



Vice President, Programs  
International Women's Health Coalition  
New York, NY

## SUMMARY

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The International Women's Health Coalition (IWHC) seeks a dynamic and experienced program leader who will contribute substantive vision, expertise, strategy and leadership to IWHC's programs and growth. The ideal candidate will have relevant programmatic knowledge, substantial management experience and considerable expertise with policy.

### IWHC's Vision

The International Women's Health Coalition envisions a world in which women and girls:

- have access to the information and services they need to enhance and protect their health and achieve their full potential;
- can make informed choices about their sexuality, relationships, pregnancy, child-bearing and marriage, free of discrimination, coercion, and violence;
- are equally and effectively engaged in decisions that affect their sexual and reproductive rights and health; and
- lead movements working to advance sexual and reproductive rights and health.

### IWHC's Mission

The International Women's Health Coalition (IWHC) promotes and protects the sexual and reproductive rights and health of women and young people, particularly adolescent girls, in Africa, Asia, Eastern Europe, Latin America, and the Middle East. IWHC advances this agenda by supporting and strengthening local leaders and organizations working within their communities and at the national and regional levels; by advocating for international policies, programs, and funding; and by seeking to influence US policy on these matters.

IWHC builds bridges between local realities and global policymaking by connecting women and youth leaders in the Global South to key decision-makers. In doing so, IWHC brings local voices to global debates and in turn, makes global processes and policies more understandable and actionable at the local level.

The Vice President, Programs together with the President, Executive Team, and Senior Management Team, will design the mission, program strategies, and policies of IWHC. S/he will work with the President to ensure a cohesive overall program and appropriate representation of IWHC's issues to the public and donors while enhancing collaboration across all program areas. The VP will lead and manage IWHC's program staff, including review and oversight of IWHC's grants to international grantee partners, IWHC's advocacy and policy work, and IWHC's internal learning, monitoring, and evaluation work.

To learn more about the International Women's Health Coalition (IWHC), please visit [www.iwhc.org](http://www.iwhc.org).



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## CANDIDATE PROFILE

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The Vice President, Programs will possess the following attributes and competencies:

### Responsibilities

- Provide strategic vision, management skills, and technical substance to enhance IWHC impact on and leadership in sexual and reproductive health and rights (SRHR) from a feminist perspective.
- Provide strong and effective internal leadership on annual and multiyear program planning and evaluation. Ensure appropriate program oversight and quality standards.
- Build strategic partnerships, coalitions, and collaboration with external organizations and groups.
- Manage IWHC program staff working on our three programmatic areas – advocacy and policy; grantmaking and international partnerships; and learning, monitoring, and evaluation – with attention to staff development, teamwork, collaboration, and results. Connect IWHC's programmatic work to the rest of IWHC's work, particularly its external communications effort, to ensure influence and impact.
- Provide international leadership on, and increase public awareness and visibility of, women and girls' reproductive rights and health. Publish in relevant journals, respond to media, and speak on SRHR in technical and political forums.
- Assist the Vice President, Development and Communications and the Development team in fundraising, including donor research and relationship building, proposal writing, and reporting.
- Oversee the program budget to ensure accountability and excellent stewardship of resources.
- Serve as a spokesperson and advocate for IWHC's mission and programs.
- Foster teamwork; cultivate and maintain a collaborative culture; and integrate, align and monitor policies and organization-wide systems.
- In partnership with the Human Resources & Office Manager, provide oversight for safety and security of program staff who travel. Ensure that program staff who travel internationally adhere to IWHC's security policies and procedures.
- Serve as a member of IWHC's executive team and senior management team.
- Work with Director of Finance and Administration to ensure grants are on a spending cycle that reflects good fiscal policy.



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## QUALIFICATIONS

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This position requires a dynamic strategic thinker, strong communicator, and excellent connector with superior people and management skills and a proven record of results.

- A minimum of 15 years work experience in sexual and reproductive rights and health, women's rights, or gender and development, including five years at a senior management level.
- Experience working in or with organizations based in the global South strongly preferred.
- Stature within the global health community or related human rights field, and recognized leadership abilities among domestic and international colleagues.
- Demonstrated strategic analysis, program design, planning and management capacity. Extensive experience in programmatic roles in or related to Africa, Asia, Latin America, or the Middle East; and one or more specific areas of programmatic expertise.
- Experience working with bilateral, international, and non-governmental organizations as well as donors.
- Effective internal and external communications skills and the ability to engage and appropriately mobilize and utilize the skills and experiences of both staff and board; strong advocacy skills.
- Demonstrated ability to recruit, lead, coach and mentor staff. Committed and able to building trust, connection and teamwork across the organization.
- Experience with planning, finance, budgeting, and development information systems.
- Sensitivity to the gender and human rights concerns driving the mission of IWHC.
- Sound political judgment and excellent interpersonal skills.
- Comfort in taking initiative and managing multiple projects against deadlines.
- Willingness and ability to travel domestically and internationally, and to work flexible hours at critical times.
- Fluency in English; high degree of proficiency in French, Spanish and/or Portuguese preferable.
- Excellent computer skills, including proficiency with Microsoft Office.
- Masters degree in public policy, public health, human rights, international relations, or related field.

Salary is competitive and commensurate with experience.



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## CONTACT

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IWHC has engaged Koya Leadership Partners to help in this hire. Please submit a compelling cover letter and resume to Liz Lombard [here](#).

IWHC is an equal opportunity employer. IWHC values the dynamism and perspective that staff diversity brings to the work and culture of the office. We encourage applicants from diverse backgrounds to consider joining us. IWHC does not discriminate against any employee or applicant for employment on the individual's race, ethnicity, religion, age, national origin, gender, sexual orientation, gender identity, marital status, HIV status or disability. This policy applies to all of IWHC's activities including, but not limited to, recruitment, hiring, compensation, assignment, training, promotion, discipline and discharge. We are committed to seeking qualified candidates who contribute to the diversity of the working environment.

## ABOUT KOYA LEADERSHIP PARTNERS

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Koya Leadership Partners is a national retained executive search and human capital consulting firm that works exclusively with mission-driven organizations, institutions of higher education and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information, visit [www.koyapartners.com](http://www.koyapartners.com).