

Reproaction

JOB ANNOUNCEMENT VICE PRESIDENT OF RESEARCH

The Reproaction Education Fund leads bold action to increase access to abortion and advance reproductive justice. We are a left-flank culture change organization with deep chops in strategic communications, fearless opposition research, and community organizing, including but not limited to non-violent direct action. We are committed to racial justice. And, we're growing!

POSITION DESCRIPTION

The vice president research leads Reproaction's flagship research and strategic action program targeting the anti-abortion movement. The first core function is managing staff conducting opposition research. The second core function is quality control, ensuring all products are accurate, reliable, up-to-date, and best-in-class. The vice president of research will also engage in project management and relationship management on a variety of initiatives. The candidate should be extremely knowledgeable, curious, and creative regarding right-wing actors, and have a hunger for innovation and iteration. The vice president of research should be obsessed with the news and the opportunities of the moment, but also able to detach and think proactively for the longer term.

A member of the executive team, this role collaborates on vision and strategy for research analysis and priorities at the organization level. This is a full-time, overtime-exempt, remote-based position reporting to and working closely with our executive vice president and involving frequent collaboration with the president and CEO as well as the outreach team. While Reproaction is an all-virtual organization, strong preference will be given to candidates who live in or are willing to relocate to the metropolitan area of Washington, D.C.

RESPONSIBILITIES

- Supervise and manage opposition research staff, ensuring best opposition research and communications practices are followed and that Reproaction leads consistent, best-in-class opposition research and strategic communications
 - Ensure agreed-upon deliverables are met on time, on budget, and at top quality throughout department
 - Ensure excellence, consistency, and a deeply considered reproductive justice lens is present in all writing and products; compel and guide professional, error-free, and best-in-class content through hands-on direction, editing, and feedback
 - Continue and iterate on effective quality control protocols for written analytic products, including self-initiated fact-checking practices throughout department and quality control review
 - Ensure supervisee and departmental progression in a timely manner toward goals set in alignment with strategic plan, providing course-correcting feedback as required
 - Change management: Set a positive tone for supervisees and department in accepting new duties and approaches, as well as shedding old ones, with grace, and in the spirit of curiosity, open-mindedness, and willingness to experiment and iterate

- Project manage, serve as liaison, and provide strategic guidance on research-based projects with external partners as may be needed
- Expand the impact of Reproaction's opposition research by identifying opportunities to expand or deepen strategic relationships with reproductive justice organizations to expand the number of organizations on Reproaction's distribution list, and continually ensuring Reproaction research products and support are most relevant to the concerns faced by those allies
- Deploy surveys and relationship building and management to document opportunities to increase the reach, effectiveness, and utility of Reproaction-led opposition research and resources to combat opposition within the broader reproductive justice movement

QUALIFICATIONS

- Ability to provide clear, consistent, affirmative management and supervision, providing substantive, behavioral, and professional guidance, and mentor a supervisee's growth in the field and organization
- Demonstrated track record of success of managing employees, assuring quality work product, and accomplishing goals through other people
- Relationship skills, and an ability to motivate diverse constituencies in pursuit of a common goal
- Discerning eye for bulletproof argumentation and claims in analytic writing and research collection, and ability to guide others to improving quality and efficacy of their written research products
- Demonstrated ability to engage, speak, and write compellingly about reproductive justice topics, and motivate others to do the same
- Excellent speaking, writing, presentation, and critical analysis skills, and a commitment to getting it right
- Demonstrated track record of commitment to Reproaction mission and representing Reproaction priorities at high levels
- Comfortable speaking to and engaging diverse audiences
- Comfort with managing data and making data-driven recommendations
- Proficiency in the mechanisms of public policy and strong understanding of reproductive justice issues
- Flexible, self-starter, and multi-tasker
- Initiative and ability to self-motivate in an all-virtual, entrepreneurial organization
- Ability to work with urgency and under pressure while remaining calm, organized, and professional
- Accountability, a commitment to professionalism and open communication, and receptiveness to performance-based direction
- Adaptability and an entrepreneurial spirit; comfort with creativity and experimentation
- Graduate degree in an area with relevant skills preferred, although education and professional experience flexible for the right candidate

REQUIREMENTS

- Fierce, firm, and unapologetic commitment to reproductive justice, including but not limited to abortion rights without exceptions
- Ability to work without supervision in a home office or other self-chosen professional environment with Internet access and minimal background noise
- Ability to work evening and weekend hours on rare occasion in order to meet the needs of scheduled events or volunteer activists
- Ability to travel on 1-4 times yearly

- Strong interpersonal skills, especially the ability to work with diverse groups and willingness to consider alternative points of view
- Previous project and people management, and a commitment to organizational process as well as best practices for values-forward mentorship and supervision of staff

ADDITIONAL CONSIDERATIONS

This is a professional senior managerial position (5-7 or more years relevant paid experience, advanced education, or advanced skill equivalent). Salary is \$91,500 annually and includes benefits, with opportunity for growth based on performance.

The Reproaction Education Fund is a fiscally sponsored project of NEO Philanthropy, a 501(c)3 organization. Through NEO Philanthropy, this position is offered a full benefits package, including 100% medical coverage for the employee and 90% medical coverage for dependents; 100% coverage for vision, dental, life/AD&D, long-term disability. NEO also offers a 401K retirement savings plan, Healthcare Reimbursement Arrangement (HRA), Medical FSA, Dependent Care FSA, commuter benefits, Employee Assistance Program, other supplemental benefits and paid time off.

VACCINE REQUIREMENT

All NEO staff at Reproaction Education Fund are required to be vaccinated against COVID-19. Requests for medical and/or religious exemptions from the vaccination requirement will be considered on an individual basis, to the extent required by law.

HIRING POLICY

Reproaction Education Fund/NEO Philanthropy is an equal opportunity employer. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, gender identity or any other legally protected status.

APPLICATION

To apply, send an email with the subject line "VP of Research" to shireen@reproaction.org with the cover letter written in the body of your email (do not send your cover letter as an attachment). Your cover letter should address why you are a good fit for the position. Attach the following:

- Resume
- An original statement detailing your commitment to reproductive justice, not to exceed two paragraphs
- Three professional references, including name, relationship to you, email address, and telephone number for each reference

Applications that do not conform to the above requirements will not be considered. We regret that we may not be able to respond to all applicants.