



NATIONAL MEDICAL FELLOWSHIPS, INC.

Senior Policy Impact Advisor

About NMF

One of the first diversity focused organizations in the United States, National Medical Fellowships (NMF), founded in 1946, is the nation's premier 501(c)(3) non-profit organization seeking to eliminate health care disparities by increasing the number of Black, Indigenous, and People of Color (BIPOC) physicians and other health care professions working to advance health equity.

NMF works to expand access to education in health care professions, strengthen partnerships with institutions providing this education, and increase a sense of belonging for BIPOC students by enhancing its financial, communal, and emotional support. NMF also offers resources for physicians and other providers already working in health care and seeks to increase diversity and welcome intentionally excluded communities to participate in clinical research. To ensure that clinical research findings benefit all populations, NMF works to increase the number of BIPOC researchers and investigators leading clinical trials and diversify participants in clinical research. In these ways, NMF unabashedly disrupts the systems and structures that erect barriers which impede talented and committed BIPOC students and providers from aiding communities made vulnerable by historic disinvestment and disenfranchisement.

Role Description

In partnership with the President & CEO, the **Senior Policy Impact Advisor** is responsible for the development and implementation of NMF's health equity policy agenda at the intersection of NMF's seven Strategic Pillars:

1. Build an Endowment for a Sustainable Future
2. Advance Thought Leadership
3. Engage in Impactful Policy Partnerships
4. Diversify Clinical Research
5. Launch a Robust Mentorship Network
6. Expand Focus to Include Behavioral Health
7. Develop a Strong and Comprehensive Student Pathway

Responsibilities

Maximize Opportunities to Scale Impact

- Deepen existing NMF relationships including but not limited to the Association of American Medical Colleges, American Medical Association, National Medical Association, Association of American Indian Physicians, and National Hispanic Medical Association
- Support efforts of the Alumni Engagement Director to increase the engagement with NMF's 32,000 alumni
- Expand NMF's network of behavioral wellness partners such as the American Psychological Association, Association of Black Psychologists, Black Psychiatrists of America, American Society of Hispanic Psychiatry, National Latinx Psychological Association, and others
- Develop impactful alliances in:
 - Government, education, non-profits, and the corporate sector
 - Elected and appointed policy decision-makers
 - Non-governmental social entrepreneurs and impact funders within corporate and philanthropic social impact and crowd-funding networks, and community economic re-investment organizations

- Maintain impactful relationships with key funders and stakeholders while expanding fundraising and investment opportunities in collaboration with the VP of Philanthropy

Expansion of Thought Leadership

- Leverage NMF's platform to amplify impacted community voices on health-related issues such as vaccine hesitancy, the unacceptable rates of mortality of Black and Brown mothers during childbirth, and the realities of racial trauma
- Develop educational and policy-related communications collateral in support of the CEO in collaboration with the Communications department including:
 - Draft impact briefs
 - Vet and manage of CEO speaking opportunities in collaboration with the Executive Assistant
 - Develop speaker briefings for all accepted engagements
 - Prepare speeches, talking points, op-eds and other external communications featuring the President & CEO
 - Advance research products and white papers
 - Produce reports, pitch decks, talking points, and other materials needed for external meetings with prospects, partners, and stakeholders
 - Written responses and follow-up communications as needed
 - Board update presentations
- Prepare the President & CEO in external policy-related speaking engagements and meetings; prepare all follow-up materials and project manage all to-dos thereafter
- Represent NMF externally in policy-related speaking engagements and meetings at the direction of the CEO
- Collaborate with the Director of Alumni Engagement to enhance engagement of alumni for speaking and thought leadership opportunities and advance the Health Equity Ambassadors Program

