

Recruitment Profile
for

Executive Director



interACT: Advocates for Intersex Youth

LOCATION: FLEXIBLE/REMOTE (United States)

February 2022

LEADERSHIP TRANSITION | EXECUTIVE SEARCH | BOARD ADVISORY

POSITION DESCRIPTION

Title:	Executive Director
Organization:	interACT: Advocates for Intersex Youth
Reports to:	Board of Directors
Location:	Flexible (all interACT team members work remotely)

ORGANIZATION OVERVIEW:

Founded in 2006 as “Advocates for Informed Choice,” interACT: Advocates for Intersex Youth is one of the largest organizations in the world advocating for the rights of intersex individuals. Working remotely, interACT has a committed full-time staff of three, three part-time consultants, and a ten-person volunteer Board of Directors. interACT promotes the bodily autonomy, self-determination, and well-being of intersex people by advocating for changes in laws and policies, raising awareness through media, and supporting young intersex leaders to sustain the movement.

By employing a wide range of tactics and partnering with diverse stakeholders who share interACT’s goals, interACT has, in its relatively short history, achieved notable victories, including: passing the first-ever intersex-affirming legislation in the country; passing the first education bill to create a public awareness campaign on intersex issues; successfully resolving the first reported medical malpractice case on behalf of an intersex child; submitting amicus briefs in federal court underscoring the impact of exclusionary policies on the intersex community; publishing the first-ever community-based research study on the physical and mental health of intersex adults; shepherding the coming out of the first ever intersex-identified celebrity; authoring the first US-based guide on intersex-inclusive employment practices; and earning acknowledgment by multiple international human rights bodies for its work on the ongoing human rights violations facing intersex people.

interACT was founded by attorney Anne Tamar-Mattis with a mission of ending harmful medical interventions on intersex children via legal means. At the time of interACT’s founding, there were existing organizations that focused on peer support for parents and/or intersex adults, on political activism and awareness-building, on promoting research, and on advocacy in the medical community, and awareness of the legal questions surrounding children with intersex traits was beginning to grow, but no organization had yet undertaken legal and policy advocacy on behalf of these children. This became interACT’s founding vision. The organization began operations with a national advisory board that included doctors, lawyers, mental health experts, and leaders of many different intersex organizations who collaborated to help establish interACT’s strategic focus and organizational goals.

interACT believes that the law, properly used, is a tool for achieving justice and that justice, properly understood, has compassion at its heart.

For more information, please visit www.interactadvocates.org

LOCATION:

Remote, U.S.-based

REPORTING:

The Executive Director reports directly to the Board of Directors. They will manage a current, fulltime staff of two – Senior Staff Attorney and Director of Engagement – as well as the Logistics Manager, Fundraising Consultant, and Federal Policy Counsel who are engaged long term on a part-time or contract basis. interACT anticipates adding additional fulltime staff in the near future.

POSITION:

The Executive Director will assume responsibility for day-to-day leadership and operation of interACT's programs, services, fundraising, finance, and administration functions, as well as staff supervision. In partnership with the Board of Directors, they will work to ensure that interACT remains a visible, impactful, and sustainable nonprofit leader in the fight for bodily autonomy, self-determination, and well-being of intersex people.

The Executive Director will be tasked with developing and implementing a vision to cement, communicate, and expand interACT's unique place in the human rights movement with a particular focus on the following strategic priorities:

- Engaging Board, staff, and community/stakeholders to clarify organizational strategy and direction
- Helping to grow financial resources by means of a robust, diverse fundraising effort
- Leveraging and expanding partnerships and collaborations, including with Movement and corporate partners
- Elevating the interACT brand and visibility and increasing public understanding of its work and mission
- Strengthening organizational structures and professionalizing systems, policies, and procedures

The Executive Director & CEO will also function as a primary representative of interACT at public events, in the media, with policy makers, and in coalition with other organizations and leaders.

KEY RESPONSIBILITIES:

It is understood that no single candidate is likely to have equal expertise in all of these core competencies for the Executive Director position. The successful candidate will possess a compelling combination of strengths in some areas, and the self-awareness and leadership skills to manage and/or leverage other resources in areas where they lack personal depth of experience.

Organizational Leadership

- Lead the organization in evolving a strategic vision and advancing the work and mission of interACT;
- Oversee and expand law/policy, programmatic, education, and outreach efforts;
- Strengthen and evolve organizational structures, systems, policies, and procedures; and
- Identify current and emerging issues affecting the intersex community and determine where interACT's participation and/or leadership will be most beneficial.

Staff Supervision

- Hire, train, supervise, and develop all full- and part-time staff as necessary, in line with budget and available resources;
- Develop and implement performance metrics with clear accountabilities and measures for success;
- Recruit additional staff as appropriate/necessary; and
- Encourage teamwork, coordination, and focus among the team.

