



(Bilingual) COMMUNITY COACH

About New Jersey Health Initiatives

New Jersey Health Initiatives (NJHI) works to create a healthier, more equitable New Jersey by investing in resident-led community groups and networks, rooted in racial equity, and centered on systems change. NJHI is managed through a collaborative relationship among the Community Foundation of New Jersey, the Community Foundation of South Jersey, and the Robert Wood Johnson Foundation.

Position Summary

NJHI is seeking a dedicated, committed, passionate Bilingual (English Spanish) Community Coach (CC) to join our team. The CC will work closely with community organizers and grassroots groups, coalitions, networks, or organizations to amplify their community impact and support NJHI's programmatic goals and their alignment with our community stewards and partners. This role values intentionally listening to learn, engaging neighbors, supporting resident leadership identification and capacity building for new skills. The ideal candidate must be recognized for a specific area of knowledge related to community change, advocacy, power building, and a deep understanding of community coaching with community-led and community-centered work. The CC will work closely with the Grassroots Community Advocate while focused on providing tailored coaching to align with individual community groups.

Position Responsibilities

- Program Implementation and Collaboration
- Community Engagement, Networking & Relationship Building
- Community Coaching and Support
- Assessment and Evaluation
- Skill development, group facilitation and conflict management
- Provide a deep sense of trust, belonging and psychological safety with community partners.

Expected Competencies

- Values lived experience and community expertise. Passionate about engaging with communities and easily connecting them to important topics relevant to them as well as attentively listening to support their needs.
- Creates and Nurtures Meaningful Sustainable Relationships. Seeks to connect community groups to resources. Shares and models collaborative approaches and deeply understands the process for creating true authentic collaboration. Expertise in team building and group interactions.
- Planning and Management. Is a proactive, intentional, visionary planner who easily develops timelines and manages the work cohesively. Facilitates group dynamics and designs meetings productively as well as aligned with the group's goals. Easily assess capacity building opportunities.
- Accepts Responsibility. Holds oneself accountable for delivering work promptly and accurately; often engages in self-reflection, is self-aware and accepts responsibility for mistakes.
- Champions Change and Adapt with It. Accepts change, while maintaining a positive attitude, and exhibits constructive work behaviors during transition periods.
- Displays Emotional Intelligence. Conveys ideas clearly and succinctly; assess audiences effectively, tailoring the message appropriately to each audience; is comfortable interacting with people at all levels of the organization. Experience working with different communication styles.
- Displays Creativity. Encourages creativity and innovation to drive progress; is comfortable taking reasonable risks and engaging in innovative thinking.

- Makes Data Driven Decisions. Takes an analytical, logical approach in making judgments and decisions; carefully reviews facts and information before reaching any conclusion.
- Ability to engage in racial equity analysis. Understands structural and institutional racism, historically marginalized communities and easily works with an equity lens.
- Ability to work within collaborative organizational structures.
- Demonstrated conflict resolution experience.

Minimum Education & Experience

• **Bilingual English Spanish Required (must be fluent and have excellent communication skills in both languages.)**
Please only apply if you are fluent in both languages (oral and written).

- Undergraduate degree preferred, or deep understanding of community-centered work as demonstrated by a track record of success in community centered work.
- Applicable experience in community coaching, community leadership, community organizing, or focused on benefiting communities of local residents.
 - Demonstrated personal and professional commitment to equity, diversity, and inclusion.
 - Experience supporting communities who experienced racial trauma and other types of traumas related to historically marginalized communities and oppression.

Salary and Benefits

\$80,000 -100,000 depending on experience. Benefits include health insurance, 12 days PTO, 10 paid holidays and 5 sick days, 401K match up to 8% of employee contribution, etc.

The Community Foundation of New Jersey is an Equal Opportunity Employer. We are committed to building a diverse team and encourage applications from candidates from diverse backgrounds and experiences.

How to apply

Please e-mail a resume to agarcia@njhi.org



About the Community Foundation of New Jersey

The Community Foundation of New Jersey creates and scales custom solutions for purpose-driven individuals, families, and businesses. From creative projects that tackle critical societal or policy issues to scholarship funds, corporate philanthropy, legacy funds and donor advised funds, the Community Foundation manages nearly every kind of giving vehicle and tailors solutions to meet critical needs. For more information, visit www.cfnj.org.



About the Community Foundation of South Jersey

The Community Foundation of South Jersey (CFSJ) envisions an eight-county region thriving, where all neighbors aspire, succeed, participate, and give. The vision is realized as CFSJ inspires generosity, manages and deploys permanent charitable assets, and exercises collaborative leadership to create a more equitable region. CFSJ works with South Jersey philanthropists, local nonprofits, and neighbors to build capital, contribute assets, and create permanent endowments for impact in perpetuity. Learn more about CFSJ at www.communityfoundationsj.org.