Development of NMF Health Equity Policy Agenda

- Establish a systems-change orientation to NMF policy development and implementation that honors the dynamics of movement-building, challenges the historical legacies of trauma and exclusion, invites grassroots to grass-tops engagement, and seeks to utilize policy strategies to advance living legacies of inclusion, equity, and solidarity for intergenerational well-being
- Collaborate on issue-centered coalition building to raise public awareness about policies and programs that reduce health inequities and dismantle racism in health care
- Partner on policy agendas with the entities that deliver health care services, manufacture pharmaceuticals, provide behavioral health treatment, offer managed care plans, address the social and political determinants of health, and render other goods and services
- Advance policy and practicum work around diversity in clinical research, diversity in medicine, inclusion and belonging in medical education, and medical career development— as well as others directly supportive of NMF's mission
- Engage in new policy partnerships with entities squarely focused on health policy, health equity, and the intersection of the health-wealth gap

Business Development

- Research, aggregate, and facilitate federal, state, and local recovery funding in service of diversity, equity and inclusion, workforce development, training, and programmatic implementation regarding NMF's mission
- Collaborate with the Programs department to develop materials in response to funding opportunities in service of NMF's programs, services, and awards

Program Development

- Collaborate with the leadership of the Programs Department in developing impactful programs that demonstrate policy impact in both the private and public sectors, within organizations and industries, and at the local, state, and national levels
- Maximize NMF's service-learning programs, through outreach and expansion of programming
- Direct engagement with states and municipalities targeting ARPA and other relief funding toward workforce development, strengthening healthcare and public health systems improvement, emerging fellowship prospects, and growth in organized labor networks
- Facilitate growth in multi-solving programmatic efforts at the intersection of health and climate, health and housing, health, and civic muscle/voting rights, as well as health justice strategies aimed at ensuring a comprehensive systems-change frame of impact

Internal Impact Capacity Building

- Facilitate organizational learning and strategic knowledge development
- Develop, source, and aggregate tools and resources critical in measuring, understanding, and disseminating NMF's substantial impact
- Project and platform profiling, database and dashboard development and management

Qualifications

- Master's Degree preferred with advanced studies in health care management, policy, and public health
- 10+ years' experience in health equity, policy with demonstrated impact in the field
- Track record of invoking racial and social justice in systems change frameworks
- High comfort level working in an energetic, fast-paced, start-up environment
- Servant leader, driven by empathy and compassion, with a mindset of ongoing team coaching and professional development
- Self-starter and strong decision-maker with the ability to translate vision into concrete actionable impact initiatives and foster collaboration and consensus
- Strong research and analytical skills, with the ability to read, analyze and summarize legislation
- Strong interpersonal and communication skills with the ability to build sustainable, trusted relationships and a reputable track record for doing the same
- Excellent writing and presentation skills with the ability to communicate effectively across a range of culturally diverse stakeholder groups

Workplace Environment

- NMF's teammates share a deep commitment to health equity for the BIPOC community
- Diversity, equity, inclusion, and belonging are core tenets of NMF's workplace culture
- NMF has a virtual remote working environment with teammates based across the country
- District of Columbia metro area is preferred



Compensation and Benefits

- Full-time position
- Competitive salary commensurate with experience within the nonprofit sector
- Generous benefits package, including paid time off; medical, dental and vision benefits; short and long-term disability insurance; life insurance; and 401K matching plan

Applying

Please submit your CV/resume, including a one-page cover letter, to jobs@nmfonline.org. In the email Subject field, please indicate the role title as in: “**POSITION — Senior Policy Impact Advisor.**”

Equal Opportunity Statement

NMF is committed to providing equal employment opportunity to all employees and applicants for employment without regard to their race, color, religious creed, sex, gender identity, gender expression, age, national origin, caste, ancestry, citizenship status, physical or mental disability, medical condition, pregnancy, marital or veteran status, sexual orientation, height and weight, or other personal characteristics as may be protected by applicable law. This policy applies to all terms and conditions of employment, including, without limitation, hiring, placement, promotion, job elimination, termination, transfer, leaves of absence and compensation; relationships with outside vendors; use of contractors and consultants; and in dealing with the public.