

Executive Director Job Announcement NARAL Pro-Choice Texas

NARAL Pro-Choice Texas (NPCT) is seeking our next extraordinary Executive Director to lead us in our work to advance reproductive freedom for all Texans. For this pivotal role, NPCT seeks a visionary, principled and courageous leader and spokesperson with the ability to engage and inspire diverse stakeholders and build strategic alignment to advance NPCT's mission. Applicants should be deeply and demonstrably committed to NPCT's mission and must unhesitatingly support access to abortion with no caveats.

Organizational Background

NARAL Pro-Choice Texas' mission is to develop and sustain a constituency that uses the political process to guarantee every Texan the right to make personal reproductive health decisions and to guarantee access to the full range of options, including preventing unintended pregnancy, bearing healthy children, and accessing legal abortion.

Job Qualifications

The ideal Executive Director candidate will be an authentic, inclusive and democratic leader with a clear understanding and commitment to reproductive justice and intersectionality principles. The person should be adept at working strategically in conservative and hostile environments and able to effectively communicate and engage a wide range of supporters, funders, decision-makers and stakeholders at the local and state levels.

While no candidate will embody every quality, the successful candidate will bring many of the following professional qualifications and personal attributes:

- Effective communication skills across wide audiences and diverse constituencies and stakeholders.
- Excellent intellectual, analytical and strategic thinking skills with the ability to act persuasively and advance strategic opportunities.
- Capacity to take big ideas and ideals and to convert them into solid strategies and action.
- Ability to oversee and implement a vibrant communications strategy and to be responsive to media and social networking shifts and opportunities while simultaneously maintaining the priorities and goals of the organization.
- Skills in talent management, team building, mentoring and developing staff leadership.
- Ability to be creative, resourceful, resilient and maintain optimism in the face of opposition.
- A demonstrated commitment to racial equity.
- A high level of emotional intelligence and capacity for self-reflection and self-improvement.
- Public presence and media savvy in the interest of furthering NPCT's mission and goals.
- Outstanding written and oral communication skills.
- A reputation as a principled strategic collaborator with keen listening skills and the ability to bridge philosophies and perspectives.
- Willingness to travel extensively in order to represent NPCT.

Preferred Experience

- A track record of senior leadership in a mission-driven organization.
- Experience managing institutional growth and change.
- Experience managing and developing a diverse staff.
- A minimum of 5 years of experience in social change movement work.
- Fundraising ability, experience and enthusiasm including a demonstrated track record of raising significant funds from a variety of sources.
- Financial management and budget experience with a willingness and ability to develop further knowledge and expertise as required.
- Demonstrated experience building effective partnerships and coalitions among organizations and activists working at all levels, from the grassroots to national level.

NPCT is an equal opportunity employer. Applicants will not be discriminated against because of race, color, sex, sexual orientation, gender identity or expression, age, religion, national origin, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.

NPCT is committed to diversity in its leadership and staff and actively seeks a diverse pool of candidates. We strongly encourage women, people of color, LGBTQI individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply.

Strategies for Social Change® (SSC), a capacity building practice dedicated to working with social justice organizations, has been retained to conduct the leadership transition and search.

Salary

Salary will be commensurate with experience. Expected range is \$75,000 to \$85,000.

How to Apply

Nominations, inquiries and application materials should be submitted in confidence to:
executivesearch@prochoicetexas.org.

Please include a résumé, three references and a cover letter that addresses: 1) Why you are interested in working with NPCT and the constituents we serve, 2) What you believe you would bring to the position of Executive Director; and 3) How your past accomplishments are relevant to this position.

All inquiries and applications will be kept confidential. Applications will be reviewed and eligible candidates will be contacted about interviews. Résumés will be reviewed on a rolling basis; we expect to receive résumés from many qualified applicants and therefore highly recommend submission as soon as possible. **All application materials must be received by May 21, 2018 to be considered for this position.**

For more information about NARAL Pro-Choice Texas visit our website:
<http://prochoicetexas.org/>