



Reproductive Health Access Project Interim Executive Director and Strategic Assessment Consultant(s)

Project Overview

The Reproductive Health Access Project (RHAP) is seeking proposals from qualified consultants to serve as an Interim Executive Director for the organization and to complete a full assessment of the organization, the organization's work, and the organization's position in the wider reproductive health, rights, and justice movement and make recommendations on where and how RHAP is best positioned for sustainable missional success and positive impact.

Organization Overview

The Reproductive Health Access Project trains, supports, and mobilizes primary care clinicians to ensure equitable access to sexual and reproductive health care, including abortion. By centering communities most impacted by barriers to care, RHAP fills critical gaps in clinical education and care delivery. The pillars of RHAP's work include community-building, clinical training and education, advocacy, and leadership development.

RHAP's mission is to ensure that we all have equitable access to sexual and reproductive health care, regardless of who we are and where we live. We believe that the fight for abortion access is central to the fight for liberation of all bodies, and in order to achieve true reproductive freedom, our work has to center the experiences and expertise of communities that have long been faced with reproductive and bodily oppression.

Scope of Work

- Serve as Interim Executive Director for the organization for eight-twelve months
 - Oversee staff and operations
 - Learn and oversee programs, supporting managers' decision-making, guiding program coordinators' roles and responsibilities, and providing clarity about priorities
 - Support finance and budgeting work
 - Support external relationship management
 - Anticipate, mitigate, and respond to risk
 - Coach staff to successfully manage their roles and work
 - Communicate updates and needs to the Board of Directors
- Complete a full assessment of the organization including:
 - Administrative systems and processes
 - Staffing configuration and capacity
- Help answer the question "Where/how is RHAP best positioned for sustainable missional success and positive impact?" by conducting analysis and identifying gaps
- Present findings to the RHAP Board of Directors
- Based on findings and assessment of the above, support and guide implementation of identified initiatives and next steps.



Compensation

- We are accepting proposals with a maximum budget of \$125,000 for the length of the project.

Timeline

- Proposals are due by March 31, 2026
- Anticipated project start date April 15, 2026
- RHAP's goal is to have the assessment project completed with the subsequent initiatives identified within approximately 6 months of project launch

Submission Guidelines and Requirements

- RHAP welcomes proposals from qualified individuals or organizations to complete the full scope of the project.
- Applicants should have examples of proven success and experience in mission-oriented organizational assessment, strategic planning, diversity, equity and inclusion (DEI), or non-profit organizational development.
- Experience and familiarity with reproductive health, rights, or justice organizations is required
- Proposals should include:
 - A short statement of qualifications and relevant experience;
 - A description of the method of approach and/or strategy to successfully complete the project, including how you would use the framework of anti-racism and reproductive justice;
 - Sample(s) of previous work;
 - A pricing and timeline proposal, including regular rates for service and any other anticipated costs.

Submission Instructions

- Submit proposals electronically to RHAPBoard@reproductiveaccess.org with the subject line "RHAP Proposal."