



Posting Date: August 19, 2026

Position: Health Equity Zone (HEZ) Director of Central Providence Unidos (CPU) – CPU HEZ Director

Introduction: As the new backbone for Central Providence Unidos (CPU), the Woonasquatucket River Watershed Council (WRWC) is forming a team to rebuild collaborative community and HEZ capacity to carry forward the Central Providence Roadmap, a comprehensive, community-built collective impact plan focused on the nine neighborhoods in 02908 and 02909 zip codes. The CPU HEZ Director will be a seasoned manager and compassionate, facilitative leader with significant grants and community empowerment experience in the non-profit sector. The HEZ Director will lead a small team focused on advancing measurable economic and social opportunity gains for residents in Central Providence and will work closely with WRWC to recapacitate and invest in the thriving future of Central Providence Unidos and the vibrant tightknit communities CPU, WRWC and the HEZ initiative jointly serve.

Overview: The CPU HEZ Director is both the senior administrative officer and the guiding hand for the place-based, collective impact initiative known as Central Providence Unidos. They lead a team that convenes a broad spectrum of neighborhood residents, organizational partners, funders, local officials, and policymakers. They also oversee strategy, internal functions, and data/evaluation efforts that relate to this multi-dimensional initiative. The Director supervises and supports two additional fully funded positions advancing the HEZ framework – the Road Map Coordinator and the Community Advocacy Prevention and Empowerment Specialist. As CPU capacity comes back online, the CPU HEZ Director will help to grow the team that carries forward the HEZ in combination with the priorities and best practices of Community Action work at WRWC through strategic independent and collaborative grant seeking efforts.

CPU HEZ Director Roles and Responsibilities:

- Primary contact, collaborative decision maker and problem solver with the Rhode Island Department of Health (RIDOH) on RIDOH business
- Primary grant writer and grants manager working collaboratively with support from the WRWC grants team, and in conjunction with RIDOH and the HEZ network
- Exemplifies/models a shared commitment to health equity and collective impact predicated on embedded equity in all aspects of HEZ work while fostering a culture that reflects them
- Cultivates excellent working relationships with external senior leaders involved in this initiative and in the HEZ network in a way that can inspire collective action without formal authority



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- Engages in facilitative leadership among the CPU HEZ staff of 3 in a collaborative non-hierarchical work environment predicated on high levels of organization and the ability to orchestrate/delegate tasks among a small team to achieve maximum impact
- Works closely with RIDOH to structure and measure change and report on progress as supported by WRWC and the CPU HEZ team

HEZ Leadership Further Defined:

- Overseeing systems to share governance, decision-making, resources, communications, and coordination of programs across the partnerships.
- Overseeing strategic coherence
 - Articulating the “big picture” of the collective vision and strategies that contribute to empowerment and uplift success
 - Guiding community analyses in order to understand gaps, needs, and opportunities, develop priorities and coordinate supporting activities of partners.
 - Moving the Central Providence Road Map from vision to implementation.
 - Orienting and motivating partners toward outcomes while ensuring strong processes.
- Data Collection, Analysis, and Learning
 - Overseeing the development and implementation of a shared measurement system that will track common outcomes and indicators across the initiative and use results to inform learning and continuous improvement.
 - Monitoring results of macro-level economic mobility data points, as collected by the RI Data Ecosystem, and use this data to inform initiatives.

Desired Qualities and Qualifications preferred and required:

- Preference will go to an individual who has lived experience and/or has worked in similar neighborhoods to the neighborhoods of Providence, RI surrounding the Woonasquatucket River, such as Olneyville, Manton, Hartford and Silver Lake, the core of Central Providence
- Bilingual fluency in Spanish and English, oral and written language, preferred
- Advanced degree or equivalent in related field of practice required
- 5 to 10 years of experience funding non-profit work with demonstrated track record of success and related references to be provided
- Adaptability, flexibility, well-developed ability to work fluidly across issues, teams and work styles
- Big vision for and experience with systems change and community power building
- High levels of organization and follow through with ability to inspire same in others



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Compensation and Benefits:

- Salary: WRWC is pleased to offer \$65,000 to \$75,000 annual salary based on experience in deference to the required skills and experience, with opportunities for performance-based increases as full funding is restored.
- Full-time employees are eligible for all benefits as described in the WRWC Employee Handbook including covering 90% of Health Insurance, 100% Dental Insurance, pension, and paid time off (vacation, sick days, and organization holidays).

To Apply:

Email cover letter, resume, and grant development work sample to Leslie Ospina (lospina@wrwc.org), with subject line: CPU HEZ Director application.

Or mail to:

Leslie Ospina

WRWC

45 Eagle Street, Suite 202

Providence, RI 02909

We will accept applications on a rolling basis ending Monday, September 14, 2026.

WRWC is an equal opportunity employer. We do not discriminate against employees based on race, color, religion, sex, national origin, age, disability or genetic information.

The mission of the Woonasquatucket River Watershed Council (WRWC) is to create positive environmental, social and economic change by revitalizing the Woonasquatucket River, its Greenway and its communities.