



Position Description

Director, Healthcare Practices

Preeclampsia Foundation

Established in 2000, we are the leading national 501(c)(3) not-for-profit patient advocacy organization serving the 5-8% of pregnant women - 300,000 women each year in the U.S. - who are affected by hypertensive disorders of pregnancy such as preeclampsia (formerly known as toxemia), eclampsia and HELLP syndrome. We are advised by a medical board comprising the top medical and scientific experts in preeclampsia and related fields, additionally collaborating with other non-profit organizations, governmental agencies, academic institutions, and corporations to achieve our mission.

Our Purpose

To improve the outcomes of hypertensive disorders of pregnancy by educating, supporting, and engaging the community, improving healthcare practices, and finding a cure. We envision a world where preeclampsia no longer threatens the lives of mothers and babies.

Company Values:

- **Patient-Driven:** Everything we do, advocate for, and develop is through the lens of the patient experience.
- **Knowledgeable:** As a leading resource, we stay well-informed and provide accurate and timely information with guidance from our medical and scientific advisors.
- **Empathetic:** It's personal with us. We act with compassion and sincerity. We treat each other and others outside our team with human kindness.
- **Collaborative:** We take the team approach, seeking to build consensus with each other, our community, and our partners.
- **Trustworthy:** We are accountable to our community, our donors, volunteers, supporters, and each other; we work hard to maintain that trust and confidence.

Position Description

Reporting to the Chief Executive Officer, the Director of Healthcare Practices is a new, full-time, salaried (exempt) position that will play a pivotal role in developing and leading a key pillar (department) for the Foundation's mission. This position requires strong leadership and strategic planning skills, exceptional communication and managerial abilities, a deep understanding of the healthcare industry, and commitment to the organization's mission and values. This person will supervise a Cuff Kit senior program coordinator and possibly other individuals who may be contractors or volunteers; develops, manages and monitors department-level budgets; guides strategy for the Foundation's goal to strengthen healthcare practices around hypertensive disorders of pregnancy.

S/He will work closely with the CEO and other senior leaders to develop key partnerships, identify strategic initiatives, and remain nimble and responsive to environmental changes with a relentless lens on the patient experience.

Key Responsibilities for this Position

- **Strategic Leadership and Vision** - Develop and implement the Foundation's strategic plan for this pillar (department) to achieve its mission and goals. Provide visionary leadership to guide the organization's growth and impact.
- **Resource Development** - Contribute to identification and development of revenue streams such as grants, awards and fee-based services, commensurate with departmental goals. Cultivate relationships with providers, key stakeholders, and funding organizations.
- **Program Development and Management** - Oversee the development, implementation, and evaluation of programs and initiatives that address the needs of those affected by our constituents. Ensure programs are evidence-based, effective, and aligned with the Foundation's mission.
- **Community and Public Relations** - Act as a senior leader for the Foundation, representing its interests to the media, stakeholders, and the public. Enhance the Foundation's public image to expand interest and support.

- **Financial Management and Oversight** - Develop and manage department's annual budget, ensuring financial stability and accountability. Oversee financial reporting, audits, and compliance with all relevant regulations and policies.
- **Human Resources Management** - Lead and mentor a team of staff, contractors, and volunteers, fostering a positive and productive work environment. Oversee hiring, training, performance evaluations, and professional development opportunities.
- **Research and Data Utilization** - Utilize data and research findings to inform program development, advocacy efforts, and programmatic campaigns.
- **Program-Specific Responsibilities** – Oversee the healthcare practices pillar, which includes:
 - **Cuff Kit™ Program** (including advancement of self-measured blood pressure (SMBP))
 - Measure, track and evaluate program, reporting updates to leadership and staff, as needed;
 - Develop strategies for growth and related advocacy efforts;
 - Develop and monitor program budget;
 - Serve as key ambassador in business growth opportunities;
 - Stay abreast of SMBP and related trends to inform strategic goals and objectives;
 - Work closely with external research partners to collect data that informs manuscripts and strategies;
 - Manage a fulltime Senior Program Coordinator (SPC) who handles the day-to-day logistics of processing orders, and ensuring delighted customers.

Advancing Healthcare Providers use of Hypertension in Pregnancy bundles and protocols

- Coordinate and execute strategies and resources to help drive universal implementation of HDP bundles and protocols;
- Develop partnerships with and embed our value in state-level POCs, and national organizations to improve patient safety and quality improvement outcomes;
- Develop measurement and evaluation metrics for these strategies;
- Provide training to community health workers and providers around patient education and basic education about preeclampsia signs and symptoms, risk assessment, aspirin prophylaxis, diagnosis and management options.

