in New Hanover County, in alignment with the Endowment’s mission and strategic framework focused on equity, impact, and collaboration.
- Lead the development, deployment, and management of a diverse grants portfolio, encompassing small community, capacity-building, operating, strategic, project, capital, and social impact grants, aimed at promoting public health, mental health and wellness, chronic disease prevention and management, and addressing social determinants of health to improve overall population health outcomes.

- Collaborate with the Directors of Education, Community Safety, and Community Development to identify opportunities for cross-pillar thought leadership, grants, partnerships, and initiatives.
- Identify emerging trends, key challenges, and opportunities in social and health equity to inform the Endowment's grantmaking and programmatic priorities.
- Stay informed on local, state, and national health policy and advocacy issues that affect the Endowment's education initiatives, or the field more broadly, and could inform the Endowment's related strategies and grantmaking and programmatic priorities.
- Leverage philanthropic tools, identify funding partners, and consider recommendations for social impact investment opportunities to magnify impact on social and health equity.
- Promote evidence-based practices and scalable models.
- Collaborate with the Vice President of Research and Impact to establish metrics for success and ensure portfolio effectiveness through data-driven insights and continuous improvement.
- Manage portfolio budget effectively, ensuring transparent resource allocation to achieve desired outcomes.
- Present grant and program recommendations to the Vice President of Programs and Grants, senior leadership and the Endowment's board as needed; negotiate grant agreements; oversee the management of portfolio grants, including reviewing letters of inquiry and applications, conducting due diligence and site visits, and monitoring the status and performance of grants; contribute to the ongoing maintenance of the Endowment's grants database, grant files, and other grant-related records; prepare briefs and impact reports focused on impact.
- Ability and willingness to pivot to support other pillars' grant reviews as directed by the Vice President of Programs and Grants.
- Additional duties as may be assigned from time to time by the Vice President of Programs and Grants or the President and CEO.

### **Cross-Sector Collaboration and Community Engagement**

- Serve as a key ambassador for the Endowment's social and health equity priorities, representing the organization in discussions with healthcare providers, local government agencies, community organizations, philanthropic leaders, and potential partners.
- Build and nurture strong relationships with local health institutions, public health agencies and organizations, nonprofits, philanthropic leaders, and community leaders to advance the Endowment's social and health equity initiatives and improve population health outcomes.
- Facilitate collaboration across all sectors to seek comprehensive solutions to health challenges, addressing social determinants of health and focusing on equitable health access.
- In collaboration with the Community Engagement team, work with the Endowment's Community Advisory Council to gather input, prioritize community

health needs, and ensure transparency in decision-making related to social and health equity funding.

- Represent the Endowment in meetings with governmental, philanthropic, business and nonprofit leaders to influence policy, funding, and support for health initiatives.

### **Team Leadership and Development**

- Build, lead, and inspire partners and staff dedicated to the Endowment's social and health equity efforts.
- Help foster a collaborative, inclusive, and results-oriented culture within the Programs and Grants team.
- As the social and health equity team grows, mentor and develop team members to ensure professional growth and high performance.
- Collaborate with cross-pillar and cross-functional teams to ensure that social and health equity programs are well-integrated with the Endowment's overall strategies and initiatives to accelerate impact.
- Drive data-driven decision-making and continuously improve programs based on grant performance, evaluation findings, and community feedback.

### **Communication and Reporting**

- Regularly update the Vice President of Programs and Grants and senior leadership on the status and impact of the Endowment's social and health equity portfolio.
- Support the Endowment's communications team in sharing the story of the Endowment's impact on social and health equity, including developing reports, presentations, and case studies.
- Ensure that the Endowment's social and health equity-related messaging aligns with the organization's brand and mission.

### **Qualifications**

- At least 10 years of experience in leadership roles in health, health care, or in related fields. Knowledge of public policy related to population health, chronic disease prevention, mental health, substance use disorder, and social determinants of health at the local, state, and national levels. A deep understanding of social determinants of health, including housing, education, employment, and access to healthcare services.
- Proven track record of ability to lead, guide and inspire teams and individuals at all levels, leveraging influence rather than formal authority when applicable.
- Strong strategic and analytical abilities to drive innovation and scale impact.
- Demonstrated experience in cross-sector collaboration, including working with healthcare providers, public health agencies, government agencies, and community organizations.

- Strong awareness of and respect for cultural differences and a commitment to creating equitable health opportunities for all community members.
- Exceptional written and verbal communication and relationship-building skills, with the ability to present complex information and engage diverse community members and key partners effectively.
- Strong executive presence with the ability to earn trust and respect across diverse interests and points of view.
- Advanced degree in a relevant field (e.g., public health, healthcare management, nonprofit management), or commensurate experience in health leadership or health-related philanthropy.

### **Other Attributes**

- A passion for improving community health outcomes, with a deep commitment to equity, access, and opportunity for all.
- Strong emotional intelligence and interpersonal skills.
- Ability to foster a collaborative, inclusive, and transparent working environment, and a proven track record of inspiring, building, and managing service-oriented, highly aligned, and high-performing teams.
- A track record of driving innovation and creative problem-solving.
- Results-driven, with a focus on achieving measurable improvements in health outcomes.
- Familiarity with the New Hanover County area and a commitment to understanding the unique challenges and opportunities in the region will be a plus.
- Proven ability to navigate complex systems and drive collaboration across sectors.

### **Compensation**

Competitive salary in the range of \$150,000 to \$175,000, commensurate with experience. Benefits package includes health insurance, retirement match, paid time off, professional development opportunities, and more.

### **To Apply**

Send your cover letter and resume to [careers@theendowment.org](mailto:careers@theendowment.org) and add “Social & Health Equity Director” to the RE line. 2025. No recruiters’ fees will be paid or solicited for this position. We regret that the volume of applications will prevent us from the courtesy of individual acknowledgment. Candidates who progress in review will be contacted directly.

*The New Hanover Community Endowment welcomes applications from people of all cultures, backgrounds, and experiences, and values having a diverse staff. Employment opportunities are based upon individual capabilities and qualifications without regard to age, color, disability, marital or parental status, national origin, race, religion, sex, sexual orientation, gender identity, veteran status or any other legally protected status as established under law.*