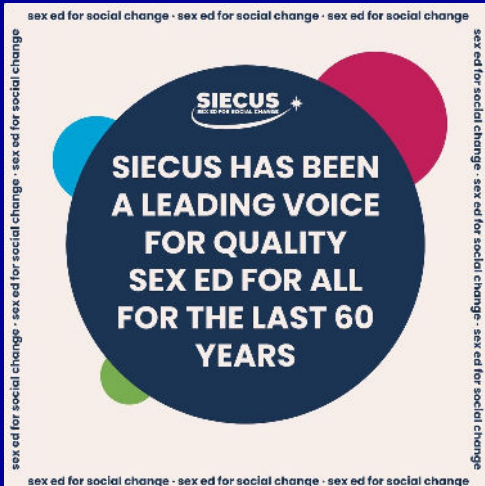


**KEVIN CHASE
EXECUTIVE SEARCH
GROUP**



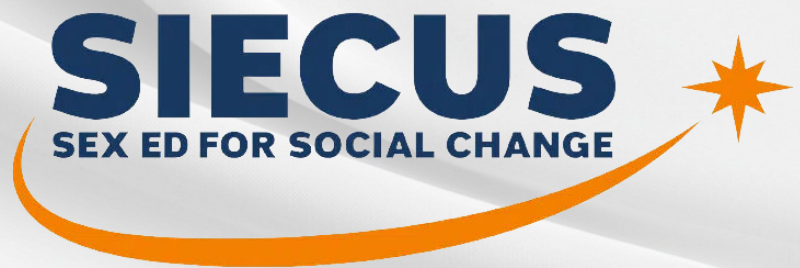
**LEADERSHIP TRANSITION
EXECUTIVE SEARCH
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Recruitment Profile
for

EXECUTIVE DIRECTOR



April 2025



KEVIN CHASE
executive search group

POSITION DESCRIPTION

Title: Executive Director
Organization: SIECUS: Sex Ed for Social Change (<https://siecus.org/>)
Reports to: Board of Directors
Location: Flexible. (Proximity to Washington, DC, preferred.)

ORGANIZATION OVERVIEW

SIECUS: Sex Ed for Social Change is committed to defending, advancing, and advocating for the fundamental right of every person to access comprehensive sex education that is age-appropriate, medically accurate, and fully inclusive of race, ethnicity, sexual orientation, and gender identity. SIECUS believes that access to sexual health care and education is a human right, and that sexuality is an intrinsic part of being human; one that deserves dignity and respect. Through advocacy, policy, education, and coalition building, SIECUS is advancing the acceptance of comprehensive sex education as a vehicle for social change and working to ensure that all individuals have the power to make informed decisions about their health, pleasure, and overall well-being.

Since its founding in 1964 by Dr. Mary S. Calderone, SIECUS (originally the **Sexuality Information and Education Council of the United States**) has been a leading national voice for sex education. As Medical Director at Planned Parenthood Federation of America, Dr. Calderone recognized the lack of accurate, accessible information about sex for both young people and adults. Over the decades, SIECUS has become a trusted leader in the field, publishing numerous books, journals, and resources for professionals, parents, and the public. Its publication, *Guidelines for Comprehensive Sexuality Education: Kindergarten – 12th Grade*, was hailed as a groundbreaking resource and remains widely sought after today.

SIECUS has consistently been at the forefront of critical public health and policy conversations. In response to the HIV/AIDS crisis, it was among the first national organizations to act, co-sponsoring a groundbreaking conference with Gay Men’s Health Crisis (GMHC) in 1984 and publishing one of the first educational books on the epidemic, ‘How to Talk to Your Children About AIDS.’ Over the last decade SIECUS has made an intentional, strategic pivot which has seen the organization move away from its historical focus on sex ed training and curricula development at the local/school level, and towards deeper and broader policy and advocacy efforts at the federal and state level. This pivot also included rebranding the organization to “SIECUS: Sex Ed for Social Change” and launching the national [Sex Ed Policy Action Council \(SEPAC\)](#).

