



Position Description

Position Title Deputy Director – Community Health

Career Level/Grade E3

Position Overview

The Deputy Director of Community Health serves as a senior executive leader responsible for ensuring that the Health District’s programs, partnerships, strategies, and organizational priorities are aligned to achieve measurable and equitable community health impact.

Reporting directly to the Executive Director and serving as a member of the executive team, this role provides enterprise-level oversight focused on organizational alignment, executive accountability, cross-functional integration, and long-term community health impact.

This position does not directly manage program operations or serve as the primary lead for strategic planning processes, partnership implementation, or functional service delivery. Instead, the Deputy Director ensures that the organization’s services, strategic initiatives, and community partnerships are collectively aligned with the Board and Executive Director’s mission, vision, values, and strategic direction.

The Deputy Director serves as a key executive integrator across organizational functions, helping ensure that operational efforts, strategic priorities, and community-informed decision-making work cohesively to improve health outcomes across Northern Larimer County, particularly for underserved and marginalized populations.

We believe that our people are our greatest strength. Each employee contributes to our shared mission, vision, strategy, and values. We are committed to fostering a workplace that is **Supportive, Impactful, Accountable, and Inclusive**.

Supervision and Fiscal Responsibilities

- Deputy Director of Community Health is a member of the executive team and reports to the Executive Director.
- Reporting to this role are the Senior Director of Impact & Strategy and the Senior Director of Community Health Services.
- Responsible for ensuring that operational decisions are fiscally sound and for managing the budget of reporting functions and teams.

Key Responsibilities

Strategic Integration & Organizational Alignment

- Lead the alignment of client services, strategy, and community partnerships into a unified approach to community health impact
- Translate organizational mission, vision, and values into coordinated strategies across programs and external initiatives
- Partner with the Executive Director to guide long-term organizational direction and adaptability based on community need and impact

Accountability for Community Health Impact

- Establish clear expectations for organizational impact and outcomes across all service areas
- Hold senior leaders accountable for achieving measurable improvements in:

Health District

Deputy Director – Community Health

- Access to care
- Health outcomes
- Equity and service reach
- Ensure organizational efforts remain responsive to evolving community health trends, needs, and disparities.
- Ensure that client-centered practices, health equity principles, and quality expectations remain consistently integrated across organizational systems and services.
- Foster a culture where the voice of the client and health equity principles are embedded across all services

Integration of Services, Strategy & Partnerships

- Ensure seamless integration between:
 - Direct service programs (behavioral health, dental, client assistance)
 - Strategic initiatives and planning efforts
 - Community partnerships and funding strategies

Community-Informed Decision Making

- Ensure organizational priorities and strategies are grounded in:
 - Community voice
 - Data and community health trends and needs
 - Partner input and system-level insights
- Support the development of a clear understanding of community health gaps and ensure organizational response is aligned
- Strengthen collaboration to:
 - Expand access to care
 - Address service gaps
 - Align community resources more effectively

Data, Impact & Continuous Improvement

- Ensure the organization has a clear and actionable framework for measuring impact and outcomes
- Oversee use of data to:
 - Evaluate program effectiveness
 - Inform strategic decisions
 - Improve service delivery and client outcomes
- Drive continuous improvement across programs, ensuring alignment between people, process, and systems

Leadership & Organizational Culture

- Provide leadership, direction, and accountability for:
 - Senior Director of Strategy & Impact
 - Senior Director of Community Health Services
- Clarify roles, reduce duplication, and ensure strong coordination between teams
- Support leadership development and performance of senior leaders

Board & Executive Engagement

- Partner with the Executive Director to ensure organizational work reflects Board priorities and expectations
- Support Board reporting by ensuring clarity and alignment in:
 - Program performance
 - Strategic process
 - Community impact
- Help translate complex organizational work into clear, strategic narratives

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Qualifications

Required

- 10+ years of progressive leadership experience in community health, healthcare, public health, or related field
- At least 5 years in senior or executive leadership roles
- Significant experience leading across multiple functions or systems
- Demonstrated ability to drive organizational alignment and performance at scale
- Strong understanding of health equity, community/population health, and community-based services

Preferred

- Experience within public health districts, safety-net systems, healthcare systems, or community-based organizations.
- Experience supporting enterprise-level organizational change, growth, and integration efforts.
- Familiarity with quality improvement systems, organizational performance frameworks, and community partnership models.
- Experience with clinical innovation and program development

Knowledge, Skills, & Abilities

- Ability to apply systems thinking and organizational alignment principles
- Knowledge of executive-level judgment and prioritization
- Ability to hold leaders accountable while building trust
- Ability to translate strategy into execution
- Ability to navigate complex and ambiguous information and details
- Commitment to community-centered and equity-driven outcomes
- Ability to communicate well verbally and in writing, and to keep accurate and complete records.
- Commitment to contributing to an inclusive and equitable working and learning environment.
- Ability to effectively interact, work and develop meaningful relationships with people of diverse backgrounds, including cultures, beliefs, customs, socioeconomic statuses, abilities, genders, gender identities and sexualities.
- Ability to maintain confidentiality with protected client information.
- Ability to work both cooperatively within a team and independently.
- Advanced skills in Microsoft Office Suite (Word, Excel, PowerPoint, and Outlook).

The above job definition information has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job. Job duties and responsibilities are subject to change based on changing business needs and conditions.

Work Environment

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

- Must have close visual acuity to perform activities such as preparing and analyzing data and figures, viewing a computer monitor, extensive reading.
- Must be able to sit or stand for prolonged periods.
- Must have eye-hand coordination and manual dexterity sufficient to operate a computer keyboard, telephone, photocopier, and other office equipment.
- Must have the ability to move from place to place on the job.
- Must have the ability to communicate information and ideas verbally so others will understand.

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- Requires reliable transportation; valid driver’s license and auto insurance if reliable transportation is by personal automobile.

Infection Prevention

During flu season, flu shots are strongly recommended for this position.

Equal Opportunity Employer

The Health District is committed to creating an equitable and inclusive workplace and proudly serves as an Equal Opportunity Employer. We welcome applicants from all backgrounds and ensure that all qualified candidates receive consideration for employment without regard to race, color, ethnic or national origin, ancestry, age, sex, pregnancy, disability, genetic information, veteran status, gender, marital status, sexual orientation, gender identity or expression, religion (creed), political beliefs, or any other characteristic protected by federal, state, or local laws.

We believe that diverse backgrounds and perspectives strengthen our organization, so we consider a combination of experiences to meet minimum qualifications. Experience may include related knowledge, skills, abilities, education, work, and lived/living experience. If you are interested in applying, we encourage you to think broadly about your background and skill set for the role.