



Planned Parenthood Association of Utah

Chief Executive Officer

Salt Lake City, UT



Background

Planned Parenthood Association of Utah (PPAU) shares the vision of an equitable world where sexual and reproductive rights are basic human rights, where access to health care does not depend on who you are and where you live, and where every person can choose their own path to a healthy and meaningful life. An affiliate of the larger Planned Parenthood Federation of America (PPFA), PPAU is committed to empowering all Utahns of all ages to make informed choices about their sexual health, to ensure access to affordable, quality health care and education, and to protect their right to do so. Serving people from different economic, racial, gender, sexual identity, and cultural backgrounds, PPAU provides health services at eight (8) brick and mortar health centers across the state (Salt Lake, Metro, West Valley, South Jordan, Ogden, Logan, St. George, and Utah Valley) and provides telehealth services throughout all of Utah. Through PPAU's researched-based education programs, PPAU strives to provide all Utahns with the accurate, reliable information they need to stay healthy. PPAU, through its political action arm, advocates for laws, policies, and everyday practices that support and promote sexual and reproductive freedom.

Utah's first family planning services began in 1965, spearheaded by the Community Action Program. The Planned Parenthood organization was formed in 1969. In 1970, PPAU was officially incorporated and made an affiliate of PPFA. Planned Parenthood Association of Utah consists of two organizations: 1) Planned Parenthood Association of Utah, a 501(c)(3) charitable organization and 2) Planned Parenthood Action Council (PPAC), a 501(c)(4) political action corporation.

Service Standards

In This Together is our service ethos. It is made up of seven (7) workplace service standards that are pillars of our culture.

1. **Clear the Slate-** We start each encounter free of negativity from anything that happened earlier. We remove distractions and are present.
2. **Make a Connection-** We convey expertise, trustworthiness, and accessibility so people are more likely to: Listen and comprehend the information we share. Be motivated to follow through on the next steps we discuss with them. Continue to work and partner with Planned Parenthood.
3. **Keep Them in the Loop-** We engage people by: Sharing what is happening and what they can anticipate. Sharing all the information possible to allow them to have the greatest opportunity for success in their work and partnership with us.
4. **Confirm the Plan-** We ensure people: Comprehend the information that was shared with them. Are clear on next steps. Have identified ways to move past potential barriers.

5. **Ask for Feedback-** We ensure: People's questions have all been answered. People are satisfied with the services received. We inquire what can be done to make the next time better.
6. **Acknowledge the Reality-** We recognize: The greater social context in which people operate and live. That challenging life circumstances may impact a person's willingness or perceived ability to live out the next steps of their plan.
7. **Open the Door-** We extend invitations to people who return to Planned Parenthood. We communicate to people that we are here for them, no matter what, and how we can be reached.

Position

Planned Parenthood Association of Utah is seeking a new President/CEO to provide vision, leadership, and management, to lead an organization that advocates for reproductive health access and education. The organization is at a pivotal moment, having to navigate increasing legislative restrictions and challenges (many of which are byproducts of the overturning of the Supreme Court case Roe v Wade) as well as trying to expand its reach to underserved and increasingly diverse communities across the state. The President/CEO will champion state efforts to advance healthcare access and education by navigating legislative challenges and fighting for laws and policies to protect reproductive rights. The ideal candidate will work closely with senior staff members and clinic leaders to ensure seamless coordination and the delivery of high-quality healthcare service and education in the communities in Utah.

The new President/CEO will work very closely with the Board of Directors and will oversee \$11M in revenue, \$10.25M in expenses, an annual fundraising goal of \$2.1M, 110 employees (three direct reports), and eight health care centers. Areas of responsibility will include strategic planning, fiscal management, program planning and evaluation, implementing policies and administration, personnel management, advocacy with legislative members, and public relations.

This exciting opportunity will play a significant role in ensuring all Utahns continue to get the full and affordable healthcare access that they deserve. A brave, passionate, and outspoken advocate, this new leader will build pathways for partnership and expand PPAU's reach across the state of Utah. The successful candidate will have expertise in leading a complex organization and is a politically savvy, compassionate, and culturally competent person who deeply believes in diversity, equity, and inclusion work. In addition, they must have superior communication skills, a strategic mindset, and be an innovative thinker committed to steering PPAU through the current political climate and into the future knowing the challenges and opportunities that exist.