SIECUS remains committed to ensuring that young people have the information they need for lifelong sexual health and well-being and asserts that sex education can drive broader societal change. Sex education, as envisioned by SIECUS, intersects with multiple social justice movements—including LGBTQ+ rights, reproductive justice, the #MeToo movement, and the push for consent education and healthy relationships.

SIECUS has a current annual operating budget of around \$1.2 MM and employs a team of 7 dedicated and mission-driven professionals. It is governed by an 11-person, volunteer Board of Directors, representing education, legal, policy/advocacy, and mental/behavioral health professionals; content experts; and leaders from across social justice movements. By honoring its founding mission while evolving to meet the challenges of the future, SIECUS remains a steadfast champion for sex education as a catalyst for social progress.

(For more information on SIECUS see <https://siecus.org/>)



PROGRAMMATIC HIGHLIGHTS

Policy and Advocacy

- Educates and advocates with policymakers on providing rights-based sexuality information and education
- Provides technical assistance to state and local partners for education, advocacy, and/or lobbying purposes
- Leads, strengthens, and develops partnerships to promote positive sexual and reproductive health outcomes across the lifespan
- Publishes reports, data, and analyses to inform policy and advocacy work in sexuality, sexual health, and reproductive rights

Education and Resource Development

- Enhances educator, advocate, parent, youth, clinician, partner, and public understanding of the current state of sexuality education in the United States
- Publishes toolkits and reports to inform and educate on comprehensive sexuality education and reproductive health services
- Partners with national, state, and local organizations to promote quality standards for the provision of sexuality education
- Provides training and technical assistance on how to improve sexuality education implementation, evaluation, and policy development.

Strategic Communications

- Shapes cultural and societal narratives by applying a multi-faceted approach, including a strong organizational website, social media presence, relevant opinion pieces, and bold position statements
- Educates and informs through media appearances, speaking engagements, and other high visibility activities
- Expands communication channels, using both traditional and social media to educate, inform, and mobilize communities

*(For more insight see:
<https://2025-State-of-Sex-Education/>)*

REPORTING

Reports to the Board of Directors via the Executive Committee. Manages and supports a team of 7; 5 full-time staff and 2 long-term consultants.

THE POSITION

The Executive Director (E.D.) will be responsible for day-to-day strategic, administrative, and financial stewardship of SIECUS organization. They will lead organizational development, resource expansion, finance & administration, staff management, and external relations efforts, and will activate internal and external stakeholders to advance SIECUS' mission. In partnership with the Board of Directors, they will work to ensure that the organization remains a visible, impactful, and sustainable leader in ensuring access to comprehensive, fact-based, and affirming sex education.

The new E.D. will have the opportunity to develop and implement a new vision to solidify and expand SIECUS' unique place in the sexual health and education movement. This person will lead SIECUS with a particular focus on the following organizational priorities:

- Partnering with Board, staff, partners, and stakeholders to clarify strategic direction and create an updated Strategic Plan
- Growing financial resources by means of a robust, diversified, fundraising effort
- Leveraging and expanding partnerships and collaborations with allied organizations, movements, and leaders
- Elevating and reinforcing the SIECUS brand to increase visibility and broaden understanding of the organization's work and mission
- Encouraging team-building and professional development efforts by leveraging individual and group expertise and providing opportunities for career growth and advancement

RESPONSIBILITIES:

Organizational Strategy & Leadership

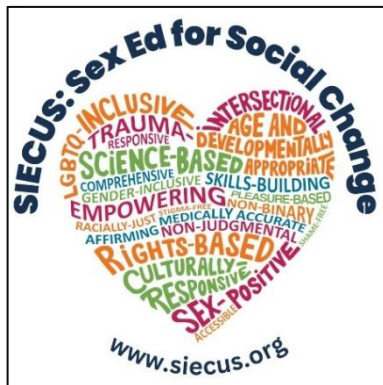
- Lead the organization in evolving a strategic vision and advancing the work and mission of SIECUS;
- Support and expand policy, program, education, and outreach efforts;
- Further develop internal systems, structures, tools, and protocols to optimize efficiency and support future growth;
- Identify current and emergent issues affecting the sex education movement and determine where SIECUS's participation and/or leadership will be most beneficial.

