

State of Washington

Dept. of Health

invites applications for the position of:

Equity and Social Justice Manager/Advisor (WMS Band 2) Seven Positions

careers.wa.gov
Working for Washington State

SALARY: \$76,128.00 - \$107,532.00 Annually

OPENING DATE: 03/08/21

CLOSING DATE: Continuous

DESCRIPTION:



Annual Salary:

- \$76,128 to \$102,312 annually, DOQ, non-supervisory positions
- \$76,128 to \$107,532 annually, DOQ, supervisory positions

Apply early! This recruitment will remain **Open Until Filled**. Applicant review begins **March 22, 2021**. The hiring authority reserves the right to make a hiring decision and/or to close this recruitment at any time.

Equity and Social Justice Manager/Advisor (WMS Band 2)

Seven Positions - DOH5357

Washington State – Multiple Locations

Our ideal candidate is a team player, has a driving passion for equity and social justice, a commitment to collaboration across the agency with external partners, and holds themselves accountable to the community. They are a holistic thinker and can see both the big picture and the detail level, moving comfortably between larger policy and systems issues to the details that drive inequities at a micro-level.

Our ideal candidate sees the needs of others, values difference in perspective, and adapts their approach and expectations accordingly. They are responsive to the experiences of others and are committed to ongoing learning/unlearning and self-growth.

Our ideal candidate strives for humility and partnership, even when confronted with others that are not open or collaborative. They are nimble and adaptive when faced with resistance, demonstrate resilience, and can have courageous conversations when needed.

The **Equity and Social Justice Manager/Advisor** will develop, lead and oversee the implementation of agency initiatives to promote diversity, inclusion, cultural humility, equity, and social justice. They provide consultation and guidance to DOH divisions, offices, and programs on these issues and oversee alignment with the agency's commitment and approach on these issues.

The Equity and Social Justice Manager/Advisor supports the agency mission by ensuring that equity, diversity, inclusion, and social justice are integrated into policies, processes, programs, and decisions that protect and improve the health of people in Washington State, particularly those that are disproportionately impacted and historically marginalized.

There are seven (7) Equity and Social Justice Manager/Advisor positions throughout the agency. **Some positions will have supervisory responsibilities.** To learn more about each of the positions and the division or offices they support visit:

- Center for Facilities, Risk, and Adjudication (CRFA) and Health Technology Solutions (HTS) – [Position Description](#)
- Division of Disease Control and Health Statistics (DCHS) – [Position Description](#)
- Division of Environmental Public Health (EPH) – [Position Description](#)
- Division of Emergency Preparedness and Response (EPR) – [Position Description](#)
- Division of Health Systems Quality Assurance (HSQA) – [Position Description](#)
- Division of Prevention and Community Health (PCH) – [Position Description](#)
- People & Performance (P&P) and Office of Financial Services (OFS) – [Position Description](#)

When our Equity and Social Justice Managers/Advisor approach any area of work, they think:

- Who is most impacted by this?
- How have we engaged them in our work and who is engaging with them?
- How can we do a better job engaging them in our process?
- What are the barriers they face and what can we do to address those barriers?
- What does success look like to them?
- What are the systems we need to put in place to ensure we always center on people who are most impacted?

When we talk with our ESJ Managers/Advisor about their values, they'll see themselves in words like Human-Centered, Partnership, Equity, and Excellence. They'll also see in these words a challenge to improve—personally and organizationally—in pursuit of a better impact on people and better business outcomes.

When we ask others about them, they'll describe a person of remarkable capability, diligence, and focus. They'll tell us about someone who:

- Sees and understands the objectives and challenges of people they work as well as their impact on those people.
- Adjusts what they're doing based on what they learn.
- Holds themselves accountable for helping those around them succeed, as well as achieving their own business results.

