



Job Title: Deputy Director

Department: U.S. Programs

Center Background: The Center for Reproductive Rights (the Center) is the premier global legal organization dedicated to advancing women's reproductive health, self-determination, and dignity. Its mission is straightforward and ambitious: to advance reproductive health and rights as fundamental human rights that all governments around the world are legally obligated to protect, respect, and fulfill. Headquartered in New York City, the Center has regional offices in Bogota, Geneva, Kathmandu, Nairobi, and Washington, D.C. and a diverse staff of more than 150 professionals. Its annual operating budget is approximately \$29 million, the result of an extraordinary growth trajectory. The Center is now poised for a new phase of significant expansion through its current and next Strategic Plan.

The Center's game-changing litigation and advocacy work, combined with its unparalleled expertise in constitutional, comparative, and international human rights law, have transformed how reproductive rights are understood by courts, governments, and human rights bodies worldwide. It has played a key role in securing landmark legal victories in the U.S., Latin America, Africa, Asia, and Eastern Europe on issues including access to life-saving obstetrics care, contraception, safe abortion services, and comprehensive sexuality information, as well as the prevention of forced sterilization and child marriage. It has brought ground-breaking cases before national courts, U.N. Committees, and regional human rights bodies has led the development of historic, proactive legislation advancing robust protections for reproductive rights, and has built the legal capacity of women's rights advocates in more than 60 countries.

To learn more about the Center for Reproductive Rights, go to <https://www.reprorights.org/>

The Role: The **Deputy Director, U.S. Programs** position will play a critical role in the senior management of the Center's U.S. Programs. Reporting to the Senior Vice President of USP, the Deputy Director will be responsible for managing the ongoing day to operation of the considerable expansion and growth within program teams. S/he will help drive program implementation, while ensuring sustainability, creativity, and adherence to best practices in program design. S/he will lead the USP program leads and the Program Manager of USP in annual and strategic planning processes to ensure USP's programs are coherent, ambitious, and strategic. S/he will support the Senior Vice President in overseeing team expansion and development, key stakeholder engagement, implementation and delivery of key program objectives, integration of initiatives and a learning agenda, budget management, as well as

responding to the Executive Team and the President/CEO for requests for information. The Deputy Director will also work closely with the Global Legal Program, Operations, and Communications teams to ensure alignment across programmatic and organizational priorities. This position will be based in the Center's New York office.

The Center is seeking a candidate who is committed to the Center's mission and who can work under the direction of the SVP of USP, and closely with USP senior management and the Program Manager to:

POSITION PROFILE:

- Serve as a collaborator and thought-leader on the Center's Management Team to ensure successful execution of the strategic plan, as well as the implementation of wider institutional priorities, and to shape new strategies as opportunities and challenges arise.
- Work closely with the Senior Vice President of USP, USP program directors and the Program Manager to provide leadership and direction in the planning, development, and implementation of strategic and annual planning, including aligning USP programs behind core Center goals and strategies.
- Ensure that key project outcomes are evaluated and lessons learned are identified.
- In coordination with the Global Legal Program and the Communications Department, ensure that strategies and approaches across USP program areas are integrated and leveraged for maximum impact.
- Oversee specific project commitments to funders.
- Serve as a thought-partner and work flow facilitator to the Senior Vice President, USP program directors, and USP Program Manager.
- Develop and coordinate information, analysis, and data in response to the Executive Team and the President/CEO, and for the Board.
- Work with the Development team on fundraising concepts and proposals to secure program funding; assist with the cultivation of donors.
- Assist the Senior Vice President to prepare for external substantive engagements with diverse stakeholders and coalition partners.
- Assist the Senior Vice President in client and partner relationship management.
- Represent the Senior Vice President in her absence at internal meetings and provide coverage and leadership in day-to-day operations and management.
- Oversee the USP program and management budget with the USP Program Manager.
- Work closely with the Director of Pro Bono and the USP program directors to cultivate and leverage new and existing pro bono partnerships and projects with law firms, law associations, and law schools to leverage USP program work.
- Lead with and help to create an environment and culture that fosters constructive problem-solving, good communication, flexibility, and a "can do/will do" attitude, with honesty, respect, and good humor.
- Other duties as assigned

Candidate Profile:

The ideal candidate will have proven leadership, analytical, legal, program management, and management skills and will ideally have been instrumental in the establishment of a strong, inclusive, innovative team in a prior role. S/he will embody the values of transparency, collaboration, and open communication to foster and inspire a positive team environment within and across departments.

