Robert Wood Johnson Foundation
Program Officers:
Healthy Children and Families;
Healthy Communities;
Leadership for Better Health
Princeton, N.J.
Program Officer, Healthy Children and Families
Program Officer, Healthy Communities
Program Officer, Leadership for Better Health
Robert Wood Johnson Foundation
Princeton, N.J.

About the Robert Wood Johnson Foundation

The Robert Wood Johnson Foundation (RWJF), located in Princeton, N.J., is the largest philanthropy in America dedicated solely to health. Since 1972, we have been providing funding, assistance, and research for projects and programs to help people, their families, and their communities be as healthy as possible. RWJF is committed to working alongside others to build a Culture of Health that provides everyone in America a fair and just opportunity for health and well-being.

We take seriously our responsibilities, and we pledge to work in ways that reflect our Guiding Principles. These are rooted in equity and influence everything we do at RWJF. Diversity, inclusion, and collaboration allow our staff’s wide range of experiences, passions, and perspectives to enrich our work and strengthen our ability to address our nation’s most pressing health issues. With a career at RWJF, you will make a difference.

For more information on the Robert Wood Johnson Foundation, please visit rwjf.org.

The Opportunities

RWJF currently has three program officer (PO) openings in three of our four focus areas: Healthy Children and Families, Healthy Communities, and Leadership for Better Health. Program officers are professional staff responsible for developing, implementing, and managing RWJF’s initiatives to improve health and health care. Their primary responsibilities include providing intellectual and organizational leadership in designing and implementing new initiatives, evaluating proposals, monitoring programs and grants, learning from program investments and activities, and creating impact through dissemination of knowledge.

As with staff at all levels of the Robert Wood Johnson Foundation, program officers are expected to demonstrate a passionate commitment to equity and to RWJF’s mission and Guiding Principles.

Candidate Profile

All program officers at RWJF are expected to have the following professional and personal qualities, skills, and characteristics:

Commitment to Equity

You have a history of fostering inclusive environments, engaging diverse voices, and are able to consider underlying inequities, structural drivers, privilege, and power dynamics in your work.
Connective Thinking
You excel at creatively exploring problems, issues, and opportunities. You are a lateral thinker who is able to translate ideas from different spaces, make connections between seemingly disparate ideas, and see how they fit within a broader whole.

Curiosity and a Rapid Learning Curve
You are intellectually curious and able to dive into new spaces and new networks. You like to explore different, disparate ideas and can swiftly make sense of complex issues.

Systems Thinking
You are able to identify leverage points and assess how new ideas have the potential to influence or change a system. You are comfortable with experimentation and risk-taking and are able to find and refine the truly transformative “nugget” in an idea—even if others don’t see it yet.

Excellent Networking Skills
You are a relational person and are able to build robust networks that allow you to cast a wide net, make connections, and see opportunities and challenges from diverse perspectives.

Open-Mindedness, Additive Thinking, and Humility
You are open-minded and willing to explore ideas, whether they are yours or not. You are an additive and generative thinker who builds on the ideas of others. And you are self-aware and recognize a grantmaker’s role in supporting the work of their grantees.

Well-Honed Research and Analytical Skills
You can apply rigor and an objective lens when researching and evaluating. You make sound decisions and are responsive, clear, and persuasive in your recommendations.

Able to Drive and Communicate
You are able to work both independently and collaboratively and to manage multiple priorities effectively. You spend your time generously and judiciously. You consistently deliver on project goals and outcomes.

Collaborative Approach
People enjoy working with you and you enjoy working with others. You are able to work effectively with others and work with efficiency, enthusiasm, and diplomacy—both individually and as part of a team. You build productive and reciprocal relationships with a diverse group of colleagues, grantees, consultants, and others.
In addition, strong candidates will offer:

- Strong written and verbal skills; demonstrated persuasive and respectful presentation skills for communications with internal leadership, external high-level stakeholders, and people from the communities we are working to reach on a range of complex issues.
- Comfort with using social networking tools to further RWJF’s work.
- Familiarity with, but not necessarily a professional background in, philanthropy and philanthropic processes.
- Ability to travel, including site visits and representing RWJF at outside meetings.
- Education and experience equivalent to an advanced degree (MA/MS) and three (3) or more years of relevant experience.

