



**Communications Manager**  
**Remote position based in Maryland**

## **ABOUT BALTIMORE ABORTION FUND**

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The Baltimore Abortion Fund (BAF), founded in 2014, is a nonprofit organization that provides assistance to individuals who live in or travel to Maryland for abortion care. BAF is part of the National Network for Abortion Funds, which includes over 70 independently operated funds across the United States supporting the reproductive health decisions of their callers. BAF operates a confidential helpline and makes financial commitments to fill the gap between what callers can afford and the full cost of their procedures, connects callers to practical support resources, and provides information on how to access abortion care. Using an intersectional reproductive justice lens, BAF works to dismantle white supremacy by removing systemic barriers people face when accessing abortion care. BAF also actively works to reduce abortion stigma within Maryland and participates in the broader conversations shaping local and state-wide policy affecting our callers. Learn more about our impact [here](#).

## **THE OPPORTUNITY**

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BAF seeks a **Communications Manager** to help plan and implement strategic communications for BAF. Reporting to the Director of Development and Communications, this position will develop and implement external communication strategies that cultivate and steward an active community of BAF donors, volunteers, partners, clients, and other key constituents. The successful candidate will be a strong relationship builder and organizational storyteller, who leverages BAF's story of impact to build interest and stronger connection to BAF's work in Maryland. They will also work closely with the BAF resource coordination team to develop external communications that center the lives of the people BAF serves, and that connect BAF resources to potential, current, and previous callers.

The ideal candidate will have a commitment to reproductive justice, an understanding of the trauma endured by our clients, including issues pertaining to gender, race, poverty, and class, and will be able to work effectively in a diverse and progressive office environment. They will share BAF's core belief in the value and importance of access to a full spectrum of reproductive

health options and operate with a high degree of confidentiality and respect for our callers. They will be a flexible self-starter who is willing to tackle new projects and take on additional work as necessitated by the evolving needs of our callers and team.

BAF values shared power, collaborative decision-making, and mutual accountability among colleagues, and the Communications Manager will work strategically with BAF's Co-Director Team, consisting of the Director of Development and Communications and the Director of Resource Coordination, and the rest of the staff to maintain the organizational structures that support these values for BAF's entire six-person team.

## KEY QUALIFICATIONS

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The Communications Manager will demonstrate success through their proficiency of these key competencies:

***Mission & Values Alignment:*** You bring a strong commitment to abortion access and full reproductive healthcare for all and an understanding and appreciation of the barriers to reproductive health and a passion for removing those barriers.

***Strong Collaborator, Storyteller, and Relationship Builder:*** You can galvanize support for BAF's work with donors, partners and community leaders and understand the power of narrative to build a constellation of supporters interested and energized by BAF's work and impact.

***Strong Strategic Communicator:*** You bring a strong understanding of strategic marketing methodologies, communications strategies, and planning processes.

***Leadership and Managing for Results:*** You bring prior experience managing relationships, projects, and yourself to achieve results for BAF callers that drive organizational impact.

***Emotional Intelligence:*** You demonstrate self-awareness, understand the perspectives of others, and approach interpersonal relationships with empathy.

## KEY RESPONSIBILITIES

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***Talk about Abortion!*** You will design and implement communications strategies that inspire, educate, and galvanize BAF's community of donors, volunteers, partners, clients, and other key constituents. You will pitch stories to local and national media, and field requests for interviews and content. And you will plan and attend community events to build and strengthen partnerships, and to share information about BAF's services with community members.

***Content Creation!*** You will develop and share written and visual content through BAF's website, social media channels, organizational emails, brochures and flyers, branded merchandise, direct

mail, and earned media. You have an understanding of best practices for branding and visual design, and are comfortable creating content with Canva, InDesign, Photoshop, or similar design tools.

***Build power!*** In this position, it will be necessary to collaborate with your team members in order to create an organization that is built on shared values. This will include being active in a shared-power system that clearly defines areas of collaboration vs. autonomy for all staff roles and incorporates relevant perspectives into decision-making. You will provide and receive ongoing mentorship, and take an active role in building justice-based and equitable policies and procedures that dismantle systems, structures, and processes that are oppressive and support an organizational culture that intentionally removes barriers that prevent staff members from showing up as their preferred selves at work.

***Scale up!*** BAF is at an exciting inflection point as it is assembling a team of full-time staff. This means that the ideal candidate is open to a role that continues to evolve and grow and recognizes that the scale and scope of the work may change as BAF scales. Consequently, there will be special projects and initiatives that will require the leadership and support of the Communications Manager. The ideal candidate would be someone who brings their own passion to this work and is willing to be flexible with organizational growth.

## **BENEFITS AND SALARY**

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The starting salary for this position is \$65,000. Benefits include health, vision, and dental insurance in addition to robust leave benefits.

## **HOW TO APPLY**

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You may submit a traditional resume and cover letter, a video application, or any other form of an application that you believe highlights your qualifications and interests. Candidates are encouraged to apply even without meeting 100% of the role requirements.

[APPLY HERE >>](#)

## **WORK ENVIRONMENT**

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The physical demands and work environment described here are representative of those an employee encounters while performing essential functions of this job. We reasonably accommodate staff members and/or applicants with disabilities.

## **AN EQUAL-OPPORTUNITY EMPLOYER WITH A COMMITMENT TO JUSTICE**

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As an organization working in solidarity with the reproductive justice movement, BAF is committed to fostering the leadership and elevating the voices of women, young people, people of color, Native people, immigrant and refugees, low-income people, LGBTQ+, and transgender, gender non-conforming, and non-binary people, people who have had abortions, people with disabilities, young parents, people who were formerly imprisoned, people who have received funding for abortions, and people living in the many intersections of these experiences. We encourage people from these communities to apply.