



About Us

Services

Our Clients

On Our Minds

Contact



EVERY
MOTHER
COUNTS

Vice President, Operations

EVERY MOTHER COUNTS



Sector
Health

**Function**

Finance / Accounting, Operations, Human Resources / Culture

**Focus Areas**

Racial Justice

Sexual & Reproductive Health

Women's Rights

**Location**

NY - New York metropolitan area

Please see "Additional Details" section for more information about location, travel, and workplace expectations.

**Salary**

The salary range for this role is \$165-185K.

apply for this role

Every Mother Counts envisions a world where pregnancy and childbirth are positive, transformational experiences. A world where everyone can access quality maternity care that

preventable complications. A world where every mother truly counts.

About the Organization

Every two minutes, a woman dies from complications of pregnancy and childbirth—that's more than 800 preventable deaths every day around the world. Motivated by the intrinsic human right to maternal health, Every Mother Counts (EMC) is dedicated to ensuring that all people, everywhere, experience a safe and respectful journey through pregnancy, childbirth, and the postpartum period. We started by spotlighting stories told by those closest to the issue. Over time, these personal accounts have shone a spotlight on the global imperative to transform maternal health. Since 2010, EMC has invested tens of millions of dollars to advance system-wide change through the development of professional, dedicated, and compassionate providers in every setting who are focused on respectful care that centers mothers.

In addition to investments in community-led models of care, EMC is committed to diversifying the healthcare workforce, and mobilizing for change through policy and advocacy efforts.

local leaders, the team identifies priority maternal health issues and advocates for change. EMC's program and policy efforts are complemented by our compelling storytelling, which is at the core of the organization's founding. For additional information on the organization and its impact click [here](#).

- *Less about the Organization*

About the Role

As EMC implements the strategy for its next chapter, we are seeking a versatile, collaborative leader to become our first Vice President, Operations (VPO). This leader will spearhead the development and formalization of our Finance, Operations, and HR verticals. In overseeing all aspects of these three critical functions, the VPO will be instrumental in strengthening our focus on both financial and operational excellence in support of the organization's mission and strategic goals. In collaboration with the Founder and President, Christy Turlington Burns, and senior leadership team, they will ensure that Every Mother Counts' 18 person team has the appropriate infrastructure, systems, and

successfully carry out our work and advance our mission.

This is an ideal opportunity for an entrepreneurial, strategic leader who is passionate about developing and strengthening systems and processes at a small but mighty nonprofit in support of EMC's mission of ensuring that the maternal health journey before, during, and after childbirth is safe, respectful, and equitable for everyone, everywhere.

Key Responsibilities

Organizational Leadership

- Drive the annual organization-wide goal setting process and manage organizational accountability by facilitating conversations among the President and staff to account for progress and inform pivots throughout the year
- Serve as a key cross-functional manager, driving execution of key initiatives and efficient and timely decision-making
- Serve as primary point of contact with financial and legal stakeholders, including the organization's leadership, board, external auditors, legal experts, and other consultants and advisors

President and broader EMC team on finance, HR, and operations questions and issues, effectively navigating conflict and complexity as needed

- Lead, mentor, and develop the finance, operations, and HR teams, with a focus on building a best-in-class function, driving outcomes, supporting professional growth

Operations Management & Systems Building

- Oversee the day-to-day operations of the organization to ensure efficient and effective service delivery
- Manage 5+ consultants and experts (e.g. accounting firm, legal advisors, etc.) and work to identify opportunities for streamlining and collaboration
- Design and improve systems, processes, and internal communication protocols to foster collaboration, knowledge sharing, and efficiency, and to meet strategic objectives; guide decisions on key technology tools (e.g. Tableau, Salesforce, Fluxx)
- Collaborate with department heads to ensure all operational functions are aligned with strategic priorities and common goals; lead organizational change management efforts to support operational excellence

HR Leadership

support the organization's mission and goals; provide leadership on conflict resolution, employee relations, and employee engagement initiatives

