

Director

Intersections of Our Lives

Washington, DC (Remote)

Salary: \$180,000-\$200,000

The Project

Since 2016, National Latina Institute for Reproductive Justice (Latina Institute), National Asian Pacific American Women's Forum (NAPAWF), and In Our Own Voice: National Black Women's Reproductive Justice Agenda (In Our Own Voice), three women-of-color led national Reproductive Justice organizations with both D.C. and statewide presence, have intentionally collaborated with one another on several policy and issue actions.

As Reproductive Justice (RJ) organizations, we operate under a human rights frame that all people have the right to control our bodies, our sexuality, our gender, our work, and our reproduction. Reproductive Justice will only be achieved when all people, of all immigration statuses, have the agency, economic, social, and political power, and resources to define and make decisions about our bodies, health, sexuality, families, and communities in all areas of our lives with dignity and self-determination. We center the needs, perspectives, and solutions of people of color.

As advocates for Reproductive Justice, we recognize the cumulative impact of multiple forms of oppression in people's lives. Our broad approach is driven by the intersectional lived experiences of women of color.

The Position

Reporting to and working hand-in-hand with the three Executive Directors, the Director of Intersections of Our Lives will be a key partner in advancing Reproductive Justice at the federal level. This person will be responsible for advancing the project's policy agenda, coordinating the three organizations and their principals, and supervising project staff. This role will serve as a strategic thought partner to the principals, leading a collaborative approach to developing and executing strategic work plans to achieve the project's aims. We are seeking a leader with demonstrated success in government affairs, policy development, project management, critical thinking, relationship building, research and writing, and managing multiple competing demands under pressure. We are looking for a true champion of reproductive justice, who is in tune with the intersectional impacts on people of color.

ROLE OVERVIEW

Policy Advocacy

- Lead efforts to promote and elevate the Intersections of Our Lives policy agenda, focusing on the critical priority areas of abortion access and affordability, sexual and reproductive health equity, violence against women, immigrant health and rights, economic justice, environmental justice, and voting rights.
- Strategically grow our presence and elevate our influence on Capitol Hill, by coordinating meetings with legislators and staff, follow-ups, and fostering lasting relationships with key members of Congress and their staff to advocate for the needs of people of color.
- Conceptualize and execute advocacy programs, events, and initiatives, including lobby days, letter-writing events, and campaigns that drive impact and amplify the voices of the communities we serve.



Relationship and Power-Building

- Forge strong partnerships with Reproductive Justice stakeholders and allies, fostering collaboration to build a more united and powerful movement.
- Develop new and deepen existing relationships with Tri-caucus members and their staff, creating connections between our work and legislators.

Strategic Planning and Operations

- Serve as a trusted thought partner to the Executive Directors of the three collaborating organizations, translating collective vision into actionable strategy and advancing shared goals.
- Design and implement comprehensive work plans that align with the overarching goals of the project, delegating tasks, and creating accountability for team members.
- Host and lead quarterly retreats, creating space for team reflection, strategy development, and collaborative problem-solving to strengthen both operations and relationships.
- Manage timelines and coordinate the creation, distribution, and completion of materials like fact sheets, panel/webinar preparations, and other shared deliverables across partner organizations.

Team Leadership and Management

- Establish and refine structures, systems, and processes to enhance communication, coordination, and collaboration across the partner organizations.
- Build a team environment that promotes inclusivity, well-being, and collaboration, ensuring that all staff can thrive while working towards shared goals.
- Lead the hiring process for an additional permanent staff member to support the operational and advocacy needs of the project.

THE IDEAL CANDIDATE

The ideal candidate for the Director position possesses the following competencies:

Communicates Effectively Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences.	Big Picture Thinking Takes a broad view when approaching issues, using a global lens.	Manages Ambiguity Operates effectively, even when things are not certain, or the way forward is not clear.
Builds Networks Effectively builds formal and informal relationship networks inside and outside the organization.	Drives Results Consistently achieves results, even under tough circumstances.	Collaborates Builds partnerships and works collaboratively with others to meet shared objectives.

Additional Qualifications

- Demonstrates a profound understanding of Reproductive Justice and its intersectional impact on the lives of people of color
- Brings solid experience in navigating Capitol Hill, with expertise in legislative processes, government relations, and advocacy that drives meaningful policy change
- Possesses well-established relationships with key congressional members and staff, with a proven ability to leverage those connections to advance equity-driven policy priorities.
- Holds a deep awareness of racial equity issues, coupled with the skills to build power and uplift the voices of historically marginalized communities in both advocacy and policy work.
- A highly motivated leader who works autonomously, knows when to communicate effectively, seeks collaboration when needed, and takes decisive action to move the work forward.
- An adept listener and consensus builder who brings expert emotional intelligence to bring out the best in people across differences.

WHO WE ARE

Work Environment

This position will work remotely from Washington, DC, and coordinate staff distributed across the country. The position will require some travel for retreats, convenings, and events.

Our Commitment to Diversity, Equity, & Inclusion

We strongly encourage and seek applications from women, people of color, including bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities.

COMPENSATION AND BENEFITS

Salary

\$180,000-\$200,000

Benefits

A highly competitive benefits package includes a 401(k) plan, medical, dental, and vision insurance. NAPAWF (the sponsoring organization for this hire) covers all premiums and all out-of-pocket in-network expenses through a Health Reimbursement Account (including co-pays, deductibles, and coinsurances) – qualified dependents may also be covered. Coverage for employees and eligible dependents starts on day one.

NAPAWF also offers full-time employees 15 days of vacation in the first year, sick leave, flexible spending program options and personal/family leave, as well as paid vacation between December 25 and January 1 of each year.

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by mid-November.

Jennifer Fleischer
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[Submit an application](#)