



## **Job Posting - May 2026**

### **Director of the Center of Pathways Healthcare Careers**

The Grand Rapids African American Health Institute seeks a full-time Director of the Center for Pathways to Healthcare Careers to join our leadership team.

#### **ABOUT THE ORGANIZATION:**

The Grand Rapids African American Health Institute (GAAHI) is a community-based health organization dedicated to eliminating racial and ethnic health disparities through community engagement, advocacy, research, and education. For nearly 25 years, GAAHI has served as a trusted leader and convener in West Michigan, working collaboratively with healthcare systems, educational institutions, businesses, policymakers, and community organizations to improve health outcomes and advance health equity. GAAHI operates under four pillars of service: Community, Advocacy, Research, and Education. To learn more, visit [www.graahi.com](http://www.graahi.com)

#### **Position Overview**

The Director of Pathways to Careers in Healthcare provides visionary leadership, strategic direction, and operational oversight for workforce development initiatives designed to build equitable, sustainable pipelines into healthcare careers. This role is responsible for designing and scaling multi-level pathway programs (K–12, college, and adult learners), strengthening partnerships across healthcare systems and educational institutions, and ensuring participants successfully transition into high-demand healthcare careers. This position reports directly to the Vice President of Strategic Operations.

This leader serves as a connector between community, education, and industry, advancing workforce diversity, reducing barriers to entry, and addressing critical healthcare workforce shortages.

#### **Key Responsibilities**

- Oversee the staff of the Center of Pathways to Careers in Healthcare
- Develop and implement a comprehensive healthcare career pathways strategy
- Lead program design across youth, college, and adult learner pipelines
- Cultivate partnerships with healthcare systems, schools, and community organizations
- Oversee program operations and budget management
- Manage scholarship processes, allocation, and tracking

- Ensure program excellence and impact through data, evaluation, and continuous improvement
- Assist in securing funding through grants, sponsorships, and partnerships
- Provide continuous professional development opportunities for staff
- Other duties as assigned

## **QUALIFICATIONS**

### **Education & Experience:**

- Master's degree or above (Public Health, Education, Healthcare Administration, Business, or related field)
- 5–7 years of experience in college administration, workforce development, education, or healthcare programming
- Demonstrated experience leading multi-sector partnerships

### **Knowledge, Skills, and Abilities:**

- Ability to provide effective team leadership with clear responsibilities and expectations
- Strong strategic thinking and program development skills
- Strong ability to cultivate strategic partnerships that strengthen collective impact by serving as a convener, collaborator, and steward of shared initiatives, outcomes, and community-driven results
- Demonstrated ability to collect, analyze, interpret, and apply qualitative and quantitative data to inform strategic planning, program development, operational improvements, and organizational decision-making
- Ability to utilize evaluation frameworks, performance metrics, dashboards, and outcome measures to assess effectiveness, identify trends, strengthen accountability, and drive continuous improvement
- Recognized leader in health equity and workforce diversity
- Exceptional leadership, communication, and organizational skills

### **Reporting Structure**

The Director of the Center of Pathways to Healthcare Careers reports directly to the Vice President of Strategic Operations

### **APPLICATION PROCESS:**

Please e-mail a cover letter, resume, and contact information for two references to [barbara.lash@graahi.org](mailto:barbara.lash@graahi.org). Please use "Director of Pathways" as the subject line for your e-mail.

We review applications on a rolling basis. The Grand Rapids African American Health Institute is an Equal Opportunity Employer and encourages diversity in all facets of the organization's work. GRAAHI offers competitive wages and a full benefits package.