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Executive Director, Florida Health Justice Project

Position Title: Executive Director

Reports to: Board of Directors

Position: Full-Time, Exempt

Location: Florida (Remote work plus travel throughout Florida)

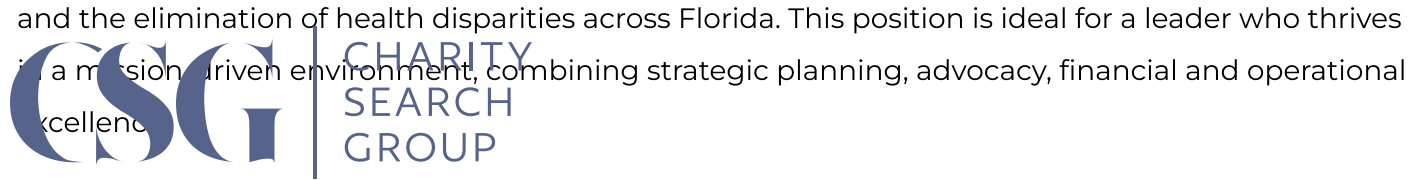
Salary: \$115,000 to \$120,000 annually plus comprehensive benefits package

About Florida Health Justice The Florida Health Justice Project (FHJP) is a nonprofit organization dedicated to advancing health equity and ensuring access to healthcare for Florida's most vulnerable populations. Founded in 2017, FHJP addresses systemic healthcare barriers through advocacy, education, and legal support. The organization focuses on key issues such as Medicaid access, long-term care for seniors, immigrant health, maternal health, and reducing racial and economic disparities in healthcare. The organization engages in legislative and administrative advocacy, community education, storytelling, direct legal services, media work, coalition building, and litigation.

With a mission to promote justice and equity, FHJP collaborates with community partners, conducts policy research, and engages in grassroots advocacy to drive meaningful change. By empowering individuals and communities with the tools and knowledge to navigate complex healthcare systems, FHJP strives to create a Florida where everyone can access affordable, high-quality healthcare, regardless of income, age, or background.

The Opportunity

The Executive Director (ED) role at the Florida Health Justice Project (FHJP) presents an exceptional opportunity for a visionary leader passionate about advancing health equity and systemic justice. As the chief executive, the ED will guide the organization in addressing critical health policy issues impacting vulnerable populations, including Medicaid expansion, access to affordable healthcare,



and the elimination of health disparities across Florida. This position is ideal for a leader who thrives in a mission driven environment, combining strategic planning, advocacy, financial and operational excellence. The ED will have the chance to work alongside a dedicated board of directors, talented staff, and diverse stakeholders to shape the organization's vision and impact. This is an opportunity to amplify FHJP's voice at the state and national levels, secure sustainable funding streams, and lead innovative programs that address the healthcare challenges of underserved communities. For a seasoned nonprofit leader or health policy expert, this role offers an excellent platform to leverage skills, experience, and passion to make a tangible difference in the lives of Floridians.

Impact Areas

Strategic Vision and Leadership (25%)

- Guide the organization toward achieving its mission by developing and implementing a clear, actionable strategic plan that balances long-term vision with tactical execution.
- Ensure the organization's strategy is adaptable to evolving external challenges while staying true to FHJP's core mission and values.
- Inspire and motivate staff, board members, and stakeholders to work collaboratively toward shared goals.
- Refine the organizational structure to align with strategic priorities, identifying talent gaps and delegating responsibilities to support growth and long-term success.
- Lead a high-performing team by fostering a culture of accountability and collaboration, ensuring each member is aligned with the FHJP's goals and empowered to contribute effectively.
- Monitor and evaluate the organization's progress, adjusting strategies as needed to achieve desired outcomes while keeping the board informed and aligned on critical milestones and organizational performance.

Stakeholder Engagement and Fundraising (25%)

- Establish and sustain relationships with key stakeholders, including community partners, funders, and policymakers.
- Lead fundraising initiatives by identifying new funding opportunities and engaging in strategic donor cultivation.
- Secure financial support through private and public grants, major gifts, corporate sponsorships, and individual donations.
- Actively engage with FHJP's Board of Directors to align on priorities and ensure active participation.
- Leverage Board members' networks and expertise for greater program advocacy and resource mobilization.



- Prioritize in-person engagement with staff, partners, and community members across Florida to strengthen relationships and deepen understanding of local needs.
- Promote open communication and trust with internal and external stakeholders to strengthen relationships and drive collective action.

