reproductive health access project

Reproductive Health Access Project

Executive Director Job Description

Overview

The Reproductive Health Access Project (RHAP) equips primary care providers to provide and advocate for equitable, evidence-based sexual and reproductive health care, including abortion, for the communities facing the greatest barriers to care.

RHAP envisions a world where every person has equitable access to evidence-based, high-quality sexual and reproductive health care as a routine part of primary care. Our organization is rooted in the belief that this care is essential, and that everyone's bodily autonomy should be respected, with access free from stigma, bias, judgment, coercion, and persecution.

The organization has just completed a strategic assessment and is entering a critical period of renewal and strategic direction. Please click the links to learn more about the organization's values and programs.

Summary of Position

RHAP is seeking a dynamic, passionate, and mission-driven new Executive Director to lead our fully remote staff and help chart the next phase of the organization's work and impact.

The new Executive Director will play a central role in implementing a clear and actionable strategic plan, while working closely with the board and staff to strengthen RHAP's internal infrastructure, streamline organizational priorities, cultivate new partnerships, and help position the organization to respond to the challenges and opportunities identified through a strategic assessment and ensure that reproductive and sexual health remains accessible to everyone.

The ideal candidate brings a deep commitment to sexual and reproductive health care, experience leading nonprofit teams and programs, and a leadership style grounded in equity, anti-racism, and reproductive justice values.

Key Roles & Responsibilities

I. Provide Visionary Leadership to Guide the Next Era of RHAP's Work

The next Executive Director of RHAP will bring visionary and pragmatic leadership with a cohesive view of aligning staff, board, partners, programs, and resources towards the achievement of RHAP's goals. They will continue to strengthen and focus RHAP's distinctive role as a leader in the reproductive health movement, with a unique position that bridges the field of primary care. The new Executive Director's leadership will center equity in all aspects of RHAP's internal and external work, specifically by systematically and deliberately applying an anti-racist lens to RHAP programs. The Executive Director will also develop and implement systems for identifying, tracking, monitoring, and reporting on key metrics, progress towards goals, and effectiveness of those strategies.

II. Expand a Sustainable Funding Base

The Executive Director will strengthen and diversify RHAP's funding base. This includes deepening relationships with existing funders and donors, cultivating new sources of support, and building a long-term revenue strategy to increase RHAP's financial resilience and reduce overreliance on any single funding source. The leader will

serve as the public face of RHAP and act as a storyteller who articulates the work of RHAP in a deeply compelling way.

III. Cultivate Positive Team and Organizational Culture

The Executive Director will lead, develop, motivate, and mentor a diverse and values-driven team. The leader will champion a culture of collaboration, learning, effective communication, care, and creativity, and will create space for accountability and healing during times of challenge in the field of reproductive health for staff and the board. They will cultivate a shared analysis of racial justice across the team that is applied internally across the organization. The new Executive Director will model healthy workplace leadership and will bring a mindset of protecting staff and community in the scope of the changing abortion legality landscape.

IV. Cultivate Strategic Partnerships with Aligned Organizations

The Executive Director will build relationships with aligned movement leaders in primary care and reproductive health to further build and leverage collective power toward shared goals. Through partnership work, the new Executive Director will seek to deepen RHAP's national presence.

V. Leverage Strengths of the Board

The Executive Director will leverage the strengths of board members, including longstanding and newly engaged members, and clarify the board's strategic roles as RHAP moves into its next phase of work. Modeling effective leadership, the new Executive Director will serve as a bridge and facilitator between the staff and the board. During this ongoing period of change, the Executive Director and the board will work in close partnership to ensure a successful, supportive transition.

Job Qualifications

- At least 7-10 years of experience in senior or executive leadership in a progressive nonprofit workplace.
- Minimum of 5 years of experience working in sexual and reproductive health and/or reproductive justice
- Excellent communication and listening skills as well as the ability to effectively articulate the vision and mission of the organization.
- Experience leading, mentoring, and managing a team, including hiring, performance reviews, and overseeing the cross-functional operations of RHAP teams.
- Demonstrated history of successful fundraising campaigns; experience developing and executing strategies that increase organizational revenue and strengthen long-term financial sustainability; and success in cultivating relationships with key individuals, donors, and institutions.
- Demonstrated organizational management experience at the intersection of operations, finance, and development.
- Ability to effectively manage and steward a budget of $1.6M.
- Deep movement knowledge and a strong understanding of reproductive justice, patient-centered care, and clinicians' needs.

Salary & Benefits

This is a full-time, exempt, **remote** position, which may involve travel at times.

Salary: $150,000 to $170,000, dependent on experience and qualifications.

Benefits include:

- 20 days of paid time off a year,
- 10 sick/personal days
- 11 paid holidays
- Employer-covered health, dental, and life insurance
- Employer contribution to a Health Reimbursement Arrangement (HRA) and access to flexible spending accounts (FSAs)
- Generous WFH stipend to support your home office setup
- Summer Fridays
- Professional development opportunities
- Retirement benefits, including a 5% employer contribution upon one year of service

Work Environment

This is a fully remote position. Applicant may be based anywhere within the United States. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Deadline & Application Instructions

To apply, please send a cover letter and resume to rhapboard@reproductiveaccess.org. There will be a minimum of two rounds of interviews. The **deadline for submissions is Friday, December 18, 2026**. Applications will be reviewed on a rolling basis.

The Reproductive Health Access Project (RHAP) is an Equal Opportunity Employer and does not discriminate against any individual based on any non-merit factor and is committed to an equitable workplace where everyone is treated as a respected and valued member of the team. In fact, RHAP actively seeks to build and maintain a diverse staff with regard to race, sex, gender identity, age, ability, religion, national origin or sexual orientation. In addition to Federal law requirements, RHAP complies with applicable state and local laws governing nondiscrimination in employment.

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