



Date: January 9, 2025

Position Title: Healthcare Workforce Strategist

Classification: Exempt

Position Summary: The Healthcare Workforce Strategist will build, expand and cultivate partnerships and relationships to develop strategic initiatives to address the healthcare sector workforce challenges throughout the region. This work includes community-building with a public policy and system-wide perspective. The position will manage and lead the convening and collaboration among representatives from diverse healthcare sector employers to address critical workforce issues and build actionable pathways to strengthen the healthcare workforce. This includes identifying shared goals and developing and executing plans that drive clear, outcome-oriented results.

Scope and Limits of Authority: Works closely with all factions of the healthcare sector including practitioners, employers, educational institutions, government agencies, and other stakeholders to expand healthcare business outreach. This is a non-supervisory position.

WWP is searching for a Healthcare Workforce Strategist who:

- Enthusiastically embraces WWP's vision, mission and strategies
- Understands the region in which we work, and the population health needs of the area
- Thrives in a dynamic, creative and collaborative team environment
- Is resilient and adapts well to change
- Is a self-starter who takes initiative
- Works independently and takes direction when needed
- Manages and prioritizes time wisely
- Pays attention to detail and accuracy
- Is an excellent communicator
- Excels at presenting to large groups

Position Requirements:

1. Identify, recruit, and collaborate with healthcare employers, industry associations, and workforce partners to identify current and future workforce needs and trends, leveraging various traded sector data sets.
2. Manage, coordinate and facilitate meetings, focus groups, and advisory committees to engage stakeholders in identifying challenges and actionable solutions to address workforce demands.
3. Develop and implement collaborative strategic initiatives to address workforce gaps, improve recruitment and retention of a diverse workforce, and enhance skill development within the healthcare sector to meet population health trends & needs.
4. Represent Willamette Workforce Partnership in meetings, lectures, seminars, and presentations related to the Healthcare Sector.

5. Provide guidance, support and access to resources for a wide variety of healthcare employers in implementing best practices for workforce development, including apprenticeship programs, on-the-job training, and career pathways.
6. Work closely with educational institutions to align curriculum and training programs with industry needs and standards.
7. Monitor and evaluate the effectiveness of workforce development initiatives, collecting and analyzing data to measure outcomes and impact.
8. Identify funding opportunities and assist in developing grant proposals to support workforce development initiatives.
9. Stay informed about relevant regulations, policies, and funding sources related to workforce development and healthcare.
10. Develop actionable plans to drive solutions for healthcare sector workforce challenges.
11. Practice excellent project management with the ability to plan, organize, and prioritize multiple tasks and initiatives.
12. Possessing an understanding of the healthcare industry including workforce trends, regulatory requirements, and emerging technologies is preferred.
13. Other duties as assigned.

Experience:

Required:

1. At least five years of experience in positions focused on community-building, public policy leadership and management.

Preferred:

2. Two years of experience working in the healthcare sector, healthcare education, or healthcare service management.

Education Requirements:

1. Bachelor's degree in leadership, management, business development, public policy, or a health-related field.
2. Any combination of experience and training or education (10 years total) which provides the knowledge and skills to perform the job.

Willamette Workforce Partnership is an equal opportunity program/employer. Language assistance is available to individuals with limited English proficiency free of cost. Auxiliary aids or services are available upon request to individuals with disabilities. Oregon Relay 1-800-735-2900.

Willamette Workforce Partnership es un programa/empleador que respeta la igualdad de oportunidades. Hay asistencia de idiomas para personas con conocimiento limitado del inglés sin costo y servicios auxiliares disponibles a pedido para discapacidades. Oregon Relay 1-800-735-2900.