



Call for Director of Clinical Guidance and Education

Organizational overview

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](#):

- Convening a diverse, equitable, inclusive, and multidisciplinary community of all engaged in the science and medicine of abortion and contraception
- Supporting the production and resourcing of research primed for impact
- Organizing and leveraging research primed for impact
- Ensuring clinical care is evidence-informed and person-centered through guidance, medical education, and other activities
- Developing and supporting leaders in abortion and contraception to transform healthcare systems, and
- 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 purpose

The Director of Clinical Guidance and Education provides leadership and accountability for the Society's clinical guidance and education portfolio, implementing strategies, setting priorities, and responding to outcomes for an evolving body of work. Persons in this role are responsible for developing and executing complex, high-impact programs, communications, and/or operations that are aligned with the organization's strategic plan. They provide leadership across key initiatives, often managing Committees and teams, and ensuring the successful implementation of organizational priorities. Additionally, Directors are critical in driving fundraising efforts and external partnership development.

The Director of Clinical Guidance and Education ensures that guidance and educational outputs are evidence-informed, person-centered, and aligned with the Society's [strategic plan](#) and [DEI vision](#). In this chapter of the organization, they are charged with stabilizing and strengthening the foundations, systems, and processes that support existing work; and advancing new work responsive to the evolving legal, clinical, and

healthcare landscape. The Director of Clinical Guidance and Education operates at the portfolio and systems levels, bringing others' talents and skills forward. This is a remote position and is open to candidates in the US within one hour of a major airport. It is anticipated that the person in this position will travel 10% of the time.

Steward the strategy and priorities for clinical guidance and education in alignment with the Society's strategic plan and DEI vision - 50%

- Serve as the lead for portfolio-level outcomes, quality, sustainability, and impact
- Provide oversight of both established and emerging bodies of work, balancing innovation with operational stability and long-term viability
- Represent the Clinical Guidance and Education portfolio with senior leadership, the Board, funders, and external partners, translating complex work into clear impact-oriented narratives
- Direct and manage the dissemination of clinical guidance and education activities, ensuring alignment, quality, and reach
- Strengthen and stabilize internal processes to ensure work is coordinated and responsive amid external change

Directly manage and serve as primary liaison to the Society's clinician-led group supporting clinical guidance and education - 30%

- Ensure effective governance, scope clarity, and decision-making structures between staff and clinician leaders
- Support clinician contributors by setting clear priorities, expectations, timelines, and feedback loops, while preserving clinical independence and expertise
- Translate organizational strategy into clear guidance for clinician-led workstreams
- Lead and maintain systems that support effective and equitable clinical guidance and education, including topic prioritization frameworks, committee and advisory structures, partnership and consultant engagement models, and clear decision-making and escalation pathways
- Ensure guidance and education efforts are sustainable, appropriately resourced, and responsive to the evolving healthcare landscape
- Guide the evolution of clinical guidance and education approaches to address shifting healthcare and legal landscapes and inequities driven by systemic racism
- Identify opportunities to move clinical guidance into practice through education, partnerships, and implementation support
- Support fundraising and stewardship efforts in partnership with senior leadership to sustain and grow the portfolio

Demonstrate leadership and support cross-organizational integration - 20%

- Supervise and partner closely with direct reports within the portfolio
- Create clarity around roles and responsibilities across the portfolio
- Invest in direct reports' growth, judgment, and accountability without absorbing execution-level work

- Foster a culture of accountability, learning, transparency, and collaboration within a remote environment
- Partner with the Director of Complex Family Planning to align clinical guidance, education, and subspecialty needs
- Collaborate with the Senior Director of Healthcare Programs and Strategy to support organizational integration, planning, and Board reporting
- Work effectively across teams to ensure alignment and impact
- Partner with the evaluation team to develop theories of change, assess impact, and integrate learning into future work
- Contribute to planning and implementation of the Society's Annual Meeting