Develop, prioritize and drive healthcare innovation programs

- Stay alert to new ideas in HDP clinical management and provide strategic input on the Foundation's HCP agenda;
- Prioritize initiatives and work with senior leadership to develop actionable plans;
- Execute strategies to meet those prioritized objectives;
- Examples of innovations in the field include screening and diagnostic biomarkers, postpartum clinics and care plans, emergency department/EMTs interventions, Still at Risk™ wristband campaigns, tighter BP controls before, during and after pregnancy, aspirin usage, Self-Measured Blood Pressure (see Cuff Kit program above), remote BP measurement, monitoring and management, and other strategies identified by Racial Disparities Task Force.

Competencies for this Position: These are the behaviors and qualities that contribute to the individual successfully executing the responsibilities of this role.

- **Balances Stakeholders** - Understands internal and external stakeholder requirements, expectations, and needs; balances the interests of multiple stakeholders; considers cultural and ethical factors in the decision-making process; acts fairly despite conflicting demands of stakeholders; collaborates closely with other staff and departments to achieve mutual objectives (e.g., communications, fundraising, government relations).
- **Builds Effective Teams** - Forms teams with appropriate and diverse mix of styles, perspectives, and experience; establishes common objectives and a shared mindset; creates a feeling of belonging and strong team morale; shares wins and rewards team and individual efforts; fosters open dialogue and collaboration among the team.
- **Develops Talent** - Places high priority on developing others; develops others through coaching, feedback, exposure, and stretch assignments; aligns employee career development goals with organizational objectives; encourages people to accept developmental moves.
- **Manages Ambiguity** - Deals comfortably with the uncertainty of change; effectively handles risk; can decide and act without the total picture; is calm and productive, even when things are up in the air; deals constructively with problems that do not have clear solutions or outcomes.
- **Maintains Strategic Mindset** - Anticipates future trends and implications accurately; readily poses future scenarios; articulates credible pictures and visions of possibilities that will create sustainable value; creates competitive and breakthrough strategies that show a clear connection between vision and action.

- **Values Differences-** Seeks to understand different perspectives and cultures; contributes to a work climate where differences are valued and supported; applies others' diverse experiences, styles, backgrounds, and perspectives.

Qualifications – The ideal candidate will possess the following educational, experience and technical skills, as well as express a commitment to the Foundation's core values.

Education and Experience:

Master's or Bachelor's degree in nursing, public health, healthcare management, patient navigation, or a related field and 8-12 years experience in related fields.

Technical Skills: This list of Technical Skills outlines the main skills, training, and knowledge one must have exhibited in previous roles to successfully perform the responsibilities outlined above.

- **Budget management** – Demonstrated experience in overseeing the development, implementation, and monitoring of your program's annual budget, ensuring alignment with strategic goals and financial sustainability, optimizing resource allocation and managing expenses.
- **Goals and outcomes measurement & management** - Demonstrated experience in overseeing the development and execution of annual operational goals, metrics, strategies, and tactics, as well as strong data collection, tracking and analytical skills.
- **Relationship development** – Cultivated and maintained strong relationships with key stakeholders, including donors, partners, community leaders, and volunteers. Experience in representing an organization at events and meetings, effectively communicating its goals and achievements to foster engagement and long-term partnerships.
- **Prioritization** - Effectively managed organizational priorities by setting clear objectives, allocating resources, and ensuring timely completion of key initiatives. Proactively identified, assessed, and addressed risks and problems, implemented strategic solutions to maintain operational stability and achieve program goals.
- **Organizational Vision** – Understood and contributed to larger organizational planning and strategic advancement of a mission.
- **Subject Matter Expertise** – familiarity with scientific, health and disease-specific clinical practices and ability to translate jargon and medical information for various audiences.

Location:

PF Headquarters | 3840 W. Eau Gallie Blvd., Suite 104, Melbourne, FL 32934; would consider remote.

Travel: As a national organization, occasional travel within the USA, and on rare occasion outside the USA, may be required. Work-related travel costs are covered by the Foundation, commensurate with our Travel Policy.

Salary and Benefits

- Non-profit patient advocacy organization; compensation commensurate with candidate's experience (range: \$65,000– \$85,000)
- Medical insurance, employer pays half of employee's premium
- Dental and Vision insurance
- Parental Leave policy
- Employee Assistance Program (counseling, coaching, professional development)
- Life Insurance
- 401(k) option
- Paid Holidays and Personal Time Off

Equal Opportunity Employer

The Preeclampsia Foundation is an equal opportunity employer and encourages applications from individuals of all backgrounds and experiences. We are committed to creating a diverse and inclusive work environment.

To Apply

Please send cover letter, resume and if you have them, Strengths Finder™ and Working Genius™ profiles, to HR@preeclampsia.org with name of position in subject line.