Experience and Qualifications:

- Strong commitment to the Center's mission, purpose, and values.
- J.D. required.
- At least 15 years of legal experience with at least 5 years in program and operations management, including leading initiatives to empower managers to develop innovative strategies and build sustainable programs.
- Proven track record in senior program management and programmatic leadership across interdisciplinary teams in a legal advocacy setting.
- Demonstrated experience leading sustainable processes of growth and expansion and building teams to achieve measurable impact and results.
- Proven track record of building high performing teams, delivering through others, creating continuous process improvements, and driving change with a focus on excellence.
- Demonstrated ability to lead, mentor, coach, and develop varying levels of staff.
- Demonstrated track record in building, managing, and leading diverse teams.
- Clear vision and insight coupled with the ability to empower a team to implement and follow through on strategies.
- Experience in oversight and management of million-dollar budgets.
- Comfort and familiarity with donor relations and major donors' processes, including demonstrated excellence in program design and funding proposal development.
- Successful experience in developing, implementing, and managing multi-faceted programs and projects.
- Ability to write clearly and effectively.
- Excellent advocacy and oral presentation skills, including the ability to communicate to multiple audiences, from law professors to business persons to lay audiences, and to effectively persuade, whether in public speaking or in one-on-one meetings.
- Strong interpersonal skills, high emotional intelligence, and positive demeanor to implement program goals while supporting organizational and team morale.
- Demonstrated ability to be innovative and highly productive.
- Experience with reproductive rights issues, or experience with human rights, LGBTQ rights, racial justice, economic justice, or social justice combined with an ability to connect and integrate this experience with reproductive rights. Other related experience will be considered.
- Experience working with or on behalf of marginalized communities.

- Spanish language fluency is a plus.
- Willingness to travel monthly on average.

Leadership Qualities:

- Strategic thinker: Applies big-picture thinking while also focusing on the details of implementation.
- Decisiveness: Consistently makes sound decisions in a timely manner supportive of the Center's mission, core values, and strategic objectives. Blends vision and judgment.
- Collaborative: Brings a track record of working effectively with various and diverse individuals and groups, and a willingness to actively listen and invite different views and opinions across all levels of the institution to build alignment in support of a common goal.
- Transparency: Consistently applies openness and honesty in communicating decisions and plans to team members.
- Commitment to learn: Receives and provides direct feedback and constructive criticism professionally. Applies a growth mentality to their own and their team's development. Promotes a culture of learning by modeling inquisitiveness and an openness to viewing mistakes as an opportunity to learn and improve.
- Passion for Coaching, and Mentoring Staff: Empowers and motivates employees and creates opportunities for learning, development, and leadership, with a focus on harnessing skills for the future development of team members.
- Accountability: Holds themselves and others accountable.
- Integrity: Possesses impeccable integrity and personal and professional values that are consistent with the Center's high standards and mission.
- Empathy: Serves as an empathetic, approachable leader who engenders trust and confidence.
- Adaptability/Flexibility: Demonstrates comfort with ambiguity and calculated risk-taking.

Compensation: The Center offers a competitive salary commensurate with experience and a comprehensive benefits program.

How to Apply: Please click on the link below to apply. A cover letter, resume, writing sample, and contact information for three references must be included in your application in order to be considered for this role. It is encouraged to include these application materials as attachments.

<https://reproductiverights.applicantpro.com/jobs/678537-29628.html>

Deadline for Applications: Applications will be reviewed on rolling basis until the position is filled. Applicants are strongly encouraged to apply as soon as possible.

The Center for Reproductive Rights is an equal opportunity employer, committed to inclusive hiring, and dedicated to diversity in our work and staff. We strongly encourage people from all groups and communities to apply.