



## **Director of Health Network (Bilingual English/Spanish Required)**

### **MIGRANT CLINICIANS NETWORK, INC.**

#### **Job Announcement**

<b>Job Title:</b>	Director, Health Network
<b>Reports to:</b>	Chief Executive Officer
<b>Location:</b>	Remote, Texas-based preferred
<b>Employment Type:</b>	Full-Time, Exempt
<b>Positions Supervised:</b>	Health Network Associates
<b>Travel Required:</b>	Yes
<b>Date:</b>	January 2025

#### **Migrant Clinicians Network**

**Migrant Clinicians Network (MCN)**, founded in 1984, is a national non-profit organization pushing back against health inequities and structural racism to help migrants and asylum seekers, immigrants, and other historically marginalized communities gain access to quality care when they need it. Our mission is to create practical solutions at the intersection of vulnerability, migration, and health. We envision a world based on health justice and equity, where migration is never an impediment to well-being.

People across the US are marginalized by our health care system because of language barriers, poverty, legal status, rural locations, and migration. Health inequities and structural racism impact the ability of migrants and immigrants to access care when they are migrating, and when they first arrive at their new communities. Climate change and other emerging or rapidly changing forces may interrupt care or prompt health emergencies.

Clinicians who serve these marginalized communities struggle to reach them, and lack the strategies, resources, and technical assistance to effectively remove barriers to ensure culturally relevant, linguistically appropriate, high-quality care is accessible.

Migrant Clinicians Network is transforming the health system to remove those barriers, connecting migrants, immigrants, asylum seekers, and other marginalized communities with care, and bolstering the clinicians who serve them. MCN develops practical solutions to the biggest challenges in migrant and immigrant health, supporting both clinicians and migrants directly.

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MCN is headquartered in Austin, Texas with supporting offices in California, Maryland, and Puerto Rico, with a majority of staff working at remote locations around the US. MCN has been awarded the Platinum Seal of Transparency, the highest level of recognition, from GuideStar/Candid, is a [Top-Rated NonProfit](#) according to GreatNonProfits, and has a [four-out-of-four star rating](#) from Charity Navigator.

### **Health Network**

[MCN's Health Network](#) is a mobile patient care coordination program designed to ensure continuity of care for migrant patients as they move across the country or internationally. It connects migrants with critical healthcare services, tracks their medical care, and ensures consistent follow-up across borders and healthcare systems. By addressing the challenges that arise from migration and fragmented healthcare systems, Health Network plays a pivotal role in improving health outcomes for mobile populations.

### **Position Overview**

The Director of Health Network will provide strategic leadership and operational oversight to ensure the success and growth of MCN's Health Network program. The Director will be responsible for shaping the long-term vision of the program, ensuring its alignment with MCN's mission to close gaps in healthcare for migrants. The Director will oversee the daily operations, supervise program staff, and develop partnerships that expand the program's reach and impact. Additionally, the Director will be instrumental in securing funding, driving innovation in patient care coordination, and enhancing the quality of services delivered to vulnerable populations.

## **I. JOB DESCRIPTION**

### **A. Summary**

MCN's Health Network provides mobile patient care coordination for migrants, ensuring continuity of care as patients move within the US or across borders. The Director is responsible for overseeing the program's operations. This role involves extensive networking with partner organizations, managing programmatic government and foundation grants, and grant writing. The Director will supervise Health Network's team members and contribute to the expansion of MCN's mission through innovative programming and strategic partnerships.

