



Call for a consultant to evaluate and support organizational health

The Society of Family Planning advances a vision of just and equitable abortion and contraception, informed by science. By leveraging the powerful tools of science and medicine, we aim to ensure that abortion and contraception practices and policies are grounded in science and center people whose access to care is constrained by systems of oppression, and that all people have access to evidence-informed and person-centered abortion and contraception.

To achieve our vision and desired impacts, we focus on the following strategies, as described in our [2023-2028 strategic plan](#):

1. Convening a diverse, equitable, inclusive, and multidisciplinary community of all engaged in the science and medicine of abortion and contraception
2. Supporting the production and resourcing of research primed for impact,
3. Organizing and leveraging research primed for impact
4. Ensuring clinical care is evidence-informed and person-centered through guidance, medical education, and other activities
5. Developing and supporting leaders in abortion and contraception to transform healthcare systems, and
6. Aligning the organization's governance, operations, and overall resources to be in service of the strategies designed to bring our collective vision to life.

Role description

The Society seeks a skilled and collaborative consultant to implement discrete reflection efforts that support organizational health. The selected consultant will analyze our organizational climate and human resources data using well-established tools and existing reporting models for these routine annual reflections.

Scope

The scope of work encompasses the following key tasks:

- **Assess and report climate survey data:**
The Society conducts an annual climate survey using validated scales to measure staff satisfaction and evaluate organizational culture. The selected consultant will analyze survey data, providing a critical resource for ongoing staff interpretation.

Deliverables:

- Climate survey report (June 2025)
- Presentation of results as part of a staff-led learning call (July 2025)
- **Evaluate and report on human resources data:**
The Society collects and maintains key human resources data to assess workforce trends, employee engagement, and overall organizational effectiveness. The selected consultant will analyze this data, identifying patterns if present.

Deliverable:

- HR data report (September 2025)

The total budget for the two projects can go up to \$7,000.

Qualifications

Consultants should have evaluation experience related to organizational health and diversity, equity, and inclusion. They must also have experience working with qualitative and quantitative data, including descriptive analysis using Likert scale data.

Expressions of interest

To express interest, please upload a cover letter, resume, relevant work sample, and proposed budget **within one PDF** [here](#). Expressions of interest will be considered on a rolling basis until **March 21, 2025**. A consultant will be selected by early April to ensure appropriate lead time for implementation.

