



ALASKA STATE HOSPITAL &
NURSING HOME ASSOCIATION

Alaska State Hospital and Nursing Home Association (ASHNHA) Director of Healthcare Workforce

THE COMPANY

The Alaska State Hospital and Nursing Home Association (ASHNHA) represents more than 65 hospitals, skilled nursing facilities, home health agencies, and other health care partners distributed across Alaska's vast expanse of over half a million square miles, from PeaceHealth Ketchikan Medical Center in Southeast Alaska to Samuel Simmonds Memorial Hospital in Utqiagvik, north of the Arctic Circle.

Our diverse association unites every small rural hospital, nursing home, and large hospital system in the state around common goals. For over 60 years, ASHNHA members have worked together to improve health care in Alaska.

ASHNHA's mission is to advance the shared interests of Alaska's hospitals, nursing homes, and healthcare partners, to build an innovative, sustainable system of care for all Alaskans.

More information about ASHNHA can be found on our website at www.ashnha.com.

JOB SUMMARY

The Director of Workforce will develop, lead, implement, and facilitate initiatives focused on healthcare workforce development. The position will identify member workforce needs and develop an action plan in coordination with internal and external stakeholders. This work will support the wellness, competency, and availability of healthcare staff across Alaska. This position is a critical member of the ASHNHA team and must work cooperatively and collaboratively within the organization.

MAJOR RESPONSIBILITIES

1. Serve as the ASHNHA lead on workforce issues. Develop specific initiatives, policy recommendations, advocacy priorities, and strategies to meet the short and long-term workforce needs of the growing and changing healthcare sector.
2. Identify member needs including gathering and analyzing data and scope the appropriate role for ASHNHA in responding to those needs. Document and communicate program progress and outcomes.
3. Oversee the development and expansion of statewide collaborative initiatives with a focus on nursing subspecialty and transition to practice training emphasizing the needs of rural facilities.



4. Manage continuous stakeholder engagement process with facilities and coordinate program initiatives. Serve as primary liaison to key partners like Alaska Pacific University, the UAA School of Health, the Alaska Primary Care Association. Serve as ASHNHA representative to collaborative groups such as SHARP Council and Alaska Healthcare Workforce Coalition.
5. Provide extensive interaction with and leadership to members, topic experts, and staff. Facilitate member workgroups, webinars, learning networks, and education programs to support hospitals and nursing homes under the position areas of focus.
6. Participate in funding development and administration, fiscal monitoring, and reporting of workforce initiatives.
7. Provide support to the ASHNHA CEO and VPs in areas and on topics not specifically assigned to the Director, including staff activities related to preparation for the annual ASHNHA conference, board meetings, Executive Committee meetings, and other matters as needed.

MINIMUM EDUCATION, REQUIRED EXPERIENCE, AND KEY CAPABILITIES

1. Education and Experience.

- Bachelor's degree in a related field, with a preference for a master's degree.
- Minimum of five years related work experience. Experience and/or firm understanding of workforce development programs and policy. Experience in health care preferred.

2. Knowledge, skills, and abilities

- Possesses strong communication, networking, collaboration, public speaking, writing, and interpersonal skills.
- Interacts professionally and courteously with other employees, members, and community partners, and maintains positive relationships.
- Extremely comfortable and competent in speaking and presenting to executive-level leaders, legislators, and C-suite/administrators, as well as facilitating groups and leading meetings and discussions with stakeholders.
- Performs high quality, professional, and thorough work within deadlines, with or without direct supervision.
- Highly self-motivated individual with ability to work independently and to complement and strengthen a team. Must enjoy working with people and serving in a highly visible position.
- Ability to analyze, summarize and report on workforce data.
- Can-do mentality and proven willingness to pitch in with all kinds of work as needed to get the job done
- Proficient in Microsoft Office, particularly MS Excel, Word and PowerPoint.
- Knowledge of the physical, economic, and social characteristics of Alaska's healthcare landscape and workforce.



POSITION STATUS

- Position is full-time, with benefits. Professional development opportunities will be provided.
- Position will work out of either the ASHNHA Anchorage or Juneau office, with partial work from home opportunity. Regular travel required to communities throughout Alaska for site visits and to regional and national meetings.
- ASHNHA offers health insurance, vacation, flexible work schedules, and a family-friendly environment.
- This position is supported with external funding. Continued employment may be dependent on funding.

WHY SHOULD YOU APPLY

- Make a difference by supporting the wellness, competency, and availability of healthcare staff across Alaska.
- Work with a high-performing team on challenging issues.
- Competitive pay and benefits. Salary range of \$90,000 - \$100,000.
- 5-day work week with flexible/family-friendly hours, health insurance, and vacation.

INTERESTED?

Submit a resume, writing sample, and a cover letter that describes why you are interested in joining the ASHNHA team and how you are the best person for the position to Jeannie Monk at jeannie@ashnha.com.

Position opened until filled.