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## B. Core Competencies

- Committed to working with MCN for a reasonable timeframe, ideally a minimum of two years.
- Embodies the belief that healthcare is a right and aligns with MCN's values surrounding migrant health and health justice.
- Demonstrates a commitment to creating an accessible, supportive, and inclusive environment, recognizing cultural competence as integral to MCN's work.
- Works collaboratively within MCN's core values of teamwork, innovation, excellence, and passion for the mission.
- Applies MCN's performance improvement goals and guidelines effectively.
- Maintains a positive outlook and flexibility in MCN's fast-paced environment.
- Demonstrates personal initiative and accountability in all activities.
- Develops and maintains strong relationships with staff and partner organizations.
- Possesses excellent verbal and written communication skills in both English and Spanish

## II. SPECIFIC RESPONSIBILITIES

### Program Oversight and Staff Supervision:

- **Strategic Leadership:** Drive the vision and strategy for the Health Network program, ensuring the delivery of high-quality patient coordination services that align with MCN's mission and objectives. Lead the development of program priorities, goals, and innovative approaches to enhance impact.
- **Team Leadership and Development:** Inspire, manage, and support the Health Network team to achieve program goals. Oversee onboarding, regular check-ins, and annual performance reviews to foster professional growth and maintain high standards. Provide clear guidance, mentorship, and resources to empower staff and promote a collaborative, results-driven culture.
- **Clinical Coordination:** Collaborate with the Chief Medical Officer and other clinicians to oversee the clinical aspects of the case management process.
- **Budget and Objectives Management:** Oversee program budgets, monitor progress toward objectives, and ensure goals are met within established timelines and resources.
- **Documentation and Reporting:** Maintain accurate records of program activities and ensure all reporting and evaluation requirements are met in a timely and compliant manner.
- **Internal Alignment:** Coordinate internal communication to ensure the Health Network program aligns seamlessly with other MCN initiatives and organizational goals.

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#### **Fundraising and Grant Management:**

- **Grant Writing and Management:** Write and manage programmatic grants, including those from foundations and government agencies. Ensure all grant reports are written and submitted on time, meeting funder requirements.
- **Collaboration and Development:** Build relationships with funders and partners to develop new projects, explore program expansion opportunities, and secure funding for future initiatives.
- **Donor Engagement:** Partner with MCN's Director of Development to cultivate and steward individual donors, fostering meaningful connections to support organizational growth.

#### **Partnerships and Collaboration:**

- Build and maintain strong, sustainable partnerships with various stakeholders including health centers, community organizations, respite centers, government agencies, elected officials and donors to further the goals of the Health Network.

### **III. JOB REQUIREMENTS**

- **Education:** Master's degree or advanced degree in nursing, public health, social work, medicine, public policy, international studies, or a related field from an accredited institution.
- **Language:** Fluency in both English and Spanish (oral and written).
- **Experience:** At least 5 years of leadership, supervisory, program development and management experience required. Experience in migrant health or patient care coordination is highly preferred.
- **Technology:** Proficiency in Microsoft Office 365 and familiarity with virtual communication platforms.
- **Other Skills:** Excellent organizational, written, and verbal communication skills. Ability to manage multiple projects and adapt in a dynamic work environment. Ability to write and secure grants.

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#### **IV. COMPENSATION AND BENEFITS**

MCN offers full-time employees a comprehensive benefits package, including:

- Health insurance coverage, short-term, long-term disability, life insurance
- Health and well-being stipend
- Monthly contributions to a Health Savings Account (HSA)
- Employer-contributed retirement investment accounts
- Paid time off: 18 days annually
- 12 paid holidays per year

**Salary:** Starting range is \$68,000 to \$93,000, commensurate with experience.

#### **V. EQUAL EMPLOYMENT OPPORTUNITY**

MCN is committed to providing equal employment opportunities without regard to race, color, sex, religion, national origin, age, disability, pregnancy, sexual orientation, gender identity or expression, genetic information, ancestry, or HIV/AIDS status. MCN follows all applicable federal and state laws and provides equal opportunity in all employment practices.

#### **VI. DISCLAIMER**

MCN reserves the right to revise or change job responsibilities and duties as needed. Changes will be communicated as necessary. In compliance with EEOC guidelines, accommodations will be made to support individuals with disabilities in performing essential job functions.

#### **TO APPLY**

Interested candidates are invited to upload their resume and cover letter outlining interest and qualifications as PDF or Word documents [on this form](#) or on Migrant Clinicians Network's website, [www.migrantclinician.org](http://www.migrantclinician.org).

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