



Fellowship Name: Health Disparities, Excellence, and Engagement Fellowship

Fellowship Details

Host Site Organization Name: Waco-McLennan County Public Health District

Host Site Division/Program: Health Equity, Promotion & Prevention (HEPP) Division

Host Site/Fellowship Location: 225 West Waco Drive, Waco, Texas 76707

Host Site Workplace Setting: 100% onsite/in-person

Workplace Setting Description: N/A

Public Health Core Disciplines: Health Policy and Management, Social and Behavioral Sciences

Primary Fellowship Focus/Topics: Program Management, Organizational Excellence

Fellowship Overview

Host Site Mission

Our vision is to create the healthiest county in Texas, where everyone thrives. The fellow will the HEPP Division, advancing health equity, community engagement, and operational excellence. We foster a workplace built on trust, shared purpose, and innovation, ensuring a collaborative pursuit of excellence for all.

Fellowship Projects

The specific project will be determined based on the organization's priorities at the time of their start and the fellow's skills, abilities, interests, and professional goals. Our goal is to maximize the fellow's contribution by remaining flexible and aligning their work with organizational needs and their unique strengths. We seek a fellow to serve as an analyst, supporting development, monitoring, implementation, and evaluation of current or anticipated programs, projects, and organizational or community needs. Key focus areas will include organizational excellence, change management, planning, analysis, quality assurance, health disparities, health literacy, accountability, education, training, stakeholder engagement, communication, and collaboration. An example project is assisting with the development, implementation, monitoring and evaluation of our Community Health Improvement Plan.

Fellowship Deliverables

Planned deliverables include analysis and evaluation of programs, development of strategies for organizational excellence and change management, implementation of quality assurance measures, support for health disparities and health literacy initiatives, and facilitation of stakeholder engagement through education, training, and communication.

Fellowship Activities/Responsibilities

- Program Management
- Organizational Excellence
- Strategic Planning
- Project Management
- Performance Metrics
- Grants Management
- Metrics Reporting
- Health Literacy

2025-26 Texas Public Health Fellowship

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Salary and Benefits

Annual Salary: \$56,160

The fellow will NOT be eligible for Waco-McLennan County employee benefits, they will be a temporary employee.

Travel

Percent Travel: 10%

Travel Description: Local/County travel

Required Applicant Qualifications

(The following qualifications are REQUIRED. Do NOT apply to this position unless you currently meet or plan to meet these requirements by the start of the Fellowship, June 1, 2025.)

Required certification/license:

No requirement

Ability to Speak in Spanish:

No Requirement

Ability to Write in Spanish:

No Requirement

Preferred Educational Qualifications

(The following preferences are guidelines provided by the Host Site. These are NOT requirements. Host Sites prefer that applicants have completed or are currently working toward these.)

Preferred Level of Education: Master's degree

Preferred Specialized and Technical Skills

(The following skills will be a focus during this Fellowship position. If you have or are interested in developing data analysis skills or building technical skills in the software listed below, this could be a good Fellowship position for you.)

Data Analysis Skills:

Basic Skills: has some awareness or knowledge of Data Analysis

Statistical Software:

No Preference

Skill Level with Statistical Software:

No Preference

Other Software:

Microsoft Office (Word, Excel, PowerPoint, Teams); Survey Monkey (or similar); Canva