



ACCESSMATTERS

PRESIDENT & CEO

<https://www.accessmatters.org/>

The Organization:

AccessMatters, a non-profit, public health organization envisions a future where every person has the health care and information they need to thrive. In service to the vision, AccessMatters' mission is to protect, expand, and enhance equitable access to sexual and reproductive health care information for all people. The AccessMatters Team strives to advance the organization's mission in accordance with these guiding principles: (1) sexual health is an essential component of health and wellbeing across the life span; (2) access to quality, affordable health care – including sexual reproductive health care – is a fundamental human right; (3) every person, family, and community deserves to be treated with dignity and respect; (4) programs and services should be evidence-based, prevention-focused, and person-centered; (5) organizational excellence is best achieved through a culture of inclusion, diversity, innovation, and accountability; (6) clients, volunteers, staff, partners, and supporters should be treated with kindness, dignity, and respect in a trauma-informed and culturally responsible environment; and (7) everyone deserves a caring workplace environment that fosters trust, teamwork, creativity, and work-life balance where work is enjoyable and where staff are supported in their professional development and their pursuit of excellence.

The Role:

- Location:** Philadelphia, PA; AccessMatters is committed to a hybrid remote work model where most staff work remotely most of the time. This position requires occasional travel within the state of Pennsylvania and to conferences throughout the U.S.
- Reports to:** Board of Directors
- Direct Reports:** Chief Operating Officer, Vice President of Strategic Initiatives, Vice President, Health Access & Service Delivery, Vice President of Human Resources and Manager of Administration & Development

Position Summary:

Under the overall direction of the Board of Directors, the President & CEO is the primary leader, strategist and external champion of AccessMatters' mission. The President & CEO has ultimate responsibility for ensuring that the vision and the aims of the organization's core programming and services as well as its overarching values-based strategic plan are known and carried out successfully. Responsibilities include organizational and team leadership, fundraising, and overall stewardship of the organization's resources and assets.

AccessMatters is looking for its next President and CEO to build on the organization's 50+ years of working to ensure equitable access to sexual and reproductive health services in the Greater Philadelphia area and Pennsylvania. The next CEO should be a dynamic and visionary leader who embodies inclusive and trauma-informed leadership approaches, and demonstrates a deep commitment to anti-racist culture and leadership.

The next CEO will focus on external relationships, partnership building, building trust with communities served and making their voices central to the work, opportunity exploration, continue full staff community building; and support ongoing employee relations work. Critically, the CEO will continue building the strength and cohesion of the Senior Leadership and Senior Management Teams, to foster multi-disciplinary strategic thinking about the organization's future impact.

AccessMatters has an operating budget of \$15M with approximately 50 employees.

Key Responsibilities:

Strategic Leadership

- Provide leadership, direction and support for all functions and work closely with the Senior Leadership Team members to ensure effective program operations.
- Along with the Board and staff, lead upcoming values-based strategic planning efforts, to ensure that the organization can fulfill its mission in alignment with its values and in a way that is sustainable while its work is necessary.
- Provide inspirational leadership of employees, across the entire organization; build and nurture an organizational culture that is grounded in a shared vision, vibrant in teamwork and accountability, supported by mutual respect, and unrelenting in the pursuit of innovative programming, efficient and equitable services and support to the community.
- Manage relationships with key AccessMatters stakeholders, including funders, partners, and grantees that AccessMatters works with.

Financial Leadership

- Oversee the fiscal integrity of the organization, including proposed responsible annual budgets and monthly financial statements that accurately and transparently reflect the financial condition of the organization.
- Oversee fiscal management including operating within the approved budget, maximizing resource utilization and maintenance of the organization in a positive financial position.
- Review annual tax filings and audits and ensure appropriate action is taken to correct any findings.
- Ensure that AccessMatters' complies with AccessMatters financial policies and with industry standards and best practices.

Organizational and Team Leadership

- Communicate vision, strategy and goals to employees; establish expectations and provide counsel, guidance and leadership as to direction, resources and expected results.
- Inspire, coach and develop a diverse team with multiple perspectives and talents; actively seek input from a variety of sources; ensure an inclusive process for recruitment, retention and performance evaluation.
- Facilitate cross-department collaboration and strengthen internal communications with employees throughout the organization; create and promote a positive, diverse work environment that with consistency of high-quality support and supervision throughout the organization.
- Assess and evaluate existing as well as emerging programs on an on-going basis.
- Work to implement, comply with, and support the Collective Bargaining Agreement with the AccessMatters Union; establish a solid working relationship with the union.
- Build a strong, collaborative and transparent culture to ensure open communication throughout the organization.

