

JOB DESCRIPTION: BACKBONE LEADER FOR THE JACKSON HOLE COMMUNITY BEHAVIORAL HEALTH INITIATIVE

INITIATIVE BACKGROUND

In the wake of COVID-19, behavioral health in Teton County has become a top community priority. A group of community leaders convened in 2021 to conduct a comprehensive assessment of the behavioral health needs of those who live and work in Teton County. Data revealed that residents and workers of Teton County face a more significant burden of mental health challenges and substance use than many parts of the country, highlighting an urgent need for coordinated action to improve these outcomes.

After the assessment, community members expressed their hope that the community will maintain energy and collaborative action to address behavioral health concerns. Consequently, a steering committee of 22 community organizations formed an initiative to advance behavioral health. The initiative is seeking the support of a full-time “backbone” leader to facilitate ongoing collaboration and coordination among behavioral health groups and other social service providers.

BACKBONE LEADER RESPONSIBILITIES

The steering committee is calling for applications for a backbone leader to perform the following functions for the initiative:

Provide strategic guidance towards the common vision

- Steward a common agenda, vision, and goals for the initiative
- Support the collaborative development of strategies to advance the common agenda, while responding to emergent challenges and opportunities
- Ensure the initiative’s strategies and activities reflect a commitment to equity
- Plan agendas, develop materials, and facilitate monthly steering committee meetings and working group meetings (~ 3 per month) and ad hoc meetings
- Ensure information flows appropriately across the initiative’s various groups, and maintain communication with individual participants to sustain their engagement in the initiative

Guide aligned activities

- Manage the overall work plan for the initiative at all levels, including planning and implementation
- Create realistic timelines to accomplish tasks, balancing community and steering committee needs
- Manage the initiative’s administration, including budget, information systems, other staff member(s), and support functions
- Support communication and planning and implementation of priority activities

Cultivate community engagement and ownership

- Serve as a public face of the initiative, in service of a goal that is community-wide rather than organization specific
- Utilize strong interpersonal and public speaking skills to effectively communicate about the initiative and the behavioral health field to all relevant community partners
- Promote inclusivity and create safe spaces for difficult conversations amongst the initiative members
- Develop and oversee a communications and community engagement plan that:
 - Creates awareness of the initiative
 - Includes community voices and voices of those with lived experience with behavioral health challenges in all facets of the initiative

- Encourages community partners to align their work to the initiative’s goals and strategies
- Secures commitment necessary from elected officials and other influential stakeholders

Establish shared measurement and learning

- Collect, synthesize, and share data on behavioral health in Teton County and/or oversee these activities
- Communicate progress of the initiative against agreed upon success measures and implementation milestones
- Develop relationships with leaders of similar initiatives and identify promising practices that can inform the work in Teton County

Advance funding for initiative efforts

- Support development efforts for the initiative’s long-term financial sustainability plan in partnership with the steering committee
- Support partner organizations in aligning their resources to the initiative’s goals and strategies, including state or federal funding sources

IDEAL SKILLS AND ATTRIBUTES

- Ability to lead and manage a group of individuals to achieve strategic goals
- Ability to foster collaboration among diverse stakeholders, broker agreement between different stakeholder groups, and help initiatives to navigate power dynamics
- Ability to think and problem solve at a systems level, as opposed to a program or organizational level
- Demonstrated commitment to equity and addressing inequities and/or experience working with marginalized groups
- Ability to cultivate meaningful relationships and build trust with individuals and among groups
- Understanding of Teton County community, human service and health care systems, and organizational landscape, especially the gaps and opportunities in the field of behavioral health
- A humble and collaborative approach to the work
- Comfort work planning and managing multiple priorities in a context of change and ambiguity
- Excellent written and verbal communication skills, including presentation
- Ability to collect, synthesize, and share data in order to track progress, make strategic decisions measure goals, and communicate growth

SALARY AND BENEFITS

The salary and benefits package will be competitive and commensurate with experience and the requirements of the role. Salary starts at \$95,000. Benefits are included.

EMPLOYMENT AND MANAGEMENT STRUCTURE

The backbone leader position will be employed by the Community Foundation of Jackson Hole, and will report to and be managed by the executive committee of the initiative. This is a full-time position with the expectation that the employee will work 40 hours a week, with some expected participation in community meetings and events that may land outside of business hours.

HOW TO APPLY

Please submit a resume and cover letter to Allison.kaika@fsg.org. In your cover letter, please address the following questions:

1. Why are you passionate about advancing behavioral health in Teton County?

2. Why are you interested in serving in the backbone support capacity? What do you think will be some of the greatest opportunities and/or challenges for the initiative and how would you approach them?
3. What experience(s), skills, and mindsets equip you to fill this role?

The Community Foundation of Jackson Hole is committed to equal employment opportunity regardless of age, disability, race, ethnicity, gender, marital status, national origin, religion, sexual orientation, or veteran status. We do not discriminate on the basis of sex, sexual orientation, gender identity, or gender expression.

We believe that a lack of access to appropriate behavioral health services disproportionately hurts the most marginalized people in Jackson. We believe that these communities must be centered in the work we do. Hence, we strongly encourage applications from black, indigenous, and people of color, LBGTQIA+ individuals, veterans, and candidates with disabilities.

*Applications will be considered on a rolling basis starting **March 28, 2022 and closing on May 2nd.***

Notice of confidentiality: All applications will be reviewed FSG, a third party organization that is supporting the hiring process. Any applicant selected for an interview will be interviewed by a small number of steering committee members.

If you have any questions about the application or interview process, please reach out to Allison Kaika at Allison.Kaika@fsg.org.

2022 Behavioral Health Steering Committee Members

