

JOB TITLE: Director, Gilda's West and Health Equity

REPORTS TO: Director of Program & Impact **STATUS:** Exempt Full-Time

HOW TO APPLY: Please mail a resume and cover letter to: Chris Long, Gilda's Club Kentuckiana, 2440 Grinstead Dr., Louisville, KY 40204 or chris@gck.org.



JOB SUMMARY

Provide leadership at Gilda's West, Gilda's Club Kentuckiana's physical location inside the Republic Bank Foundation YMCA in West Louisville, which operates in partnership with Kentucky African Americans Against Cancer (KAAAC). Ensure staffing coverage for the hours we are open at the YMCA. Work closely with strategy team to promote GCK services, determine program offerings that best complement existing resources to meet the psycho-social needs of families living with cancer and help secure volunteer and donor support. Help facilitate the process of peer support between program participants who are the "experts" at living with cancer to meet our mission of ensuring no one faces cancer alone. Serve as an ambassador for Gilda's Club in the West Louisville community and work closely with KAAAC and YMCA staff to strengthen collaborations and cross-promotion of mission.

Identify health inequities across the communities we serve and help inform and promote program development, organizational policy and community partnerships that will improve access and increase equity and inclusion.

This position requires a valid driver's license and reliable transportation and will include regular evenings and weekends.

CORE ACCOUNTABILITIES

60% Teamwork/Community Partnerships/Office Management

- Increase and sustain program participation by planning and/or supporting all Gilda's West events, in concert with other program staff. Events include, but are not limited to:
 - Healthy lifestyle classes
 - Community field trips
 - Social events
 - Support groups
 - Education workshops
- Serve as the voice for Gilda's West within the larger team. Attend weekly staff meetings and provide input to overall program offerings. Work with staff and volunteers to engage participants, manage logistics, utilize volunteers, accurately track participation and ensure and evaluate success of events and program at the Gilda's West location.
- Provide/coordinate staffing coverage for the hours we are open at the Y each week. This will include development and supervision of a team of Gilda's West volunteer Greeters who will cover the front desk during business hours and at key evening/weekend program times.
- Recruit new participants and volunteers from both within the West Louisville community and beyond, through participation in health fairs, community events and other outreach opportunities.
- Increase and sustain active membership, building community among members, volunteers and team.
- Serve as liaison between the Republic Bank Foundation YMCA team and Gilda's Club, participating in weekly partner meetings, planning collaborative programs and ensuring Gilda's Club involvement in each cycle of the Live Strong program hosted by the YMCA.
- Manage operational details of Gilda's Club's partnership with KAAAC, including collaborative programs, joint participant education/promotion/outreach, etc.

- Serve as an ambassador in the community, including engaging and speaking with media when needed.
- Facilitate the opportunity for more Gilda's West participants to engage in program offerings at the Grinstead Drive clubhouse, when interested. (i.e.- large group transportation to main events hosted at Grinstead – Noogiefest, Back to School Bash, Community is Stronger than Cancer Day, Thanksgiving Meal, Holiday Party, etc.)

30% Health Equity

- Work with Director of Program and Impact to determine key indicators of organizational success around health equity/DEIB.
- Work with Director of Program and Impact to inform program planning through the lens of health equity/DEIB, including participation in bi-monthly calendar planning meetings.
- Develop relationships with key community partners in the health equity space and make recommendations on how GCK can partner with other organizations with the goal of providing equitable access to cancer support.
- Work with GCK Leadership Team to review current policies and procedures for health equity/DEIB related revisions. Help create policy, as needed, to ensure GCK's culture and operations reflect our organizational commitment to full inclusion.

10% Team Player

- Work with all staff to support our mission and operate as a single, cohesive team.
 - Support GCK events and staff as needed.
 - Support and contribute to all team goals.
- Be a GCK Ambassador wherever you go!

CORE COMPETENCIES

Customer Focus. Systematically gains input from stakeholders and partners and thoroughly understands their needs. Allocates and tailors resources that fulfill and often exceed their expectations for delivery, quality and flexibility in ways that also serve the company well. Organizes around customer requirements. A highly responsive, trusted, respected and preferred provider.

Teamwork. Works collaboratively with others to accomplish common objectives. Integrates and pools resources across major groups. Readily exchanges best practices. Actively contributes to team goals as leader or follower. Shares wins and losses. Steps up to and resolves conflict diplomatically. Develops community. Forges win-win internal and external alliances and joint ventures. Genuinely cares about people. Holds strong relationships with primary work group.

Valuing Diversity. Respects differences in ideas, experience, competencies, cultural and geographic background, lifestyle or work style. Leverages these differences and customizes organizational practices to achieve business objectives and reinforce corporate values. Matches workforce and leadership diversity with labor, consumer and channel partner markets.

Strategic Agility. Accurately anticipates future events, trends, problems and opportunities. Uses broad and deep perspective to paint credible pictures of possibilities and likelihoods. Learns and develops incremental and breakthrough business plans better than competitors. Aligns the organization strategically. Deals well with paradox. Conceptually sharp.

Creativity. Applies new ways of thinking about situations. Draws on internal and external best practices to revitalize or abandon existing processes. Builds original processes to fit emerging priorities. Makes unique, value-added connections and contributions. Fosters an environment of innovation. Flexible and adaptable. Among the first to create “outside the box”.

Results Driven. Demonstrates initiative and sustained motivation to achieve increasingly higher levels of performance - both process and outcome. Prioritizes and invests organizational resources to find and pursue significant opportunities. Sets the standards for speed, tenacity and resilience. Takes aggressive, calculated risks comfortably. A consistently superior performer who relishes leading and manages others with courage. Thrives on “raising the bar.”

Directing through Systems. Designs practices and operations that can be performed effectively and efficiently without personal day-to-day management. Uses contingencies to keep planned results on track. Removes barriers, disseminates relevant information rapidly to all stakeholders and moves decision making authority as close to the action as possible. Positively impacts people and seamlessly coordinates work across the matrix without being there personally. Delegates and empowers well.

Professional Expertise. Proven leadership and technical knowledge in key areas of responsibility. Champions development of new capabilities. Shapes strategic direction of profession inside and outside the organization.