External Leadership and Fundraising

- Serves as the key spokesperson for the organization to the media and the general public.
- Serves as the face of the organization and actively network and participate in external events to build relationships and increase visibility to advance the organization's mission.
- In conjunction with the Board Development Committee and the Manager, Administration and Development, develop and implement a fundraising plan for the organization; conduct and support Board members and staff in conducting fundraising activities; and work to diversify funding sources.
- Oversee and maintain strategic relationships with local, state and federal policy makers.
- Actively participate in local, regional and national coalitions, task forces, boards and trade organizations focused on core programmatic and advocacy priorities.

Board and Committee Relations

- Cultivate a collaborative and transparent working relationship with the Board; ensure that relevant, accurate and timely information is provided to inform and guide the Board's strategic level thinking.
- Report to and work closely with the Board and related Board Committees to seek their involvement in making policy decisions, evaluating programming or services, planning for growth and sustainability so long as service are needed, fundraising for advocacy and other areas of unique funding need, and increasing the overall visibility of the organization.
- Work closely with the Board to confirm AccessMatters' vision remains relevant and responsive.
- Help to build a Board that is diverse and inclusive, representative of the communities in AccessMatters' service area, highly engaged, and willing to leverage and secure talent and resources.

Advocacy

- Represent the programs and point of view of AccessMatters to policy makers, funders, community organizations, and the general public in public speaking forums, workshops and events.
- Develop and maintain effective relationships and collaborations with community groups and partner organizations to uplift and support their work where possible.
- Develop programs and policies to promote public awareness of AccessMatters' work, and conduct work in such a way that it leads to confidence in the integrity and authenticity of AccessMatters and the services it provides.

Candidate Profile:

Professional Experience:

- 10 years of senior management experience working in a nonprofit, public health or healthcare setting.
- Demonstrated commitment to principles of trauma-informed leadership, with an ability to foster workplace values where employees are nurtured and supported.
- Proven experience working in collaboration with constituencies such as Boards, funders, government partners, peer CEOs.
- Demonstrated ability to lead, inspire and mentor staff.
- Knowledge of and experience with the business side of healthcare and/or building out a health-related business model.
- Experience successfully managing multiple large funded projects with a variety of funding streams (federal, state, institutional, private) concurrently.
- Experience in grant writing and developing successful proposals.
- Demonstrated fundraising knowledge from private foundations and individual donors.
- Strong public speaker with the ability to serve as organizational spokesperson.
- Legislative and policy experience.
- Proficiency with financial management.
- Knowledge of and connections to Southeastern Pennsylvania's public health, sexual and reproductive health landscape preferred.

Personal Characteristics:

- Commitment to expanding access to sexual and reproductive health information and services.
- A passion for sexual and reproductive health, with an understanding of the conflicts and threats that affect this field.
- Strengths-based management style.
- Dedicated to and understanding of an intersectional approach, social justice, reproductive justice, anti-racism, gender inclusivity and workplace diversity.
- Commitment to social justice, fairness, and equity within the organization and with external constituents and the community at large.
- Committed to transparency and communications across the organization and with the Board.
- Dedicated to proactive problem-solving and effective communication with staff, senior management and Board.
- Able to model and inspire results-oriented management with a committed staff.

- A collaborative and team-oriented leader who can build support, act decisively, effect change, and exhibit sound judgment.
- Ability to accept feedback from team members (peers, staff, and supervisors), reflect on their own behavior and attitudes, and implement strategies to improve areas of weakness.
- Willingness and eagerness to continue learning.
- Ability to think strategically as it relates to program assessment and planning and efficient use of staff resources to ensure necessary internal and external support and capacity-building across multiple projects.

Education:

- BS/BA degree; advanced studies or experience in public health, health administration, sex education, education, or a closely related field, advocacy, polic or the law.

Compensation:

- \$220,000 - \$250,000
- AccessMatters offers a competitive benefits package, including health insurance, dental insurance, disability insurance, life insurance, healthcare flexible spending account, vacation and leave time, paid sabbaticals, and a 403(b) retirement plan with an employer match.

To learn more about this opportunity, please contact:

Toya Lawson
Partner, Bridge Partners
toya.lawson@bridgepartnersllc.com

Neeta Mehta
Partner, Bridge Partners
neeta.mehta@bridgepartnersllc.com

*Candidates will be considered on a rolling basis,
so we urge your prompt consideration of this impactful leadership role.*