



## **Chief Impact Officer**

The Chief Impact Officer is a key member of the executive leadership team, responsible for defining and advancing Essential Access Health's programmatic vision and ensuring the organization delivers meaningful, measurable impact. This role brings together healthcare transformation, learning and evaluation, and research into a unified approach that strengthens program effectiveness, informs strategy, and positions the organization to deepen its impact over time.

In close partnership with the Chief Executive Officer, the Chief Impact Officer shapes organizational direction by connecting implementation, learning, and evidence. This role ensures that the organization is clear about what it is achieving, how well it is performing, and where it must adapt or deepen its work to meet the needs of providers and communities.

The salary for this position is \$200,304.00 This position can be based in our Los Angeles office with a hybrid work schedule.

## **Core Responsibilities**

### **Programmatic Vision + Enterprise Leadership**

- Set and lead the organization's programmatic vision, ensuring alignment with mission, strategy, and evolving field needs
- Oversee healthcare transformation efforts, ensuring programs are high-quality, responsive, and grounded in provider and community realities
- Ensure alignment between programmatic work and organizational priorities, with a focus on strengthening impact over time
- Ensure that principles of access and inclusion are consistently embedded across program design, implementation, and decision-making

### **Learning, Evaluation + Impact Accountability**

- Establish and lead a cohesive, organization-wide approach to measuring impact and performance
- Define key metrics and indicators aligned with strategic priorities
- Ensure consistent monitoring of program implementation, outcomes, and effectiveness
- Ensure that performance measurement reflects who is being reached, how effectively services are delivered, and where gaps may exist
- Build a culture of accountability and learning, where data and insight inform decisions at all levels

### **Research + Field Insight Integration**

- Oversee research strategy and ensure alignment with organizational priorities and practical application
- Ensure insights from research, evaluation, and field experience are integrated and elevated



- Identify and synthesize key themes emerging from the organization's work
- Translate insights into clear recommendations that inform strategy, programs, and external positioning

### **Strategic Planning + Organizational Learning**

- Partner with the CEO to shape and advance organizational strategy, including identifying opportunities to deepen and expand impact
- Ensure alignment between strategic priorities and programmatic execution
- Guide internal learning processes that connect implementation, evaluation, and strategy
- Support organizational adaptability through evidence, insight, and reflection

### **Cross-Functional Integration**

- Partner with External Affairs to ensure programmatic work informs funding, policy, and external positioning
- Partner with Healthcare Transformation leadership to ensure community engagement efforts are meaningfully integrated into program design, implementation, and improvement
- Ensure community voice—captured through engagement structures and partnerships— informs learning, evaluation, and organizational strategy
- Work across functions to connect community insight with programmatic work, measurement, and external positioning

### **Partnership Strategy + Stewardship**

- Build and maintain strategic partnerships with providers, public agencies, researchers, and field leaders
- Identify opportunities to strengthen collaboration and extend the organization's impact
- Represent the organization in external spaces related to programmatic work, research, and learning

### **Executive Leadership + Team Development**

- Lead and support Vice Presidents across Healthcare Transformation, Learning + Evaluation, and Research
- Establish clear expectations, priorities, and accountability across teams
- Build a high-performing, collaborative leadership group with shared ownership of impact

### **Qualifications**

- 15+ years of senior leadership experience in public health, healthcare, research, or related fields
- Demonstrated experience leading complex programs and driving measurable impact
- Strong background in learning and evaluation, including defining metrics and using data to inform strategy
- Experience overseeing or integrating research into programmatic work



- Proven ability to lead senior leaders and align multiple functions at an enterprise level
- Experience building and managing cross-sector partnerships

## Core Competencies

- Enterprise leader with the ability to define vision and drive measurable impact
- Strong analytical thinker with the ability to translate data and insights into strategy
- Deep understanding of program design, implementation, and evaluation
- Collaborative executive who builds alignment across functions
- Clear and compelling communicator with strong synthesis skills
- Strong judgment in navigating complexity and change
- Demonstrates a commitment to embedding access and inclusion into programmatic strategy, evaluation, and decision-making

## What Success Looks Like (6–12 Months)

- Clear, aligned programmatic vision across healthcare transformation, learning & evaluation, and research
- Defined and operationalized framework for measuring organizational impact
- Strong systems in place to monitor performance and outcomes
- Clear identification and communication of key themes and insights from the organization’s work
- Evidence that learning and evaluation are informing program improvement and strategic decisions
- Community-informed insights are consistently integrated into programs, evaluation, and strategy
- Evidence that access and inclusion are reflected in program design, performance measurement, and continuous improvement efforts
- Strengthened partnerships that support programmatic effectiveness and growth

### Organizational Context + Reporting Structure

Role	Primary Focus
<b>Chief Impact Officer</b>	Sets the vision, strategy, and accountability for programmatic impact across healthcare transformation, learning & evaluation, and research — this role
<b>VP, Healthcare Transformation</b>	Leads design and delivery of programs and technical assistance that strengthen provider capacity and advance healthcare transformation
<b>VP, Learning &amp; Evaluation</b>	Leads organizational approach to measuring performance and impact, including evaluation design, data systems, and continuous learning



Role	Primary Focus
<b>VP, Research</b>	Leads research strategy and implementation, ensuring alignment with organizational priorities and practical application to programs and policy

The Chief Impact Officer is responsible for ensuring this structure operates as a unified, high-performing function—with shared goals, coordinated execution, and clear lines of accountability across healthcare transformation, learning and evaluation, and research—so the organization is clear about what it is achieving, how well it is performing, and where it must deepen its impact.

We will consider for employment all qualified applicants, including those with criminal histories, in a manner consistent with the requirements of applicable state and local laws, including the City of Los Angeles' Fair Chance Initiative for Hiring Ordinance.

Essential Access offers a competitive salary + benefits. Essential Access is an M/F, Disabled, and Vet EEO/AA Employer.