

Company:	Facente Consulting
Position:	Senior Consultant
Salary:	\$100,000 to start
FTE:	Full-time
Posting Date:	November 23, 2021
Closing Date:	Open until filled

Position Overview

Facente Consulting is a small woman-owned consulting firm headquartered in San Francisco's East Bay, specializing in providing public health-related professional services to health departments, other government agencies, nonprofits, universities, coalitions, and collaborations. Our mission is to support our clients to improve health and wellness by helping them understand, implement, and tell their story. We are seeking a Senior Consultant to join our team - someone who is passionate about public health, values the wisdom of communities, and wants to apply their skills and experience to advancing health equity for under-resourced populations. **We strongly encourage people of color and people with lived expertise to apply.**

The Senior Consultant's primary role will be to lead a variety of projects, ranging in complexity, length, subject matter, and methodologies, initially under the guidance of senior managers, with increasing independence. Senior Consultants have specialized skills and knowledge (e.g., in a subject matter area, or in a particular method such as evaluation or strategic planning), and are also versatile in that they can lead and/or contribute to projects focused on strategic planning, program evaluation, needs assessment, collective impact backbone support, data collection and analysis, and/or training and technical assistance. Senior Consultants may play a key role in bringing new clients or new work into the firm. Experienced Senior Consultants may also supervise staff.

Examples of the types of projects this position may work on in the first year include strategic planning processes for one or more large (>200 person) community organizations focused on workforce development or homelessness, supporting a neighborhood-focused organization to develop a large-scale community survey related to community pride and sense of safety, and/or conducting qualitative interviews or focus groups to determine an agency's progress toward its goals of equity in service provision and racial justice overall.

This position is a regular exempt (salaried) position.

Job Description

- Lead multiple simultaneous projects "end-to-end" of varying sizes, complexity, and subject matter, including guiding overall vision and providing direction and guidance to project team members
- Exercise strategic facilitation and decision-making – i.e., assess and synthesize multiple points of information (e.g., primary data, stakeholder perspectives, political will, best practices) in a strategic way, and use that information to guide next steps on a project
- Conduct quantitative and qualitative research, including instrument design, data

collection, analysis, and report writing (e.g., literature reviews, key informant interviews, focus groups, surveys, epidemiologic data analysis)

- Manage, analyze, and use data to tell a story and inform program or policy decisions
- Prepare and deliver presentations, reports, and other client deliverables
- Apply health equity principles and an antiracist lens in project implementation
- Work effectively with a wide variety of stakeholders, including Executive Directors, Program Directions, Foundation Executives, clinical staff, public health professionals, researchers, clients of nonprofits, and community members
- Build and maintain rapport with company clients, through collaborative engagement and effective communication with project stakeholders
- Develop and maintain positive working relationships with coworkers and potential clients
- Provide ad hoc project support to projects led by others

Skills and Experience

Required Skills and Experience

- Minimum of 3 years of experience as a consultant, or in a role similar to that of a consultant (such as technical assistance/capacity building with autonomy over planning and implementation)
- Minimum of 3 years of experience with public health program planning, strategic planning, program evaluation, needs assessment and/or other public health program-related work
- Outstanding writer, with the ability to craft compelling arguments and present complex information in an understandable way, ideally with research citations
- Ability to analyze a situation/context and propose strategic approaches and solutions
- Advanced facilitation skills, including strategic facilitation as defined above
- Well-versed in health equity principles
- Willingness to engage in anti-racism work
- Comfort with supporting clients in clarifying project goals and scopes of work that are initially ambiguous and/or evolving
- Ability to flexibly adapt project scope or activities in service of the client's needs and goals
- Ability to move work forward independently, with general guidance
- Ability to maintain positive relationships with clients and coworkers
- Ability to multi-task in the face of competing priorities
- Strong presentation skills
- Proficient with MS Office applications (Word, Excel, PowerPoint) and web-based communication platforms (e.g., Zoom), and comfortable learning new technology
- Willingness to travel for in-person facilitation or project meetings (with COVID-19 protections in place as appropriate)

Desired Skills and Experience

- Experience working for or with a health department and/or a community-based organization
- Familiarity with Results-Based Accountability
- Master's degree in public health or related field
- Fluent/native speaker and writer in one of the following: Spanish, Mandarin, Tagalog, or Vietnamese

Additional Information

- Facente Consulting is a virtual workplace, with no physical office. All of our staff work from their homes, but we work hard to foster a remote supportive team environment.
- This position may require local, state, and/or national travel.
- Our team is amazing. We are a remarkable group of people with a vast array of skills, unique perspectives and experiences, and a passion for public health practice. We are people of color and white allies; we are gay, queer, and straight. We believe in work/life balance, and we also like to be upfront about the fact that certain projects sometimes require us to do short stints of intense work. To balance out this intensity, at least once a quarter, we put our work aside and take a half-day to something fun as a team.
- The salary range for this position is \$100,000 - \$115,000. To ensure equity, the default starting salary for Senior Consultants is \$100,000, which is reassessed at 6 months.
- Facente Consulting offers a benefits package with health, dental, and vision insurance, paid vacation and sick time, long-term disability insurance, retirement, paid professional development opportunities, and more.

Application Instructions

People of color and people with lived expertise in communities affected by health inequities are strongly encouraged to apply. We value the unique experiences, strengths, and perspectives that the applicant will bring to this position. Therefore, we will take into account not just academic training but also real work and life experience, engaging in a holistic review of each applicant's personal and professional experience, skills, and values.

Please submit the following to JT Taylor, Talent Manager, at apply@facenteconsulting.com:

- Cover letter
- Resume/CV
- Two professional writing samples
- Three references with contact information (current or former supervisors or co-workers, professors or teachers, or other professional references welcome)

This position is open until filled.