



**Job Title:** Interim President & Chief Executive Officer (CEO)

**Organization:** American Sexual Health Association (ASHA)

**Location:** Remote

**Reports To:** Board of Directors

### **The Organization**

The **American Sexual Health Association (ASHA)** is a leading national nonprofit organization dedicated to promoting sexual health and well-being for all individuals through advocacy, education, and research. ASHA has worked for 111 years to eliminate stigma, advance public health initiatives, and ensure access to accurate, inclusive, and comprehensive sexual health information and services. The organization's current President and CEO will retire at the end of 2025, having led the organization for over two decades.

### **The Opportunity**

In stepping into the Interim President & CEO role during this pivotal time in the Sexual and Reproductive Health (SRH) and Education field, the right visionary, mission-driven leader will have the opportunity to partner with an extraordinary board, staff, and sector experts to chart a clear, values-aligned strategy to move the organization's mission forward in a way that potentially bends the arc of history for those served.

### **The Ideal Candidate**

The ideal candidate is deeply committed to sexual and reproductive health and education, is well-respected within the sector, and is fluent in both nonprofit and entrepreneurial leadership. They thrive in complex, transitional environments. This leader is energized by bringing diverse stakeholders together to identify unique approaches to addressing consumers' needs in an environment that is hostile to the work, while positioning staff to scale and sustain a portfolio of mission-driven initiatives.

### **Position Overview**

ASHA is seeking an experienced, visionary, and dynamic **Interim President & Chief Executive Officer (CEO)** to lead the organization through a pivotal period marked by significant policy, legal, and funding disruptions to the sexual and reproductive health (SRH) services and education sector. The Interim President & CEO will work closely with the Board to clarify the organization's future direction and leadership needs while providing leadership continuity and ensuring service delivery, staff/contractor support, and operational oversight.

### **Key Duties & Related Expertise**

Reporting to the Board of Directors, the Interim President and CEO will play a highly visible role in leading ASHA's three key priorities, outlined below:

**Priority #1: Strategize:** Participate in sector conversations to identify a sustainable model. Identify ASHA's unique strategic role in advancing that model.

The Interim President & CEO's duties related to this priority include:

1. Serve as ASHA's primary spokesperson and thought leader during the transition, inspiring continued engagement and support by donors, peer organizations, volunteers, staff/contractors, and the broader community.
2. Work collaboratively with sexual and reproductive peer organizations to identify a sustainable model that ensures access to SRH services and education in the emerging landscape.
3. Partner with ASHA's Board of Directors, consumers, staff/contractors, and supporters to identify ASHA's unique role and long-term strategic positioning in building that sustainable model.
4. Assess ASHA's capacity to implement the strategy and recommend partnership, programmatic, infrastructure, and leadership shifts for successful implementation.
5. Collaborate with the Board of Directors and staff/contractors to clearly articulate the change plan and generate support and enthusiasm for it.
6. Support the Board in shaping the permanent President & CEO search, including refining the role and preparing the organization for a successful handoff.

**Priority #2 Optimize:** Optimize ASHA's services to deliver on the mission as the environment continues to shift.

The Interim President & CEO's duties related to this priority include:

1. Continue to oversee and assess ASHA's service optimization, identify opportunities for innovation as they emerge, and recommend changes as needed.
2. Collaborate with partners and staff/contractors to assess newly emerging opportunities and identify the necessary adjustments to leverage those strategic opportunities fully.

**Priority #3 Stabilize:** Keep ASHA's core operations, staffing, and relationships stable during leadership and service changes.

The Interim President & CEO's duties related to this priority include:

1. Provide inspiring, clarifying, and transparent communication with staff/contractors and board members that fosters continued engagement and resilience-building throughout the transition.
2. Monitor ASHA's operational and financial stability across programs and services during the leadership transition, engaging stakeholders and the Board of Directors as needed.
3. Sustain the organizational culture of inclusion and innovation. Work in partnership with staff/contractors to maintain morale and resilience in the face of change and increased external pressures.
4. Partner with staff/contractors and contractors to ensure:
  - a. Key government organizations, healthcare professionals, and community partners receive clear, consistent communication and remain engaged during the transition
  - b. ASHA's position as a trusted national leader in sexual and public health policy is maintained
  - c. ASHA remains a thought leader at conferences, within the sector, and for the media

- d. Implementation of fundraising and revenue-generating efforts, including grants, donor relations, and corporate partnerships
  - e. Oversight and quality control of programs and initiatives that advance ASHA's mission
  - f. The development and management of the annual budget
5. Work collaboratively with the Board of Directors to refine governance processes and enhance communication between the board and staff/contractors, aligning with evolving environmental challenges, key organizational priorities, and the transition from a long-term President & CEO to an Interim leader.

#### **Qualifications & Experience:**

- Deep knowledge of and commitment to sexual and reproductive health, rights, and education, including equity and access issues across diverse communities.
- Experience (7+ years) in executive leadership roles, preferably in reproductive health and education, nonprofit management, or advocacy organizations.
- Experience working with a Board of Directors and leading high-impact initiatives.
- Strong familiarity with nonprofit governance, operations, and compliance in politically contested environments.
- Experience leading strategic planning and /or business development initiatives and building buy-in and support for those initiatives across diverse stakeholders.
- Experience leading organizations or significant initiatives successfully during times of uncertainty, particularly in health, rights, or justice-focused fields.
- Proven ability to quickly build trust, foster collaborative working relationships, and innovate problem-solving during challenging situations.
- Ability to lead with empathy and clarity in times of uncertainty and change, and maintain stakeholder confidence.
- Demonstrated success in fundraising and financial management, including creating operational, project, and proposal budgets.
- Experience in maintaining and strengthening key staff/contractors and donor relationships forged by a predecessor.
- Excellent communication and stakeholder engagement skills, with the ability to comfortably navigate sensitive issues both publicly and privately.
- Excellent public speaking, media engagement, and advocacy skills.

#### **Compensation & Benefits:**

- This is a full-time, temporary position for a term of six (6) months, with the option to extend if mutually agreed upon by the Interim President & CEO and the Board of Directors.
- Compensation is competitive and commensurate with experience.
- Under ASHA's personnel policies, benefits eligibility begins after six months of continuous employment. Should the Interim role be extended beyond six months, the Interim President & CEO may become eligible for benefits at that time. This posting does not imply or guarantee such an extension.

The **American Sexual Health Association is an equal-opportunity employer** and encourages applications from diverse backgrounds, including individuals from historically underrepresented communities.

Interested applicants are asked to submit a resume, cover letter, and a link to their LinkedIn profile to:

Lisa Stokes Nicholas, President, Kavi Consulting Services  
[lisa@kaviconsultingservices.com](mailto:lisa@kaviconsultingservices.com)