



ADVOCACY MANAGER

Missouri Family Health Council champions the freedom to access sexual and reproductive healthcare—no matter who you are or where you live. Through programs like Title X, *Free EC*, and *The Right Time*, we partner with providers, support communities, and advocate for policies that protect care and expand rights. We ensure that everyone can get the care they need, without shame, judgment, or obstacles. Simply put, we do hard work and we do it well.

Our work is rooted in three core values:

- **Justice:** We fight for a world where equitable access to healthcare is a reality, not a privilege. We challenge systemic barriers and advocate for policies that uphold dignity and self-determination.
- **Courage:** We take bold stands, even when it's difficult. We speak truth to power, innovate in the face of adversity, and support our partners and communities with unwavering resolve.
- **Tenacity:** We don't give up. In a hostile landscape, we remain steadfast—finding creative solutions, sustaining our networks, and pushing forward to protect reproductive freedom.

If you are a flexible and adaptable individual that excels at organizing, power-building, and moving stakeholders to action in a challenging environment, we want to hear from you.

POSITION SUMMARY

A member of the Programs team, the Advocacy Manager is responsible for building community power to address systemic barriers that impact peoples' ability to receive and offer sexual and reproductive healthcare. They work to organize and mobilize MFHC's health centers, volunteers, patients, and partners to engage and advocate for MFHC's policy priorities. They spend a lot of time in the field, building relationships, and moving people to action. The Advocacy Manager works in close collaboration with other members of the MFHC team and other health- and equity-focused coalition members and community partners in order to defend against legislative attacks to sexual and reproductive health, rights, and justice, and pave the way toward implementation of proactive policies that move us closer to the vision that everyone has access to healthcare without shame, judgement, or obstacles.

HOW YOU DO YOUR WORK

Creating a Culture of Equity and Belonging

We are committed to growing a workplace where people are seen, valued, and inspired—across race, gender identity, ability, age, body size, class, sexual orientation, and lived experience, which means:

- Embracing lifelong learning and personal growth in intersectional justice.
- Actively participating in trainings and collective practices that move us closer to health equity and justice for all.
- Showing up with kindness, empathy, and authenticity to protect each other's psychological safety and foster deep belonging.

How We Work, Together

Our team is driven by justice, courage, and tenacity. We show up every day with a shared belief in a future where everyone has the power to make decisions about their health, their bodies, and their lives.

This looks like:

- Communicating with honesty, clarity, and care—especially in moments of conflict or change.
- Practicing strong judgment, collaboration, self-accountability, and flexibility in the face of evolving needs.
- Bringing curiosity and problem-solving to our shared spaces—asking questions, offering feedback, and building trust through action.

Together, we are building something powerful—and everyone's voice matters.

WHAT YOU DO

Building and activating community power is the core of this role. We believe that power is built not just by influencing legislation at a grassroots level, but engaging communities in civic engagement that will last long after any specific piece of legislation is passed or defeated. This includes a focus on:

Organizing, Advocacy, and Community Mobilization

- Leverage MFHC's network of health centers, volunteers, patients, and partners to engage and advocate for MFHC's policy priorities.
- Build a powerful and effective activist base that holds policy makers accountable.
- Engage MFHC's seven community mobilization partners and leverage our collective strength by providing clear calls to action and opportunities for mobilization.
- Conduct tabling/outreach at community events.

- Organize actions—phonebanks, canvassing, rallies, lobby days, etc.—to demonstrate power and influence decision-makers.

Advocacy-Related Communications

- Develop compelling advocacy-related communications, including social media, calls to action, letters to the editor, and alerts, with a goal of moving people to action.

Relationship Building

- Build and maintain strong relationships with diverse community and coalition partners.
- Participate in, and add value to, coalitions and advisory groups.

Learning as Growth

At MFHC, we believe learning is a lifelong journey—and a vital part of advancing reproductive freedom and justice. We embrace growth not just for individual development, but because deepening our knowledge strengthens our collective impact. We learn so we can do better—for ourselves, for each other, and for the communities we serve. That means:

- Welcoming feedback as an opportunity to reflect, evolve, and show up more fully in our work.
- Completing all required training tied to our grant commitments, knowing that compliance helps sustain the mission.
- Staying grounded in the latest best practices of the role.