Staff Support & Development

- Manage and support SIECUS staff with an emphasis on mentoring, professional development, and empowering every team member to fully utilize their skills and abilities;
- Develop and implement performance metrics with clear accountabilities and measures for success;
- Advance strategies and approaches for recruiting, hiring, and retaining a diverse, representative, and high-performing team;
- Ensure teamwork, coordination, and collaboration amongst the team;
- Bring a trauma-informed lens to building a culture of trust, respect, openness, and collaboration.

Fundraising & Revenue Expansion

- Work with the Development Director, the Development Manager, and the Board of Directors to grow financial resources and maximize potential fundraising opportunities;
- Manage and help to expand funding relationships with current and potential partners;
- Maintain positive, personal relationships with key individual, institutional, and corporate donors;
- Strategize and drive efforts to expand the organization's base of financial support.



External Relations

- Proactively build and strengthen collaborative relationships with partner organizations and allied movements;
- Act as a public advocate and spokesperson, raising awareness of SIECUS' mission and its work;
- Provide leadership to external communications, messaging, and outreach efforts to elevate SIECUS' visibility, reputation, and impact;
- Strengthen partnerships and build alliances with diverse partners and allies in the business, philanthropic, education, civic, and policy communities.

Financial & Administrative Oversight

- Provide transparent fiscal stewardship, ensuring appropriate resource utilization and the ability to operate in a positive financial position;
- Work with the Finance Manager and Finance Committee of the Board to develop, approve, and manage annual revenue and expense budgets;
- Manage the organization's resources within budgeted guidelines and in accordance with applicable laws and regulations;
- Ensure all managers understand the organization's budget and engage them to as partners in operating within that budget while meeting stated programmatic and financial goals;
- Provide timely and accurate financial reporting and advise the Board on operational issues that could impact the organization's ability to pursue its strategic goals.

Board Relations

- Establish and maintain a positive and productive working relationship with SIECUS's Board of Directors;
- Support the operations and administration of the Board, including meeting logistics, preparation of necessary reports, documentation of Board-approved organizational policies, etc.;
- Regularly check in with Board Chair(s) to discuss opportunities or concerns facing the organization;
- Support Board development efforts by identifying and recommending candidates whose lived experience and professional competencies can help advance SIECUS' mission and strategic objectives;
- Attend Board meetings and participate in ongoing executive and other committee calls as required.

[NOTE: It is understood that no single candidate will have equal expertise across all these areas of responsibility. Successful candidates will demonstrate a compelling combination of many of them and the self-awareness and professional maturity to leverage existing or new resources in the area(s) where they lack personal experience.]

CANDIDATE PROFILE:

SIECUS is seeking an experienced, charismatic, and passionate leader with a proven track record of organizational development and mission advancement for this role. Successful candidates will have the visioning and strategy skills to identify transformational change opportunities for SIECUS, despite a political and policy environment that is, in many places, increasingly hostile to the provision of medically accurate, age appropriate, and identity-affirming sex education. They should be empathetic, engaging, and skilled at listening and responding to the needs of a wide range of constituents, while still setting healthy boundaries and holding people accountable.

The new E.D. will bring a transparent, inclusive, and collaborative approach to leadership that empowers staff at all levels of experience and professional development. Key to success in this role will be leaning into the important organizational development needs – growing and diversifying fundraising, ensuring strong internal communication, revising and clarifying roles and responsibilities, etc. – while also advancing mission, vision, and strategy. The successful candidate for this role could come from policy/advocacy, education, capacity building, community organizing, or directly related fields. Regardless of professional background, an understanding of intersectional identities and issues (race, gender, ability, socio-economic status, etc.) and ability to build and leverage political power to affect positive social change for vulnerable individuals is a ‘must have.’ A genuine excitement for sex education, health equity, and other intersectional movements is also required.

