NPAG
LEADERSHIP MATTERS

RAD RESOURCES FOR ABORTION DELIVERY

a project of Hopewell Fund

Director, Programs

Remote, (U.S.)

EXECUTIVE SUMMARY

Providing equitable and accessible abortion care remains an ongoing challenge in the volatile U.S. abortion service delivery system. Low-income abortion seekers, those in ban-states, and those with complex medical and social needs face greater barriers to care. Meanwhile, structural inefficiencies and vulnerabilities threaten the system's financial health and sustainability. **Resources for Abortion Delivery (RAD)** works to strengthen the system from within, partnering with independent providers and field leaders to address critical gaps, invest in solutions, and build the capacity and infrastructure needed to deliver high-quality care.

With a team of 13, RAD serves as a critical funding intermediary and sector partner, connecting independent abortion providers nationwide with resources to adapt and thrive. Since its inception, RAD has facilitated more than $92 million in support to providers, directing resources where they are most needed and offering tailored technical assistance to strengthen the field.

As RAD enters a pivotal new chapter, it invites nominations and applications for a Director, Programs. Following a successful leadership transition and the appointment of Co-Executive Directors, RAD has completed a strategic roadmap to guide its work. Reporting to Co-Executive Director Meg Cavanaugh, the Director will align programs and staff around these priorities, strengthen systems and team capacity, and serve as a key thought partner in advancing RAD's vision in a dynamic and evolving landscape.

RAD is a fiscally sponsored project of the Hopewell Fund, a 501(c)3 nonprofit organization.

ABOUT RESOURCES FOR ABORTION DELIVERY

Founded in 2016, Resources for Abortion Delivery (RAD) exists to ensure that individuals seeking abortions have timely and equitable access to high-quality care. RAD focuses on strengthening the U.S. abortion delivery sector, particularly independent providers, who make up a majority of clinics in the country and face significant challenges in an increasingly hostile and rapidly shifting landscape.

With a dedicated team of 13 staff members and an annual core operating budget of approximately $8 million, RAD serves as a critical funding intermediary and strategic partner to abortion providers and funders. RAD connects independent providers with essential financial resources and sector expertise, offering grantmaking services and collaborating with donors to address emergent and longer-term sector needs through informational resources and convening spaces.

Since its founding, RAD has facilitated over $92 million in grants and loans; supported 240+ independent abortion providers with funding, legal support, and technical assistance; and engaged over 55 foundations through convenings and briefings, significantly enhancing patient access and bridging gaps between independent abortion delivery and funding sources.

As RAD embarks on its next strategic chapter, the RAD team has identified primary goals for the organization's work moving forward:

Fund and support the system to provide a better patient experience. RAD believes that a better patient experience means abortion seekers can easily and affordably access care, information, and providers to meet their needs, especially needs shaped by societal inequities.

Improve the abortion service delivery system's financial health. RAD sees financial health as the most critical component of system sustainability.

Equip funders to make sustained, systemic impact. RAD recognizes that philanthropy's investment decisions shape the service delivery system.

As a fiscally sponsored project of the Hopewell Fund, a 501(c)(3) public charity incubating innovative public-interest projects and grantmaking programs, RAD is committed to fostering a dynamic, equity-driven work environment while advancing its work to sustain and strengthen abortion access.

OPPORTUNITIES AND CHALLENGES FOR THE DIRECTOR, PROGRAMS

The Director, Programs will provide critical support and direction to the Programs Team as they navigate programmatic decisions and priorities aligned with RAD's strategic roadmap. The Director will ensure cohesion across RAD's program areas:

1. **Funding**, in the form of grants and loans, to independent abortion providers across the United States (both 501c3 and taxable business) to help them protect or expand abortion access.
2. **Business operational support** to abortion providers as they adapt to new realities of service provision, in areas such as Medicaid implementation and online appointment scheduling. This includes consulting support on project development, project management, business operations, and financial health, to help maximize patients' access to abortion care.
3. **Legal Programs and Partnerships** for providers delivering care in a post-Roe landscape, including coverage of legal defense costs for independent healthcare providers facing legal action. RAD also connects providers and supporters with values-aligned attorneys and other legal defense funds for legal advice, representation, funding, and other legal resources.

