

**Position Profile**

**Every Body Texas**

**Chief Executive Officer**



## About Every Body Texas

*Mission* – To ensure that every person in Texas can access safe, unbiased, and high-quality sexual and reproductive health.

To achieve our mission, Every Body Texas funds providers of sexual and reproductive healthcare in Texas by administering federal Title X funding and supports this network of providers by delivering innovative training and technical assistance. Every Body Texas has an annual budget of approximately \$17 million, most of which is distributed to our provider network of 36 agencies operating 175 clinic sites across the state. In 2019, this network provided comprehensive, high quality family planning services to more than 142,000 individuals, many of whom were low income. Located in Austin, Every Body Texas has a strong, trusted relationship with our provider network, funding partners, and other key stakeholders. Last year in response to the COVID pandemic, we identified innovative ways to carry out our work and we provide the highest levels of support to our provider network in a continuously challenging environment.

We are currently engaged in a multi-year Justice, Equity, Diversity, and Inclusion (JEDI) initiative that is intended to positively impact service delivery at the local level as well as our internal operations. Equally important is our expanding presence as a state and national advocate for funding and program policies that promote and ensure access to services. Our current work is focused on these overarching goals:

- Expand services and funding to best serve the sexual and reproductive healthcare needs of the people of Texas.
- Establish Every Body Texas as a leader on the issues concerning sexual and reproductive healthcare to engage the public and policy makers.
- Build an organizational structure and culture that reflects our values of access, equity, dignity, and innovation.

We are led by a diverse, visionary, and committed Board of Directors. We are financially strong and supported by a well-trained professional staff. We are optimistic about the future and ready to make the most of any opportunities that support access to sexual and reproductive healthcare for all Texans.

For more information on Every Body Texas, please visit our [website](#).



## The Opportunity

Every Body Texas is looking for a proven leader, an inclusive, innovative candidate with the skills and experience to lead this dynamic organization as Chief Executive Officer (CEO). The CEO will bring leadership, vision, collaboration, and creativity to the ongoing growth of the organization.

The CEO will bring proven nonprofit management expertise and experience in community-based programs, advocacy, reproductive justice, and healthcare and will be an advocate for access to sexual and reproductive healthcare in Texas. The CEO will strive to leverage community presence, relationships, and strategy to further the organization's goals. We are seeking a leader with an understanding of the work and mission of Every Body Texas; a strategic and analytical thinker and problem solver who responds to challenges effectively, with sound judgment, high integrity, and a sense of humor. The CEO will work in a fast-paced environment with a leadership style that facilitates consensus building. This person will understand how to lead and build trust in a remote or hybrid work environment.

The CEO reports to the Board and is ultimately responsible for the organization's consistent achievement of its programmatic, development, and financial objectives.

## Responsibilities

### Strategic Vision

- Provide vision and direction for Every Body Texas' future growth, working with the Board and staff to implement and refine the organization's strategic priorities.
- Ensure that an equity lens is embedded in the work of Every Body Texas.
- Develop, advance, and communicate goals and priorities to all levels of the organization ensuring clarity in decision-making.

### Board Engagement

- Ensure the Board has all the information needed to inform their policy decisions.
- Provide timely and transparent information to the Board on the stability and sustainability of the organization and any important factors influencing it.
- Leverage the expertise of the Board committee structure and membership to support the overall success of the organization.



- Work with the Board President to ensure strong leadership, partnership, and collaboration, ensuring open lines of communication, high levels of engagement, and the advancement of the mission.

## Finance and Administration

- Ensure the financial health of the organization.
- Approve the annual budget and regular financial reports, including the annual audit, for presentation to the Board.
- Maintain oversight to ensure proper financial and administrative controls are established and implemented.

## Program Leadership

- Maintain a working knowledge of significant developments and trends in the field of sexual and reproductive healthcare on a local, state, and national level.
- Ensure that staff has the direction and resources needed to meet program goals, including Title X and non-Title X projects.
- Support development and implementation of policies that increase access to services.
- Foster a supportive environment that encourages innovation, creativity and risk-taking.

## Development and External Communications

- Maintain positive relationships with current funders while seeking to increase and diversify funding sources to support strategic goals of the organization.
- Stay apprised of developments in the public and private funding landscape.
- Provide leadership and support for the policy positions of Every Body Texas, including public speaking as needed.
- Promote the organization's mission and message through various means, including the organization's social media accounts.
- Ensure sound working relationships and collaboration with local, state, and national organizations that support reproductive rights, health, and justice.



## Organizational and People Management

- Promote the professional growth and development of staff.
- Within the organization appropriately delegate responsibility, authority, and decision making. Maintain a workplace culture of success that attracts, retains, motivates, and respects diverse staff, deepening and strengthening a culture of inclusion and equity across the entire organization.

## Candidate Profile

We have described a broad range of responsibilities that the CEO will be expected to achieve directly or through appropriate and mindful delegation to staff. To meet these expectations, the ideal candidate will offer the following skills, experiences, and characteristics:

- Bachelor's degree required, with training or advanced degree in public health, business, law, or public administration preferred.
- A minimum of four years' experience in leading an organization of comparable scope and complexity or a minimum of five years' experience serving in a substantial senior leadership capacity in such an organization.
- Experience with major federal or state grants management and oversight.
- Ability to successfully lead staff.
- Knowledge of the mission and activities of Every Body Texas.
- Broad understanding of healthcare policies, funding sources, and federal/state regulations regarding reproductive healthcare.
- Skills and experience in organizational development and fundraising.
- Experience in working with multiple and diverse stakeholders, including elected officials, board members, government and private sector workgroups, community advocates, etc.
- Knowledge of and commitment to Justice, Equity, Diversity, and Inclusion (JEDI) principles.

## Compensation & Benefits

Every Body Texas offers a competitive salary and benefits package for employees consistent with its mission.

Every Body Texas is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes. Every Body Texas does not discriminate on the basis of race, color,



national origin, religion, sex, disability, age, sexual orientation, military status, veteran status, genetic information, gender identity, or any other characteristic protected by applicable federal, state, or local law.

## Contact

Liz Lombard and Angie Sessoms of Koya Partners have been exclusively retained for this search. To express your interest in this role please submit your materials [here](#) or to Angie directly at [asessons@koyapartners.com](mailto:asessons@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

## About Koya Partners

Koya Partners, a part of the Diversified Search Group firm, is dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world. At Koya, we don't just accept difference—we celebrate it, support it, and thrive on it for the benefit of our team, our clients, and the communities we serve.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone. Koya does not discriminate on the basis of race, color, national origin, religion, sex, disability, age, sexual orientation, military status, veteran status, genetic information, gender identity, or any other characteristic protected by applicable federal, state, or local law. For more information about Koya Partners, visit [www.koyapartners.com](http://www.koyapartners.com).