Required Skills and Experience

- Significant senior-level management and cross-functional leadership experience (ideally as Executive Director/CEO or Deputy Director/COO, VP, Senior Director or similar) in nonprofit organizations with complementary missions/focus;
- Fundraising knowledge and experience, including working with funders, donors, and external partners to bolster an organization’s revenue generation efforts and results;
- Excellent people and team management skills and strong ability to appropriately delegate, empower staff, and positively coach/mentor while ensuring accountability for results and outcomes;
- Content knowledge of and/or expertise in comprehensive sex education, sexual health, reproductive justice, human development, or directly related fields/movements;
- Successful track record of building, managing, and working successfully in coalitions with other nonprofit organizations, movement leaders, industry groups, policymakers, and others;
- Strong interpersonal skills and ability to build effective internal and external relationships;
- Financial management and budget oversight responsibility for an organization of comparable – or larger – size and complexity and revenue sources;
- Exceptional written and oral communication skills – including media relations and messaging – and comfortable/credible in on-camera and print interviews;
- Strong diversity, equity, inclusion, and belonging (DEIB) lens, with the experience to lead by example in centering racial, sexual, and gender equity in all facets of an organization.

Desired Skills and Experience

- Training, education, or practical experience with marketing, communications, public relations, and/or media;
- Attention to detail and highly organized without losing sight of larger objectives;
- Knowledge of and/or experience with creating and implementing human resources policies and practices;
- Existing connections/relationships with other nonprofit organizations, movement leaders, policy makers, government officials, and/or funders;
- Previous experience in program development and evaluation;
- Experience working with a Board of Directors or similar volunteer leadership group.

Desired Personal Qualities and Characteristics:

- Demonstrated passion (by means of professional, volunteer, or personal experience) for SIECUS’ mission and work, preferably from a lens of the provision of comprehensive sex education, human sexuality, sexual and reproductive rights, and/or LGBTQ equity;
- Strong interpersonal skills and high levels of self-awareness and professional maturity;
- Combination of big picture, strategic visioning skills, and hands-on, operational expertise;
- Comfort and finesse for representing an organization in all settings, including with funders and in the media;
- Demonstrated commitment to centering the needs of vulnerable/marginalized individuals and to operating within a broader social justice framework;
- Ability to connect authentically with people at all levels of power, privilege, ability, socio-economic status, and ideologies across the political spectrum;
- Bridge builder, collaborator, and reliable partner – internally and externally;
- Willingness to authentically engage in and facilitate dialogue around challenging, intersectional issues;
- Resilience, good boundaries, and practiced in self-care;
- Patience, thick skin, sense of humor.



COMPENSATION AND BENEFITS:

SIECUS is offering a comprehensive compensation package including a base salary in the range of \$140,000 to \$160,000 and generous benefits. Benefits include employer-subsidized health benefits, dental and vision coverage, employee-funded 403b retirement plan (with matching component), flexible work scheduling, remote working environment, PTO, short-term disability, and parental leave offerings.

TO APPLY:

Inquiries, nominations, or applications (including a resume and cover letter framing interest and fit with this Recruitment Profile) can be sent in confidence to search@kevinchasesearch.com.

Kevin Chase Executive Search Group has been retained to lead this recruitment effort on behalf of SIECUS. SIECUS is an equal opportunity employer that champions a diverse workforce and anti-racist principles and practices. KCESG and SIECUS do not discriminate on any basis, including sex, age, class, gender identity or expression, ethnicity, ancestry, military status, genetic information, marital status, physical or mental ability or disability, race, religion, sexual orientation.

CONTACT INFORMATION:

Please send all applications, requests, and referrals to search@kevinchasesearch.com.

Kevin Chase, Managing Partner
Kevin@kevinchasesearch.com

Catie DiFelice, Senior Consultant
catie@kevinchasesearch.com

All applications and referrals will be held in strict confidence.