Immediate Priorities

- Understand the current cultural/political/legal landscape of Utah to make informed decisions regarding PPAU's direction and focus.
- Improve organizational culture to ensure stability and reduce attrition among managers and staff.
- Create clarity and redefinition of roles/departments/divisions across PPAU's organization.
- Create a strategic financial plan for the organization.
- Develop a robust marketing plan for PPAU to raise and expand its visibility.
- Address concerns related to diversity, equity, and inclusion work within the organization.

Opportunities for Impact

- Expand the reach of PPAU into untapped/underserved communities within Utah.
- Expand the donor base of PPAU.
- Potential to re-evaluate and restructure senior management team.
- Maintain and expand the connection to PPFA.
- Increase diversity, equity, and inclusion work and commitment within PPAU.
- Increase connection with individual clinics and local communities.
- Heighten collaboration between clinics, staff, and management.
- Evaluate and build a stronger financial profile that ensures PPAU's viability.

Responsibilities

Executive Leadership and Management

- Develop and direct PPAU's strategic plan related to its growth, development, sustainability, and reach.
- Effectively manage several areas related to fundraising, financial management, community relations, personnel administration, marketing, outreach and volunteer efforts, and external partnerships.
- Assess and monitor PPAU's model ensuring that services and programming are sustainable and reflect the vision and values of the organization and PPFA.
- Cultivate a strong working and transparent relationship with the board and effectively manage the administrative team, clinics, and operations team to ensure open communication, support, and direction of PPAU.
- Direct cross-departmental collaboration by maintaining and strengthening internal communications throughout the organization and promoting a positive and inclusive work environment throughout PPAU.
- Oversee PPAU's financial status, including developing long and short- range financial plans, monitoring the budget, ensuring sound financial controls are in place, and setting appropriate financial priorities to ensure the organization supports the needs of the program and staff.

- Work to ensure that diversity, equity, and inclusion work influence PPAU's organizational practices and management composition.

Advocacy, Community Relations, and Fundraising

- Serve as the chief spokesperson for PPAU and effectively communicate its mission to a variety of stakeholders throughout the state.
- Establish relationships with legislators, community and business leaders, and organizations that support PPAU's work and regularly convene meetings with stakeholders to advance PPAU's strategic priorities.
- Oversee the development of comprehensive marketing strategies that will elevate PPAU's work and enhance revenue from donors and partners.
- Serve as a key partner in maintaining and enhancing relationships with existing donors and building relationships with new donors.
- Enhance and build strong relationships with clinics, related healthcare providers, and other strategic partners in the community.

Desired Qualifications & Skills

- A strategic leader with an exceptional work ethic who is deeply committed to advancing Planned Parenthood's mission and can enthusiastically champion PPAU's work maintaining and expanding its presence across the state
- A problem-solver who can maneuver comfortably through complex policy, process, and people organizational dynamics.
- An excellent manager who encourages creativity, collaboration, growth, and trust among staff members.
- An exceptional communicator (written/verbal/presentation) that facilitates deeper understanding and embodies diplomacy.
- A warm, reflective, and charismatic human who deeply values diverse perspectives and effectively and authentically communicates with different constituencies within and outside of the organization.
- An innovative and creative force with experience reinventing a program, business, or organization.
- A powerful storyteller and fundraiser with strong experience in overseeing the fiscal management of an organization, including budget preparation, analysis, decision-making, and reporting.
- A person with grounded experience in healthcare/health care management.

Work Conditions

- Willingness and ability to travel throughout the state regularly and to stay connected with PPFA.
- Comfortable working inside and outside of the office and in locations where protesters may be encountered.
- Understands this position extends beyond a standard Monday-Friday work week, including evenings, weekends, and early mornings.
- Agrees to COVID-19 and yearly Flu vaccines.

Compensation and Benefits

Compensation for this executive opportunity is \$230,900 with a comprehensive benefit package.

This position description is based upon material provided by PPAU. Planned Parenthood Association of Utah is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information, disability, pregnancy, or union activity. If you need assistance or an accommodation during the application process because of a disability, it is available upon request. PPAU is pleased to provide such assistance, and no applicant will be penalized because of such a request.

To apply for this position, please click [HERE](#).

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