Additional Duties/Responsibilities

- Support grant writing/reporting and fundraising efforts.
- Other duties as assigned that support MFHC in meeting its mission.

WHO YOU ARE AND KEYS TO SUCCESS (the must-haves)

To be successful in this job, the following are crucial skills and abilities:

Demonstrated organizing and power-building ability, ideally in a hostile political/policy environment: At least three years of experience implementing organizing and power-building strategies to move stakeholders to action. Understands how to organize power to influence decision-makers.

Creative, resourceful, resilient, and responsive: Proposes solutions to issues without much guidance (but isn't afraid to ask questions). Proactively asks for help, anticipates problems, plans, and course-corrects where needed to get to the finish line. Must be able to thrive in an ever-changing environment, shifting priorities due to external factors, and make sound decisions in the face of ambiguity.

Relationship builder: Enthusiasm for meeting and engaging with new and existing partners, community members and our network of providers. Listens closely to understand needs or concerns and takes steps based on that input. Responds to people in a timely manner. Provides clear, helpful, accurate information.

Clear and motivating communicator: Speaks clearly on behalf of the organization. Ability to take complex policy issues and, through various mediums, distill the information into compelling and motivational communications that mobilize people into action.

The following are plusses, but are not requirements:

- Experience organizing in the sexual and reproductive health landscape.
- Experience developing and delivering advocacy training to a variety of audiences.
- A strong understanding of the legislative process.
- Proficient with Microsoft Office Suite, Google Drive, and related software.

WHAT ELSE YOU SHOULD KNOW

Position Title:	Advocacy Manager
Reports to Position:	Director of Programs
*FLSA Classification:	Exempt
Starting Salary:	\$67,000

**FLSA - Fair Labor Standards Act: Exempt or Non-Exempt*

Work Environment

- MFHC is a fast-paced organization that operates in a challenging external environment. You **MUST** be able to thrive in a work setting with changing priorities due to external factors.
- Prolonged periods of sitting at a desk and working on a computer.

Travel Required

- Possess a valid driver's license to operate a rental vehicle or personal vehicle.
- Significant travel will be required in-state for mobilization, outreach, trainings, and stakeholder meetings; approximately nine trips per quarter, and possibly more if not located in Mid-MO, with potential for 1-2 out of state trainings per year. All travel may require overnight.

Location and Schedule

- May perform work from the Jefferson City office, or remotely, within the state of Missouri, or cities contiguous to MO. If working remotely, an in-home, dedicated work space, is suggested.

- MFHC's general office hours are 8:00 am – 5:00 pm, Monday – Friday; however, due to the nature of this role, evening and weekend hours will be required in order to be successful. Employee will have **flexibility** to manage schedule as needed while still attending to required tasks, meetings, and community events each week.

Benefits

- All salaried employees are eligible for unlimited Paid Time Off. This allows employees to balance the responsibilities of home and work while also prioritizing rest. Employees are still responsible for fulfillment of their job duties.
- 12 weeks of paid parental or medical leave.
- 100% paid employee coverage for health, vision, dental, life, and long-term disability insurance; 50% - 100% paid dependent coverage for health insurance based on plan.
- 10 paid holidays, employee's birthday, and paid office closure the last two weeks of the year.
- Retirement plan with up to 3% employer match.

Work Authorization

The person assuming this position is required to verify eligibility to legally work in the United States.

EEO Statement

MFHC provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of sex, color, race, religion, national origin, age, physical or mental disability, sexual orientation, citizenship, veteran's status, political affiliation, marital status, gender identity, number of pregnancies, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, leaves of absence, compensation, and training.

HOW YOU CAN APPLY TO JOIN MFHC

To apply, please **complete the [online application](#) by 5:00 PM, June 30, 2025**. MFHC will only consider candidates who complete the online application, which includes submission of a resume and cover letter that addresses the following questions or points:

- Describe your vision for creating a world where everyone has the freedom to access sexual and reproductive healthcare, no matter who they are or where they live. Include at least one tangible strategy you would use to make that a reality.
- Tell us about a time you effectively implemented a power building strategy to make a change.

All resumes will be treated as confidential. No phone calls please.