It takes personal courage, tenacity, and humility to achieve big things in this way. Our ideal candidate probably wonders whether they're up to this challenge. But they want to take it on

because they're hungry for personal growth and hungry to help build this kind of business, team, and workplace culture at the Department of Health.

Currently, these positions may be located anywhere within the State of Washington. Due to the COVID-19 pandemic, telework (mobile-work) is expected. When approved to return, the incumbent will work with their supervisor to identify an appropriate work schedule and balance including telework and reporting to the Tumwater, Washington duty station for work activities, if needed. Additionally, it is expected the ESJ Manager/Advisor positions will travel occasionally to attend community or partner meetings once it is safe to do so.

About the Department of Health

Washington State Department of Health (DOH) works with federal, state, tribal, and local partners to help people in Washington stay healthy and safe. Our programs and services help prevent illness and injury, promote healthy places to live and work, provide education to help people make good health decisions, and ensure our state is prepared for emergencies.

DOH Offers:

- A healthy life/work balance by offering flexible schedules and telework options for many positions.
- Growth and development opportunities.
- A wellness program that offers education, access to healthy food, and fitness classes.
- Opportunities to serve your community through meaningful work.
- A commitment to diversity and inclusion by fostering an inclusive environment that encourages all employees to bring their authentic selves to work.
- An Infant at Work Program that is based on the long-term health values of breastfeeding newborns and infant-parent bonding.
- A modernized workplace.



Preference may be given to candidates who have the following **DESIRED** education and/or experience:

NOTE: Experience may be gained through formal professional employment, volunteer experience, lived experience, or a combination. Applicants from historically marginalized groups and those who have a language proficiency other than English are encouraged to apply.

Option 1: A bachelor's degree or higher from an accredited college or university in public health, community health, social work, health communication, public administration, business administration, or another field with demonstrable applicability; **AND** two (2) or more years of experience **leading programs** that focus on diversity and inclusion, equity, addressing health disparities, social justice, cultural humility, community engagement, and/or working with historically marginalized groups, **OR** two (2) or more years of experience working with Title VI of the Civil Rights Act and Title II of the Americans with Disabilities Act in a policy and regulatory setting. **OR**

Option 2: Four (4) years of experience leading programs that focus on diversity and inclusion, equity, addressing health disparities, social justice, cultural humility, community engagement, and/or working with historically marginalized groups, **OR** four (4) years of experience working with Title VI of the Civil Rights Act and Title II of the Americans with Disabilities Act in policy and regulatory setting.

AND, demonstrated experience in the following:

- Program management **in a large organization/agency setting** including experience leading and managing multiple, complex projects at the same time.
- Engaging in difficult conversations and/or leading training on topics that relate to diversity and inclusion, oppression, racism, and/or inequity.
- Systems thinking to address root causes of systemic inequities and social determinants of health.
- Leadership and modeling beyond direct reports.
- Excellent organizational and communication (verbal, written, and interpersonal) skills.

As well as demonstrated experience in the following leadership competencies:

- **Start with mindset** – Turn your mindset outward by seeing the humanity in others.
- **Be the change** – Change your mindset regardless of whether others change theirs.
- **Be fully capable** – Own your work, plans, actions, and impact. Position others to own theirs.
- **Build relationships** – Eliminate the unnecessary distinctions that create distance between yourself and others.
- **Rethink systems and processes to turn them outward** – Create an environment that energizes people rather than manages objects.
- **Measure results** – Move yourself and your teams to achieve collective goals.

Compensation

These positions are part of the Washington Management Service. Learn more about the [Washington Management Service](#).

The annual compensation for these positions are:

- \$76,128 to \$102,312 annually, DOQ, non-supervisory positions
- \$76,128 to \$107,532 annually, DOQ, supervisory positions

[Washington State offers a full benefits package](#) including vacation and sick leave, family medical and dental coverage, life insurance, retirement, and a deferred compensation program.