Required qualifications

- Clinical experience in abortion, contraception, or related reproductive health settings, with the ability to apply clinical context to strategic decision-making and program direction.
- Established track record of conceiving, advancing, and implementing programs that address abortion or contraception healthcare needs, while anticipating challenges, navigating complexity, and building durable community support.
- Deep familiarity with the lifecycle of clinical guidance from evidence synthesis and expert review through dissemination, uptake, and real-world use.
- Experience managing online education or learning platforms, including the design, management, or scaling of virtual or hybrid educational offerings.
- Demonstrated flexibility as a leader to adapt to strategic need and know when to guide from behind, convene as a peer, or step forward to provide direction, while centering and elevating the expertise of clinicians, consultants, and partners.
- Deep commitment to engaging with the communities served, paired with the ability to synthesize feedback and translate it into meaningful strategic action.
- Experience supporting fundraising and sustainability efforts through partnerships with philanthropy, industry, individual donors, or other revenue sources.
- History of leading, motivating, and holding teams accountable to shared goals, outcomes, and standards.
- Comfort using data from multiple sources to inform programming, assess impact, and guide continuous improvement.
- Willingness to contribute across levels in a small nonprofit environment, balancing strategic leadership with practical support as needed.
- Strong self-awareness and openness to learning, with the ability to reflect on missteps, integrate feedback, and model growth.
- Intellectual curiosity and comfort in asking thoughtful questions, coupled with a genuine respect for and incorporation of others' expertise.
- Exceptional interpersonal, verbal, and written communication skills, with the ability to engage diverse internal and external audiences.
- High level of fluency with digital tools and systems, including learning management systems, Google Suite, Asana, Box, Slack, Microsoft, and Airtable; and the ability to adapt to new technologies.
- Clear alignment with and commitment to the Society's [strategic plan](#) and [DEI Vision](#).

Salary and benefits

The salary range for this position is \$130,000-\$140,000. The benefits package includes:

- Medical, dental, and vision insurance (100% individual premium covered, 50% dependent premium covered)
- Short and long-term disability
- Life insurance
- 24 days a year of paid time off, which increases with tenure
- 16 paid holidays
- Abbreviated Friday schedule in July
- Eight weeks of fully paid family leave
- 401K plan with up to 3.5% employer matching contribution
- \$2,000 a year professional development funds
- \$300 remote work stipend at hire
- \$150 remote work stipend after the first year
- \$100/year for expedited travel clearance programs
- Up to \$50 monthly internet reimbursement
- Medical FSA and dependent care FSA
- Employee assistance program
- Pet insurance discount plans
- Up to \$500 employee lifestyle accounts (ELA)

How to apply

Interested candidates should upload a resume or CV and statement of interest [here](#).

In the statement of interest, we ask candidates to eschew the traditional cover letter format and instead answer the following in **one page**:

- This role is intentionally designed to lead through systems, teams, and partnerships rather than direct execution. Describe how you have approached leadership in complex environments where success depended on coordination, clarity, and shared ownership.
- The Society is committed to embedding diversity, equity, and inclusion (DEI) across all clinical guidance and educational initiatives. How do you see DEI as embedded in the Society's current clinical guidelines and educational programming?
- At a time of considerable flux in the external environment and organizational growth, how would you work to build stability, ensure clarity of roles and responsibilities, and build people and processes adaptive to change?

Application materials should be submitted in one PDF [here](#) by **March 19, 2026**.

As part of the employment process, all applicants will be required to provide proof of US residency status. Acceptable documentation includes, but is not limited to:

- US passport or birth certificate for US citizens
- Green card or permanent resident card
- Valid work visa or documentation of employment authorization issued by USCIS

New employees must complete a Form I-9 and produce the required documents as required by the US Immigration Reform and Control Act and employees must timely update any expired authorizations. The Society does not sponsor work-related visas.

Applicants are encouraged to submit applications as early as possible and will be reviewed on a rolling basis. Informational interviews or advance discussion via email are not offered to ensure equity in the application process.