Across RAD's program areas, the Director will ensure that the team driving these programs has the systems, supports and resources needed to execute. This leader will bring a spirit of innovation, iteration and wayfinding to RAD programmatic work. They will thrive in a dynamic, rapidly changing environment and serve as a trusted thought partner, sounding board and advisor to the leadership team and staff.

Programmatic Strategy & Leadership

- Provide clear direction and leadership across RAD's program areas, ensuring day-to-day decisions, priorities, and activities are aligned with the organization's strategic roadmap.

- Serve as a pace-setter and thought partner for programs staff, providing clarity and direction, navigating ambiguity, and helping resolve questions or challenges to move work forward.
- Develop a deep understanding of RAD's programmatic work and the issues it addresses, bringing critical thinking and perspective to the organization's work.
- Foster collaboration and connect dots so that RAD's programmatic work and teams operate as an integrated whole.
- Lead and contribute to the development of new program areas through thought partnership, substantive input and ensuring compliance with RAD's charitability requirements and strategic priorities.
- Partner with Monitoring, Learning, and Evaluation colleagues to shape how RAD understands and measures the impact of its programs.

Program Operations & Staff Capacity

- Ensure program work plans include clear priorities, responsibilities and timelines, and that programmatic work progresses smoothly in alignment with broader organizational goals and strategy.
- Provide substantive review and approval of program budgets and monitor financial reports.
- Partner with the Chief of Staff to ensure the program team has access to organizational systems and are utilizing tools and resources that support programmatic goals.
- Balance new ideas and opportunities to innovate with a thoughtful assessment of feasibility, pacing, workload, and staff capacity.

Management & Supervision

- Manage and nurture a diverse, motivated, and collaborative 5-person Programs team by providing clear expectations, regular feedback, and support for professional growth and development.
- Foster a dynamic and rewarding work environment aligned with RAD's values and grounded in healthy leadership practices, effective communication, accountability, collaboration, shared learning and resilience.
- Participate in a three-person Department Head cohort to provide organizational leadership and ensure bi-lateral communication within and across RAD.

Field Knowledge

- Maintain deep and current substantive knowledge of the issues central to RAD's work and use that knowledge to inform program strategy and decision-making.
- Build and sustain trusting relationships with individuals and organizations across the field of abortion service delivery, serving as both a representative of RAD and a source of insight into emerging needs, opportunities, and dynamics.

Strategic Thought Partner to the Co-Executive Directors

- Provide informed perspectives and recommendations to Co-Executive Directors to strengthen organizational and programmatic decision-making.
- Manage up effectively, keeping the Co-Executive Directors informed of progress, challenges, emerging issues, and priorities.
- Lead relevant portions of quarterly Advisory Board meetings, presenting critical programmatic developments, recommendations, and facilitating discussion and decision-making.

Equity, Diversity, and Inclusion

- Sustain momentum on RAD's commitment to equity and a culture of care, where everyone is given the tools and supports they need to thrive and do their best work. Ensure these commitments are consistently reflected in our internal practices.
- Demonstrate leadership on RAD's programmatic equity efforts to encourage decisions that advance solutions to financial, informational, and logistical barriers to accessing care.
- Model and reinforce a program culture grounded in collaboration, learning, inclusion, and shared accountability.
- Support RAD staff and direct reports to show up as their full, authentic selves and lead in a way that genuinely allows for that.

DESIRED QUALIFICATIONS

While no one candidate will possess all the qualifications listed below, the ideal candidate will bring the following qualities:

Passion for the Mission and Sector Expertise

- Demonstrated commitment to ensuring equitable access to abortion and support for abortion seekers.
- Able to deftly navigate the landscape of abortion providers and funders and their varied constituents at a national scale.
- A solutions-oriented leader who brings thoughtful, informed ideas on how to advance abortion access to a broad network of organizations, leaders, funders, providers, and community partners.