The Washington State Department of Health (DOH) is an equal opportunity employer. DOH strives to create a working environment that is inclusive and respectful. It is our policy to prohibit discrimination on the basis of race, sex, color, national origin, religion, sexual orientation, gender identity, age, veteran status, political affiliation, genetics, or disability in the recruitment, selection, and hiring of our workforce.

If you have questions, need alternative formats or other assistance please contact Linda.Riggle@doh.wa.gov, (360) 236-4226, or TDD Relay at 1-800-833-6384 or 711 (Washington Relay). Technical support is provided by NEOGOV, 855-524-5627 (can't log in, password or email issues, error messages).

Application Process

Intrigued? We'd love to hear from you. Click "Apply" to submit your detailed application profile along with the following:

1. A **detailed Letter of Interest** that addresses your qualifications and demonstrated experience as they relate to the position.
2. A current **Resume** detailing your professional background.
3. Five (5) or more **professional references**, to be included in your profile.

Do not attach transcripts or other documents that are not requested in the Application Process. These documents will not be forwarded to the hiring manager.

Live and Work in a Great State

Washington is America's Top State according to [U.S. News \(2019\)](#) and provides one of the most competitive benefits packages in the nation.

Washington offers a total work/life package of pay, benefits, flexibility, and workplace opportunities to help you get the most out of your career and out of life. Washington State is a great place to work, play, and be a part of a community. Washington offers a quality of life that is unsurpassed. From the high-energy urban center of Seattle, one of the nation's top-ranked cities, to the more relaxed pace of our rural communities, Washington's distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature.



[SUBSCRIBE to DOH Job Alerts](#)

DUTIES:

QUALIFICATIONS:

SUPPLEMENTAL INFORMATION:

Only applicants who follow the directions and complete the Application Process in-full will have their responses reviewed for consideration.

Equity and Social Justice Manager/Advisor (WMS Band 2) Seven Positions Supplemental Questionnaire

- * 1. Where did you first hear about this employment opportunity?
- a. DOH Employment Site/Job Alerts
 - b. DOH Employee
 - c. Friend or Acquaintance
 - d. Indeed
 - e. LinkedIn
 - f. Careers.wa.gov
 - g. Job Fair – if selected, answer Question 2
 - h. Other – if selected, answer Question 2
2. If you selected "g" or "h" to Question 1: Where you first heard about this employment opportunity?
- * 3. Are you legally authorized to work in the United States?
- Yes
 - No
- * 4. Will you now or in the future require sponsorship for employment visa status (e.g. H-1B visa status)?
- Yes
 - No
- * 5. SELECT ALL THAT APPLY: Which positions would you like to be considered for? Please review all the Position Descriptions linked within the Job Posting.
- a. Center for Facilities, Risk, and Adjudication (CRFA) and Health Technology Solutions (HTS)
 - b. Division of Disease Control and Health Statistics (DCHS)
 - c. Division of Environmental Public Health (EPH)
 - d. Division of Emergency Preparedness and Response (EPR)
 - e. Division of Health Systems Quality Assurance (HSQA)
 - f. Division of Prevention and Community Health (PCH)
 - g. People & Performance (P&P) and Office of Financial Services (OFS)
- * 6. Are you interested in positions that supervise/manage other staff? If yes, answer Question 7.
- Yes
 - No
- * 7. If you answered "YES" to Question 6: Please describe your experience leading a team. You may share both formal and informal experiences. Please highlight any specific experience you have leading a team to implement equity-focused initiatives, projects, and/or programs. If you answered NO to Question 6, list N/A.
- * 8. Please share ONE example of an effort you lead (or had a substantial role in) to address an inequity using a policy, systems, structure, or organizational change approach. What was the inequity and what did you do? (Max 250 words)
- * 9. All responses and statements on this application and any other materials I have submitted to apply for this position are true and complete to the best of my knowledge; and I understand that the state may verify this information and any untruthful or misleading responses are cause for rejection of this application or dismissal of employment.

Yes

No

* Required Question