Fundraising

- With interACT's retained Development Consultant, identify and maximize potential fundraising opportunities;
- Manage and help to expand funding relationships with current and potential partners;
- With Development Consultant and Board, design and implement development initiatives to ensure success in individual giving, corporate and foundation support, and special events; and
- Maintain positive, personal relationships with key individual, institutional, and corporate donors.

Relationship Management

- Establish and maintain positive, productive, and transparent working relationship with interACT's Board of Directors;
- Proactively build collaborative relationships with partner organizations in intersex rights, the broader LGBTQ+ and legal services communities, and allied civil rights movements;
- Act as a public advocate and spokesperson for the organization, raising awareness of its mission and its work in the intersex community; and
- Improve external communications, messaging, and connection to constituents to elevate visibility.

Financial Management

- Function as a fiscal steward, overseeing all financial activity to ensure the immediate and long-term fiscal integrity of the organization;
- Ensure transparency and provide the Board with regular information about the financial health of the organization; and
- Administer funds of the organization according to the budget approved by the Board.

CANDIDATE PROFILE

The new Executive Director of interACT will be an energetic, passionate, and mission-driven leader with proven commitment to justice and equality for intersex individuals and the broader intersex community. This person should have an inclusive and transparent management style and the ability and desire to lead an organization – and its staff, constituents, and stakeholders – through a dynamic time of transition and renewal. Successful candidates will also have the leadership and visioning skills to identify growth and change opportunities for interACT, particularly in the context of the increased visibility around the intersex community and the systemic barriers faced by many intersex people.

DESIRED SKILLS & PROFESSIONAL EXPERIENCE

- Minimum of 5-7 years of management experience, preferably including nonprofit organization leadership as an executive or Board member;
- Deep personal understanding and lived experience of (or knowledge of and willingness to quickly learn and integrate) the social and legal issues and challenges facing individuals across the spectrum of the intersex community;

- Track record of involvement in advocating for, or activism in support of, the rights of intersex and related individuals;
- Fundraising knowledge and experience, including working with members, donors, and external partners to bolster an organization’s development efforts, reputation, and reach;
- Experience in a legal, direct service, or policy/advocacy context;
- Financial and budget management experience;
- Training, education, or practical experience with marketing, communications, public relations and/or media;
- Excellent written and oral communication skills and the ability to make impactful connections with a wide range of people – including groups that may be hostile to the advancement of intersex rights;
- Combination of big picture, strategic visioning skills and hands-on, operational expertise;
- Attention to detail and highly organized without losing sight of larger objectives;
- Ability to build productive and collaborative working relationships across broad communities of varied individuals and movements;
- Ability to effectively represent the organization in all settings, including policy, programs, advocacy, public education, development, and media;
- Experience working effectively and collaboratively with a volunteer Board of Directors or similar governing body.

DESIRED PERSONAL CHARACTERISTICS & ATTRIBUTES

- Strong intersectional lens and commitment to equity and inclusion;
- Deep understanding of marginalized identities and a trauma-informed approach to leadership and management;
- Ability to set and respect personal and organizational boundaries (for self and others);
- Well-developed communication skills and ability to explain complex (sometimes medical) topics and concepts in an easy-to-understand way;
- Ability to work with diverse communities, amidst complex dynamics and histories, conflicting opinions, and a need to align common interests;
- Positive, optimistic, enthusiastic;
- Welcoming, inclusive, and approachable;
- Rooting in compassion and empathy;
- Patience, thick skin, and a sense of humor.

EDUCATION:

Bachelor’s degree in a related field of study (law, non-profit management, public policy, social sciences, health-related fields, etc.) and a J.D., while not required, could be beneficial in this role.

OPPORTUNITY:

This position provides an opportunity to join an organization whose mission is to support and represent the intersex community and intersex individuals themselves, some of whom are the most marginalized members of our society. The ideal candidate will be able to leverage interACT’s brand and resources in making a direct impact on the lives of intersex individuals. The Executive Director will interact with a talented and passionate team of staff and volunteers to ensure members of the intersex community are legally recognized, valued, and afforded equal opportunity to thrive.

COMPENSATION:

interACT is offering a compensation package inclusive of salary in the range of \$100,000 to \$130,000 (depending on experience) and benefits including four weeks of paid vacation, 10 paid holidays, and a retirement plan.

CONTACT:

Kevin Chase Executive Search Group has been retained to lead this recruitment effort on behalf of interACT. We are pleased to answer any questions or supply further information. interACT and Kevin Chase Executive Search strongly encourage applications from intersex, LGBTQ+, and/or BIPOC-identified candidates with lived/and or professional experience aligned to this work. To apply, please submit a complete resume and cover letter detailing your interest to: search@kevinchasesearch.com.

All inquiries, applications, or referrals will be held in strict confidence.

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Please note that all education, dates of employment, compensation, and other information provided will be verified prior to an offer of employment.