A Decisive Leader and Implementer

- A confident decision maker who operates with a balanced sense of humility and operates in alignment with organizational mission, vision, and strategy.
- Able to quickly distill complex information into key concepts and actionable steps across a team and organization.
- Consistently sets clear priorities and articulates measurable outcomes for themselves and others at the task, project, and program levels.

A Strategic and Courageous Leader

- A creative thinker who offers fresh perspectives and translates them into a clear, shared direction for their team.
- A proactive problem solver who anticipates organizational needs and generates innovative solutions to support critical functions within and across organizations.

Collaborative, People-Centered Leadership

- Demonstrated ability to foster inclusive, equity-centered cultures and embed organizational values into systems and practices.
- Relational and accessible leader with a flexible, nuanced approach to understanding individual needs and successfully managing teams toward collective goals.
- Demonstrates a high level of empathy and understanding toward a range of collaborators, contributors, and constituents across internal and external settings.

Equity Commitments

- Brings self-awareness and curiosity of strengths and areas for growth in equity work. Works collaboratively with the Chief of Staff to communicate and translate insights into actionable steps.
- Comfort engaging in explicit conversations about equity as it shows up across many dimensions of identity, including difficult topics.
- Demonstrated commitment to advancing reproductive and workplace equity in all programs and operations.

An Effective Communicator and Ambassador

- Deftly translates complex concepts into clear program priorities that are easily understood across functional teams within a collaborative planning process.
- An effective communicator with the ability to engage stakeholders with clarity, presence, and sound judgment, and to convey respect and understanding.

WORK LOCATION, COMPENSATION & BENEFITS

Work Location: This is a full-time, remote, exempt position. All employees of Hopewell Fund are required to complete timesheets.

Salary and Benefits: The salary for the Director, Programs role is **$200,000**. RAD is committed to pay equity and to transparency with interested candidates. To uphold this principle, compensation for this role is established and not subject to negotiation. This position is exempt from overtime.

Hopewell Fund offers a **comprehensive benefits package**, including:

- 100% employer-paid health, dental, and vision insurance for employees and their families
- 401 (k) retirement plan enrollment with a 3% automatic contribution and up to a 3% employer match
- Pre-tax transportation benefits
- 160 hours (4 weeks) of vacation time, 80 hours of health leave, up to 2 days of casual leave, and 20 hours of volunteer leave annually
- 13 paid holidays per calendar year
- 12 weeks of paid family and medical leave after 90 days of employment

Additional benefits include:

- Short-term and long-term disability insurance
- Base-term life, accidental death, and dismemberment insurance
- Flexible spending accounts for medical and dependent care
- Up to $1,500/year (gross) remote work stipend
- Up to $500/year for professional development
- Up to $200 for a new smartphone every 2 years and up to $75/month for a cell phone plan

ADDITIONAL REQUIREMENTS

This position may require travel up to 5-7 times annually, with an average of one to two overnight stays per trip.

Job duties may be modified as necessary to provide reasonable accommodation to qualified individuals with a disability.

Physical Requirements:

- Ability to operate a computer for extended periods and use a cellphone.
- Ability to communicate with internal staff and external stakeholders via video conference, telephone, email, and in person.
- Access to a space from which to work virtually on a full-time basis.

TO APPLY

More information about Resources for Abortion Delivery can be found at: https://radprogram.org/

This search is being led by Emily Wexler, and Marisa Chock of NPAG. Candidates may submit their cover letter, outlining their interest and qualifications, along with their resume via NPAG's website.

E-Verify

Hopewell participates in E-Verify and will provide the federal government with employees' Form I-9 information to confirm authorization to work in the United States. Job candidates and employees authorized to work may not be discriminated against on the basis of national origin or citizenship status.

Hopewell Fund and RAD believe in the power of diverse and inclusive organizations. We strongly encourage candidates from across the full spectrum of identity, background, and experience to apply.

Hopewell Fund Careers

Resources for Abortion Delivery is a project of Hopewell Fund, a 501(c)(3) public charity that incubates new and innovative public-interest projects and grantmaking programs. Hopewell Fund is committed to attracting, developing, and retaining exceptional people and to creating a work environment that is dynamic and rewarding and enables each of us to realize our potential. Hopewell Fund's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.