

Family Planning Council of Nebraska

Executive Director

The Organization

In the fall of 2019, a cohort of leaders in Nebraska - health care professionals, philanthropists, nonprofit executives and activists – came together in a common recognition that Title X resources could be more effectively distributed if removed from the cycle of state politics that impeded the primary goal of this program – to bring family planning services to an underserved population of individuals and families. With key support from strategic and funding partners, the Family Planning Council of Nebraska applied for and won a three-year federal grant to administer this program in the State, beginning in April 2019. By actively engaging the input of providers and advocates, building a streamlined and rigorous system to satisfy the complex regulatory and funding requirements of Title X and by establishing excellent organizational governance and fiduciary standards and a culture of innovation and dedicated service, we believe we can reach more individuals and families in need than have been previously helped by this program.

We also believe that, as we achieve exemplary performance in the management of Title X services, we will be in a position to develop complementary programs addressing unmet needs in rural health care delivery, domestic and sexual violence, child abuse, community health and many other related areas.

Towards this end, we have laid a foundation that a talented and committed Executive Director can build on. Key elements of this foundation include:

- A very effective, nimble and committed board, composed of health care, public policy, Title X, governance, and philanthropic experts, and with a deep knowledge of Nebraska and access to policy makers, community leaders and funders. This board is alert to empowering a strong, autonomous Executive Director to build and lead the organization, to modeling good governance and policy making, and to focusing on its role in setting strategy and helping the Executive Director connect to the greater community.
- A Title X grant making, monitoring and funding system developed by experts in this field, operated by a skilled staff manager, with excellent support and a commitment to continuous process improvement.
- A network of expert consultants and supporters available to support growth and champion the Executive Director's leadership.

Role and Qualifications

The primary charge to the Executive Director will be to ensure agency programs, like Title X, are developed to the highest standards possible, to focus on effective advocacy and communications with providers, stakeholders and supporters, while building and mobilizing support for the FPCNE agenda. They will need to strike a fine balance -- assuring continuous oversight of the organization and programs while developing and adapting the strategy and policies necessary for growth and maximum impact.

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Specific skills and commitments required of the Executive Director include:

- **Leadership:** Commands respect for his or her accomplishments. Can inspire others and engage in collaborative leadership.
- **Vision:** Has a clear vision for advancing opportunities for FPCN and for using the resources of the Board, staff, volunteers, funders, policymakers, citizens, activists and the media to realize this vision.
- **Diversity:** Is a skilled practitioner in issues of power, oppression, and cultural sensitivity; embraces intersectionality and diversity of race, ethnicity, religion, gender, age, and sexual orientation; and has a demonstrated track record of developing and reinforcing diversity in the workplace.
- **Values:** Is committed to our mission and to acting as a balanced voice in support of family planning and sexual and reproductive health accessibility in our state.
- **Communication Skills:** Demonstrates superior verbal and written communication skills and capable of serving as the primary spokesperson for the organization, while directing and inspiring Board leaders, program directors, partners and volunteers to effectively represent the organization in their areas of expertise.
- **Management Skills:** Possesses a proven track record managing staff, finances and a complex organization in a manner that is progressive and consistent. Experienced in program development and implementation.
- **Organizational Skills:** Is creative and imaginative. Has a proven ability to attract outstanding and diverse talent. Is resilient and has the ability to stick to a plan and lead it through to completion.

Application

We seek a thoughtful and candid dialogue with appropriate candidates concerning opportunities and challenges before FPCNE.

FPCNE is an equal opportunity, affirmative action employer. All candidates will be evaluated on a merit basis. Compensation is negotiable, within a range of \$98,000 and \$110,000, depending on qualifications and experience. Our headquarters will be in Omaha. We are open to the Executive Director working from another location in Nebraska. The position will require periodic travel throughout the state.

Resumes and a cover letter may be submitted, in confidence, to:

Ford Webb Associates, Inc
60 Thoreau Street
Concord, MA 01742
Or

Family@fordwebb.com