- Oversee recruitment, retention, talent development, and workforce planning to ensure a diverse, engaged, and high-performing team
- Serve as a key champion for EMC's culture, working with the President and Founder and staff to continue to improve and evolve its culture to meet current needs
- Recruit a new director of HR to oversee HR systems and processes while partnering with external agencies

Financial Management

- Oversee and work in partnership with the finance team to continue to build and support the finance function, ensuring adherence to budgetary guidelines and financial best practices
- Develop strategies to ensure the long-term financial sustainability of the organization, with a focus on maximizing revenue and minimizing expenses
- In partnership with the Director of Finance and an outside accounting firm, oversee accounting practices/processes

financial and tax reporting

- Ensure all legal and regulatory documents are filed, reported, audited and in compliance with laws and regulations for the organization

Who You'll Work With

You will report to the Founder and President, Christy Turlington Burns.

Direct reports include the Director of Finance and an Associate, Office & Operations. The Director of Finance manages a Finance Associate. You will also lead the hiring and management of a Director of HR.

You will collaborate across the organization, frequently working with the Chief of Staff and the full senior leadership team including the Vice President, Programs & Impact, Vice President, Philanthropy, and Vice President, Communications & Marketing.

Required Skills and Experience

operational or administrative leadership role, ideally in a nonprofit organization

- Excellent critical thinking skills, with the ability to analyze quantitative and qualitative information to set strategy and manage complex issues
- Experience designing and/or improving systems and processes that promote collaboration, break down silos, and expand impact across an organization
- Excellent leadership skills, and ability to build relationships with, mentor, and influence staff at all levels of the organization; excited to "roll up your sleeves" and do the work as well as manage and direct the work of others
- Ability to communicate effectively at all levels inside and outside of the organization; superior written and verbal communication skills
- Results-driven, agile change agent with demonstrated ability to manage execution of small and large-scale projects or programs
- Experience leading and/or partnering with a high performing people and culture function; passion for developing effective, efficient, and equitable HR systems and processes
- Strong financial acumen with the ability to oversee a budgeting process, partner with executive team to drive

- Passion for the mission of Every Mother Counts and an ability to contribute and lead in building a culture of equity and belonging
- Personal integrity, fairness, and credibility. Able to manage confidential information and act with discretion
- Ability to thrive in an in-person or remote working environment, provide leadership and direction to the team with agility, and to lead with resilience, poise, professionalism and resolve
- Candidates will be required to show proof of full COVID-19 vaccination

Additional Details

EMC's work policy is at least two days per week in the office hybrid at-will. All EMC staff work in the office on Tuesdays and one additional day which is usually determined by the department. Staff are welcomed and encouraged to work from the office on additional days, as desired. As such, only candidates who can commit to working in office 2 days a week, at a minimum, will be considered for this role.



Individual/family Medical, Dental, and Vision plans and coverage

- Yearly Wellness Stipend



Organization-wide **week(s) off** each year to fully recharge



Generous vacation, sick leave, and paid holidays



Competitive **parental family leave**



401K eligibility after one year with organization match



Short- and Long-term **Disability insurance**



Commuter benefit plan



Summer Fridays, early closure Memorial Day through Labor Day

EMC is committed to tackling issues affecting maternal health outcomes, which disproportionately impact Black, Indigenous, and People of Color (BIPOC) and people from other historically marginalized communities. Addressing longstanding disparities in maternal health requires us not only to center human rights, equity, and birth justice in our external-facing work but to also take intentional steps to realize these values internally. Given this commitment and the dynamics of the maternal health crisis, we encourage candidates from all backgrounds to apply.

Ready to apply?

apply for this role

On-Ramps is deeply committed to diversity, equity, and inclusion. We believe social change happens when people with a wide range of backgrounds, experiences, and identities come together with a common purpose. We're partnering with the team

backgrounds to apply.

On-Ramps is committed to the inclusion of all qualified individuals in the hiring process, including but not limited to those with disabilities. If you require reasonable accommodation(s) to participate in the application or interview process, please contact info@on-ramps.com.

Want to keep in touch?

Enter E-mail Address



on-ramps

info@on-ramps.com Follow us on social media

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Overview

Our Team

Core Values

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