Below are additional details about each of the roles:

**Program Officer, Healthy Children and Families**

The program officer (PO), Healthy Children and Families (HCF) will work to ensure that all children and their families have an equitable opportunity to achieve their optimal health and well-being. RWJF’s strategic approach through this body of work aims to improve the conditions that affect child and family well-being, particularly during the earliest years of a child’s life, through policy, systems, and environmental changes. Core to RWJF’s vision, these initiatives and programs focus on how individuals and organizations can shift mindsets and tackle systemic barriers to health and well-being for children and families.

This PO will play a critical role in advancing RWJF’s priorities by designing, managing, and monitoring programming and initiatives that promote policies to ensure that families have the opportunity to raise healthy families and promote a shift in mindsets and values in support of health and well-being of children and families. Drawing upon experience working in highly collaborative environments; skills related to strategy development and monitoring; and experience with systems-change initiatives for social change, the new PO will support the design and implementation of new and ongoing initiatives and programs; learn from our investments and activities in close collaboration with RWJF’s Research-Evaluation-Learning unit; and facilitate dissemination of learning, data, and resources.

In addition to the general PO tasks, specific responsibilities for this role include:

- Engaging diverse perspectives across RWJF and applying them to programming, team strategy development, and initiatives.
- Participating in the development and monitoring of HCF theme performance indicators and learning questions.

Specific qualifications include:

- Extensive understanding of multiple approaches to policy change that include familiarity with:
  - policies affecting the allocation of resources to families and the impact those resources have on family well-being—such as income, nutrition and early care and education opportunities.
advocating for and supporting policy efforts at the federal or state level.
advancing health equity for children and families;
the multiple factors and drivers of opportunity that influence child and family
health and well-being.

Program Officer, Healthy Communities

The program officer, Healthy Communities, will be part of a team focused on systems change
efforts to create the conditions in communities that allow all residents to reach their best
possible health and well-being in the following ways:

• Shifting mindsets and expectations to create demand for and motivate action to create and
  support the conditions in communities that promote health equity;
• Identifying, developing, testing, and spreading policies, practices, and financing
  approaches; and
• Supporting regional capacity for equitable, healthy development in small and midsize cities
  and their surrounding regions.

Specific qualifications include:

• Demonstrated understanding and work specific to influence and shift mindsets in order
  to advance healthy, equitable communities, either through policy change strategies,
  strategic communications and narrative shift efforts, field-building work, convening,
  and/or partnership and network development.

Program Officer, Leadership for Better Health

Leadership for Better Health (LBH) recognizes that leadership and its development occur within
the context of an ecosystem that is influenced by multiple types of stakeholders at different levels
within systems that influence health and well-being. Leadership development is needed at the
individual or personal level, within institutions to enable them to evolve for systems change;
between institutions and organizations; as well as between institutions and communities. LBH
seeks to ensure that leaders of every community work inclusively so that everyone has a fair and
just opportunity for health and well-being and supports the above change.

The program officer, Leadership for Better Health, will play a critical role in LBH’s efforts to
develop the capacities of individuals, groups, networks, and organizations to align efforts of
multisector stakeholders engaged in transformative processes that advance health and well-
being. Stakeholders include, but are not limited to, health and health care practitioners,
academics, community organizers, artists, and other changemakers in the transportation,
environment, education, business, and policy sectors. The program officer will also be an
external ambassador for RWJF on health equity.

Specific qualifications include:

• Experience leading with others and comfort working in networks and communities of
  practice with a focus on equity.
• Experience facilitating learning and strategic thinking.
• Experience forging and maintaining dynamic partnerships at the local and national level to achieve change.

Contact

Koya Leadership Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. To make recommendations or to express your interest in these roles, please visit the links below. All nominations, inquiries, and discussions will be considered strictly confidential.

Program Officer, Healthy Children and Families
Program Officer, Healthy Communities
Program Officer, Leadership for Better Health

The Robert Wood Johnson Foundation is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ and other underrepresented applicants.

About Koya Leadership Partners

Koya Leadership Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Leadership Partners, visit www.koyapartners.com.