

Job announcement

Preterm
12000 Shaker Blvd.
Cleveland, Ohio 44120
www.preterm.org
www.myabortionmylife.org

Director of Nursing

Preterm is seeking a director of nursing. This position provides overall direction and leadership for all of Preterm's medical services and staff. Participates in strategic visioning as part of Preterm's senior leadership team. Ensures delivery of high quality, compassionate, patient-centered care.

Organization description:

Preterm is an independent, nonprofit, feminist organization that provides about 5,000 abortions annually and has a growing sexual health practice. We are a state-licensed ambulatory surgery center with more than 50 staff members and a budget of \$4.5 million. Preterm's mission is to advance reproductive health and justice by providing safe, respectful and accessible abortion and sexual health care.

To keep abortion accessible, we've provided over \$16 million in financial assistance to our patients since opening our doors in 1974. We are certified by the Accreditation Association for Ambulatory Health Care (AAAHC). We train medical students and residents from several regional hospitals. Our clinic is a green building, with Leadership in Energy and Environmental Design for Existing Buildings (LEED-EB) certification at the silver level. Preterm is a member of the National Abortion Federation (NAF), the Abortion Care Network (ACN), and the National Network of Abortion Funds (NNAF). We are expanding to offer miscarriage management and other sexual health services to increase our organizational resilience and sustainability. We will expand our service offerings and programs in the coming years. We participate in coalition efforts with allied groups and organizations locally and nationally.

Preterm is currently undertaking a comprehensive strategic and business planning process to determine our vision for the future, the values by which we will operate, the threats against us and our patients, opportunities to grow and evolve to meet those threats and a path forward for the next decade. We recognize that operating from an anti-oppression framework is a necessary part of exceptional abortion care, and it will allow us to better meet the broad needs and concerns of the people we serve.

We actively work to transform our perspectives and practices to challenge abortion stigma, racism, sexism, homophobia, transphobia, ableism, ageism, ethnocentrism and oppression in all its forms. To this end, we are currently aligning our work within a Reproductive Justice framework through intentional review of organizational vision and values, care delivery and HR procedures.

Responsibilities:

The Director of Nursing (DON) establishes, implements and evaluates medical standards and is responsible for the quality, efficiency and evaluation of all patient care and medical personnel, and ensures that Preterm meets or exceeds regulatory and accreditation standards. The DON will help develop and implement new services and programs, and will carry out goals established through our strategic planning and values alignment processes.

This position reports to the executive director and works collaboratively with the department directors to provide leadership and strategic direction for Preterm. Must support the advancement of reproductive justice through organizational culture and health care experiences and outcomes. The ideal candidate has the ability to create transformative relationships, has the capacity for personal growth, sees challenges as opportunities, and has a deep understanding of oppressions and their impact on the lives of the people we serve as well as the employees who work here.

Qualifications:

Qualified candidates will possess exceptional leadership, supervisory and clinical skills. RN / APN Licensure preferred. MSN, BSN or MPH education preferred, but will consider other candidates with extensive clinical management experience. Must be able to demonstrate familiarity with and support for reproductive health, rights and justice. A thorough knowledge of quality improvement and risk management in abortion and sexual health care delivery is important.

Salary and benefits:

\$90,000-\$100,000. Four-day work week. Health/dental insurance, generous paid time off, 403b with employer match after 2 years, life insurance, short- and long-term disability.

Please send application including a cover letter describing your interest that includes a short statement about how you have fostered a positive, values-based organizational culture, and your resume (in Word or PDF format), to Dr. Sri Thakkilapati sthakkilapati@preterm.org.

A diverse, equitable, and inclusive workplace makes Preterm a more relevant, more creative, and more resilient organization. We encourage people from all backgrounds, ages, abilities, and

experiences to apply. We are an equal opportunity employer. We do not discriminate on the basis of race, color, ancestry, religion, national origin, sexual orientation, age, citizenship, marital or family status, disability, gender, gender identity or expression, pregnancy or caregiver status, veteran status, or any other legally protected status. We will ensure that individuals with disabilities are provided reasonable accommodations to participate in the job application and interview process, to perform essential job functions, and to receive appropriate considerations and privileges of contracting.

A Note to Potential Candidates:

Studies have shown that women, trans, non-binary folks, and BIPOC are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in a job description. We are committed to building a diverse and inclusive organization, and we are most interested in finding the best candidate for the job. That candidate may be one who comes from a background less traditional to our field of work, and that's okay. We would strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described.