



## **(Bilingual) GRASSROOTS COMMUNITY ADVOCATE**

### **About New Jersey Health Initiatives**

New Jersey Health Initiatives (NJHI) works to create a healthier, more equitable New Jersey by investing in resident-led community groups and networks, rooted in racial equity, and centered on systems change. NJHI is managed through a collaborative relationship among the Community Foundation of New Jersey, the Community Foundation of South Jersey, and the Robert Wood Johnson Foundation.

### **Position Summary**

NJHI is seeking a dedicated, committed, passionate Bilingual (English Spanish) Grassroots Community Advocate (GCA) to join our team. The GCA will be pivotal in engaging, supporting, and advocating for grantees. This individual will work closely with community organizers and grassroots groups, coalitions, networks, or organizations to amplify their community impact as well as support NJHI's programmatic goals and their alignment with our community stewards and partners. The ideal candidate must be recognized for a specific area of knowledge related to community change, advocacy, power building, and a deep understanding of collaboration with community-led and community-centered work. The GCA will work closely with the Community Coach while focused on delivering advocacy and support tailored to the needs of grantees; such as organizational transformation, capacity building and technical assistance.

### **Position Responsibilities**

- Team Strategy Implementation and Collaboration
- Partner Engagement & Relationship Building
- Grantee Advocacy and Support
- Programmatic Support
- Capacity Building and Technical Assistance

### **Expected Competencies**

- Values lived experience and community knowledge or expertise.
- Creates Meaningful Sustainable Relationships. Is comfortable actively listening to hear (not to respond) and advocating for local residents and partners across the diverse communities in NJ. Ability to build authentic relationships.
- Accepts Responsibility. Holds oneself accountable for delivering work promptly and accurately; admits and takes responsibility for mistakes.
- Champions Change and Adapt with It. Accepts change as a normal part of business, maintains a positive attitude, and exhibits constructive work behaviors during transition periods.
- Displays Emotional Intelligence. Conveys ideas clearly and succinctly; gauges audiences effectively, tailoring the message appropriately to each audience; is comfortable interacting with people at all levels of the organization. Experience working with different communication styles.
- Displays Creativity. Displays and encourages creativity and innovation to drive progress; is comfortable taking reasonable risks and engaging in innovative thinking. Passionate and innovative about engaging with communities.
- Makes Data Driven Decisions. Takes a reasoned, logical approach in making judgments and decisions; carefully reviews available facts and information before reaching any conclusion.

- Ability to engage in racial equity analysis. Understands structural and institutional racism, historically marginalized communities and easily works with an equity lens.
- Ability to work within collaborative organizational structures.
- Demonstrated written and verbal ability to communicate effectively to community partners, and make clear and impactful presentations to various key audiences and stakeholders.
- Demonstrated conflict resolution experience.

#### **Minimum Education & Experience**

- **Bilingual Spanish English Required (must be fluent and have excellent communication skills in both languages.) Please only apply if you are fluent in both languages (oral and written).**
- Undergraduate degree preferred, or deep understanding of community-centered work as demonstrated by a track record of success in community centered work.
- Applicable experience in community leadership, grant making, or project execution focused on benefiting communities or populations in public, nonprofit, or private sectors.
- A commitment to and track record of working with communities and residents.
  - Demonstrated personal and professional commitment to equity, diversity, and inclusion.
  - Philanthropic exposure as a Board member, grant maker, or grantee is a plus.

#### **Salary and Benefits**

\$80,000 -100,000 depending on experience. Benefits include health insurance, 12 days PTO, 10 paid holidays and 5 sick days, 401K match up to 8% of employee contribution, etc.

*The Community Foundation of New Jersey is an Equal Opportunity Employer. We are committed to building a diverse team and encourage applications from candidates from diverse backgrounds and experiences.*

#### **How to apply**

Please e-mail a resume to [agarcia@njhi.org](mailto:agarcia@njhi.org)



#### **About the Community Foundation of New Jersey**

The Community Foundation of New Jersey creates and scales custom solutions for purpose-driven individuals, families, and businesses. From creative projects that tackle critical societal or policy issues to scholarship funds, corporate philanthropy, legacy funds and donor advised funds, the Community Foundation manages nearly every kind of giving vehicle and tailors solutions to meet critical needs. For more information, visit [www.cfnj.org](http://www.cfnj.org).



#### **About the Community Foundation of South Jersey**

The Community Foundation of South Jersey (CFSJ) envisions an eight-county region thriving, where all neighbors aspire, succeed, participate, and give. The vision is realized as CFSJ inspires generosity, manages and deploys permanent charitable assets, and exercises collaborative leadership to create a more equitable region. CFSJ works with South Jersey philanthropists, local nonprofits, and neighbors to build capital, contribute assets, and create permanent endowments for impact in perpetuity. Learn more about CFSJ at [www.communityfoundationsj.org](http://www.communityfoundationsj.org).