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Program Development and Impact (20%)

- Provide high-level oversight and strategic direction to programs that advance healthcare access and equity in Florida.
- Support the evaluation of program outcomes, empowering team members to refine strategies and enhance impact, while maintaining a focus on broader organizational priorities.
- Ensure all program initiatives are in sync with FHJP's broader strategic objectives and responsive to evolving community needs.
- Encourage innovation in program development and delivery, championing new approaches to enhance service and outcomes for underserved populations.

Financial Stewardship (15%)

- Ensure accurate grant report submissions and track funding utilization to meet grant terms and support continued financial health.
- Provide strategic oversight of budget development and cash flow management.
- Manage financial resources effectively, ensuring compliance with funding restrictions (e.g., IOTA) while maintaining a balance between financial sustainability and programmatic impact.
- Implement financial planning and management processes to ensure fiscal responsibility, operational efficiency, and sustainable growth.

Advocacy, Coalition Building, and Policy Influence (15%)

- Build and nurture strategic advocacy efforts to address systemic barriers to healthcare access in Florida.
- Facilitate partnerships across sectors to amplify FHJP's reach and impact.
- Position FHJP as a key coalition leader, driving collaborative efforts for policy reform.
- Advocate for unified policy positions and coordinate coalition strategies to support the organization's mission.
- Engage with community organizations and legislators to influence healthcare policy at the local and state levels.
- Leverage data and research insights to inform and strengthen advocacy campaigns and guide policy recommendations.
- Collaborate closely with FHJP's Director of Advocacy and Legal Director to align advocacy strategies with ongoing legal initiatives, ensuring a unified approach to policy influence and systemic change in healthcare access.



- Demonstrate agility in navigating shifting political landscapes, ensuring FHJP stays responsive to new challenges and opportunities while maintaining alignment with its mission.

Experience
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- 5 – 7 years of leadership experience, preferably in nonprofit management, health equity, social justice, or similar advocacy organizations.
- Experience working with diverse and underserved communities.
- Experience leading and managing a team of between 5 to 15 members.
- Demonstrated success in strategic planning, program development, and organizational growth.
- Track record in fundraising, including securing government and private grants, cultivating donors, and managing fundraising campaigns.
- Advocacy experience, including engaging with policymakers, legislators, and community leaders.
- Knowledge of health policy issues, particularly in Florida, such as Medicaid and access to healthcare for vulnerable populations, is ideal.
- Hands-on experience in financial management, including budgeting, forecasting, and ensuring fiscal accountability.
- History of successfully managing and collaborating with nonprofit boards of directors.

Education

- Bachelor's degree required; Juris Doctorate or other advanced degree preferred in Public Health, Law, Public Administration, Nonprofit Management, Social Work, or a related field.
- Certifications in nonprofit leadership, fundraising, or financial management are a plus.

Skills and Abilities

- Exceptional verbal and written communication skills for diverse audiences.
- Ability to build partnerships and collaborate with stakeholders across sectors.
- Public speaking and media relations skills to effectively represent the organization.
- Strong analytical and problem-solving abilities.
- Deep commitment to advancing equity, social justice, and systemic change; commitment to diversity, equity, inclusion, and belonging in all aspects of the organization's work.
- Willingness and ability to travel throughout Florida regularly to engage with staff and stakeholders, and occasionally attend national conferences and meetings.
- Proficiency in relevant technologies, including CRM platforms, financial software, and communication tools.
- Integrity, adaptability, patience, and compassion.

Benefits

Florida Health Justice offers a competitive salary and excellent benefits, along with opportunities to learn all aspects of a nonprofit organization.



Florida Health Justice has retained the services of Charity Search Group to coordinate the search for this position. To apply, please complete this online application. If you have questions or need accommodations, please contact **Pascale Hughes** at pascale@charitysearchgroup.com (<https://charitysearchgroup.com>)

(<mailto:sonia@charitysearchgroup.com>) or visit www.charitysearchgroup.com

(<http://www.charitysearchgroup.com/>)

Florida Health Justice is an equal-opportunity employer committed to having a workforce that reflects diversity at all levels of the organization. We recognize the importance of not viewing individuals based on a single identity, and we thrive on being equitable in our recruitment process as well as in our efforts to be inclusive of all employees.

Apply Now:

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FLORIDA HEALTH
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Important:



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