

Organization Background

Greater Baybrook Alliance (GBA) is a community development organization whose mission is to engage and empower stakeholders across Baltimore City and Anne Arundel County to revitalize the Greater Baybrook Peninsula, including Brooklyn, Brooklyn Park and Curtis Bay- through investment, collaboration, and advocacy. GBA may directly implement community development initiatives or seek out and support partners to carry out those activities. Our activities include housing and commercial revitalization, affordable housing development, beautification programs and projects or programs to improve residents' quality of life. GBA is a nonprofit 501c3 organization.

Community Health Program Manager

The Community Health Program Manager (Program Manager) will lead a 12-month collaborative effort to design and establish a community-based public health intervention to address the needs of vulnerable communities (especially those related to communities of women exchanging sex for drugs and money) in the Brooklyn-Curtis Bay and Baltimore Highlands neighborhoods. The Program Manager will engage and build consensus among communities of women with experience in doing sex work, neighborhood residents, community-based organizations, behavioral health providers, advocacy groups and other system stakeholders. The Program Manager will also take the lead on identifying and developing resources for the implementation of community-based public health interventions.

The Program Manager will ensure that the feedback, recommendations and lived experience of communities of women doing sex work, other vulnerable populations, and other peer stakeholders are guiding the decision-making and planning process. To ensure that these, and other key voices are at the table, the Program Manager will use the following principles to guide their outreach efforts:

1. Ensure the representation of those with lived experience in the planning process
2. Prioritize a harm reduction approach
3. Prioritize interventions that don't require police intervention
4. Apply a racial and gender equity lens
5. Be culturally competent

This is a full-time salaried position currently funded for 12 months to serve both the Brooklyn-Curtis Bay and Baltimore Highlands communities. The Greater Baybrook Alliance will work with the Program Manager to sustain the position as a permanent, full-time placement in the Brooklyn-Curtis Bay neighborhood after the initial 12 month period.

ESSENTIAL FUNCTIONS:

- Identify and engage with community and peer-based groups that work with women doing sex work to advise on community-building activities that are focused on de-stigmatizing vulnerable populations and reducing nuisance and harmful activity
- Work with the Greater Baybrook Alliance (Brooklyn-Curtis Bay Community) and the Southeast Community Development Corporation/Highlandtown Community Association (Baltimore Highlands) to develop a neighborhood coalition of community and service provider partners that will lead the planning of a strategy that will increase access to services for vulnerable, street-involved populations.
 - Engage communities of women doing sex work and ensure they are represented in the coalitions' planning and decision-making process
 - Outreach to already established and new stakeholder partners
 - Convene and facilitate regular meetings

- Develop and track progress on action items
- Develop and complete a 'shovel-ready' detailed plan, budget, and timeline for an intervention that will give communities of women doing sex work local access to low-threshold services.
 - The Program Manager will deliver two separate plans tailored to each neighborhood context and will include strategies that reflect best practices (i.e. Peer Recovery Specialists, Intensive Case Management and resources for non-billable supportive services)
 - Identify and develop private and public resources at the local, state and federal levels to fund intervention plans
- Other community safety and public health-related duties as assigned

REQUIRED EXPERIENCE:

- A Bachelor's or Master's degree in public health, social work, public administration, criminal justice, urban planning or related fields AND at least 3-5 years of experience in developing, managing and implementing projects at the community level. Additional experience working at the intersection of safety, public health and community can be substituted for education experience.
- 3-5 years of experience in resource development, including the ability to prepare superior written reports, build relationships with local funders, and develop competitive funding applications
- Experience working collaboratively in partnership with community residents, community-based non-profits, public agencies, anchor institutions, and other stakeholders

REQUIRED CHARACTERISTICS & SKILLS:

- Ability to build consensus among community residents and other local community-based stakeholders with diverse interests
 - Strong group facilitation skills
 - Passion & skills in community organizing/relationship building
 - Strong analytical, negotiation, and problem-solving skills
- Demonstrated ability to thrive in an independent work environment, meet deadlines, and work on multiple projects at once
- Ability to attend evening and weekend functions as required
- Must be able to work flexible hours and have reliable transportation

PREFERRED QUALIFICATIONS:

- Lived experience related to substance use, sex work, and/or homelessness preferred
- Experience with the Brooklyn and/or Baltimore Highlands neighborhoods preferred
- Bilingual in English and Spanish preferred

Salary Range: \$45,000 - \$60,000 with full benefits

TO APPLY

Candidates should send a resume and detailed letter explaining the nature of their interest and how they have demonstrated the ability to perform the responsibilities of the Program Manager position. The position will remain open until filled. Compensation commensurate with experience. Please send application materials to apply@greaterbaybrookalliance.org.