



ACLS Leading Edge Fellowship 2026

Position Title	Health Policy Analyst
Organization	Western North Carolina Community Health Services
Location	Asheville, NC
Stipend	\$72,000 in the first year, \$74,000 in the second year
Benefits	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
Start Date	September 2026

ORGANIZATION DESCRIPTION

The [Western North Carolina Community Health Services](#) (WNCCHS) Mission is to provide high-quality and life-enriching health care to all people living within our region, regardless of ability to pay. In doing so, we aim to improve health outcomes in part by acknowledging and actively addressing factors that impact health outside of clinical visit time. Through community partnerships, education, distribution of resources, and other methods, we hope to build social and physical environments that promote good health for all. In providing innovative, integrated care and support services, we strive to meet the health needs of our community while also addressing the barriers that exist to quality health through support services, programming and collaborating with local, state, and national partners to advocate for positive change.

POSITION DESCRIPTION

The Health Policy Analyst will report to the Director of Quality under the supervision of the Chief of Quality and Population Health and will uphold WNCCHS commitment to high quality access to health care for all patients through data analysis, community-based research, quality improvement, project management, and organizational cultural development. The Health Policy Analyst will leverage their background in humanities, social sciences, and critical studies to apply a humanistic framework to the programmatic and operational structures of the organization. The Health Policy Analyst will collaborate with team members, including the Quality Director, Grants Manager, Human Resources, and others to ingrain project management, data analytics and quality improvement skills into the fabric of the organization. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Work with the Quality Manager to improve efforts to analyze clinical quality data, both quantitative and qualitative in nature, to identify gaps in care for groups experiencing disadvantages and others as needed.
- Analyze social drivers of health (SDOH) data from Care Management assessments to understand impacts on health outcomes.
- Spearhead cross-functional quality improvement projects to address disparities.
- Research and implement evidence-based programs that address health disparities revealed in clinical and community data.
- Collaborate with Marketing and Communication Director to produce culturally responsive health promotion materials.
- Assist supervisor and Quality Department in maintaining up-to-date demographic reporting policies and procedures; pull data to prepare demographic reports as needed.
- Develop and deploy tiered educational programming and training for all staff on implicit bias and cultural humility best practices.
- Assist supervisor in community collaborations to develop special projects and patient resources.
- Participate in mandatory in-services, drills, staff meetings, and other training.

This position is *only* available through the Leading Edge Fellowship program.
You may *not* contact the host institution to inquire about this position.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Ability to communicate effectively, both verbally and in writing.
- Interact in a friendly, professional manner with a wide range of staff, physicians, and the public.
- Plan, prioritize, and complete delegated tasks with attention to detail.
- Ability to multitask and work well under pressure is essential.
- Experience working sensitively and competently in and with various communities.
- Proficient in the use of Microsoft Office programs to produce correspondence, documents, presentations, and records.
- Ability to produce, analyze, and communicate complex concepts and theoretical approaches. Training on quantitative data collection, analysis, and report generation will be provided.
- Exercise independent judgment and initiative in performing assigned duties.
- Ability to manage and meet deadlines, including assisting supervisors with the tracking, reporting, and achievement of grant-funded project(s) metrics.
- Ability to work independently and collaboratively to identify and work toward objectives.
- Government-issued picture ID.

Preferred:

- Statistical analysis software, such as SAS, SPSS, or other programs.
- Experience, training and/or interest in medical humanities.
- Experience, training and/or interest in analyzing structural inequality.
- Familiarity with the role of Federally Qualified Health Centers (FQHCs) in the community.
- Training will be provided for each of these preferences, regardless of the candidate's existing level of expertise.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org)
- Application deadline: 9 PM EDT, March 11, 2026.

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