



LEADERSHIP PROFILE



President

Union of Concerned Scientists (UCS) Cambridge, Massachusetts

The Union of Concerned Scientists puts rigorous, independent science to work to solve our planet's most pressing problems.

UCS mission

A COMPELLING LEADERSHIP OPPORTUNITY



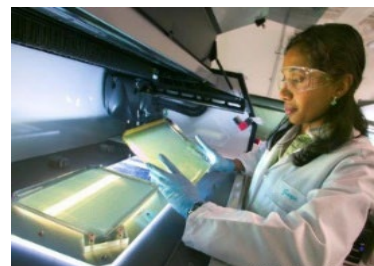
At a time of epic challenges and new possibilities, The Union of Concerned Scientists (UCS) matters more than ever.

Reeling from climate disasters, threats to democracy, science, facts, health and safety, and reckoning with racial injustice, the United States is experiencing a time of turmoil. This is also a time of new promise.

UCS is uniquely positioned for this moment. Joining with people across the country, we solve urgent, critical problems by combining scientific analysis and effective advocacy, together with a racial equity lens. UCS fosters innovative, practical solutions for a healthy, safe and sustainable future, affecting countless lives, communities, policies, and outcomes.

The President will guide the nation's leading science advocacy organization into its next era of impact. The President will embrace UCS' mission, leaning into opportunities with the new Administration, fostering internal transformation and the mandate to pioneer a new paradigm for integrating science, advocacy and anti-racism throughout its workplace and its work at the national, regional and community levels.

The President will join UCS at a strategic inflection point. UCS is poised to impact the pressing issues of our time by advancing evidence-based solutions for climate change, clean energy and transportation, sustainable food systems and global security.





Current initiatives include jump-starting a detailed, step-by-step [Roadmap to restore a robust role for science and evidence in government decision making](#); supporting the bipartisan Scientific Integrity Act; a campaign for rapid and equitable climate action including recommitment to the Paris Agreement; advocacy for a robust, job-creating program to build a modern electricity grid powered primarily by renewable energy and a transportation system run on clean electricity; and work with partners to recognize and mitigate the disproportionate effects of climate change on BIPOC (Black, Indigenous, and people of color) and low-income communities across the country.

Internally, the President will inspire trust and enthusiasm. The \$41 million nonprofit has doubled in staff and revenues in recent years, in order to carry out its core mission on a larger scale. UCS is committed to racial justice, and is undertaking initiatives designed to infuse racial equity and inclusion into its workplace and work.

During 2021, UCS will conduct its next strategic planning process, which will be a catalyst for re-imagination, transformation and new ways of organizing and operating. The President will foster an environment of listening and inclusion that encourages UCS team members to fully engage their passion and diverse perspectives.

MANDATE FOR THE PRESIDENT

The President will be a remarkable, inspiring leader who is excited and knowledgeable about science-based advocacy and racial justice. The President will have a record of relevant success, including expertise in at least one of UCS's major issue areas. The President will have experience leading change and building trust, unity and inclusion across a complex, mission-driven organization.

The President will work with a committed, exceptional Board and an engaged, increasingly diverse and highly talented UCS team, and will:

- 1. Inspire, lead, and unlock potential.** The President will be a strategic, big-picture leader, who will engage and lift up the talent, values and mission of UCS. The President will strategically lead across the dimensions of science-based analysis, advocacy, campaigns, initiatives, operations and impact at the national, regional and community levels.
- 2. Make racial equity and inclusion integral to UCS.** The President will bring experience, passion and vision to the collaborative journey of making equity and inclusion a core element of UCS' workplace and work. UCS will

be a pioneer in centering racial equity in science-based analysis and advocacy approaches, and in the workplace.

- 3. Strengthen trust, unity and the culture.** The President will build trust and foster shared vision, values, priorities and “one UCS.” The President will have high emotional intelligence, listening and relationship skills, and will value and welcome people and ideas, contributions and voices, across all parts of UCS. The President will both build consensus *and* make tough decisions. The President will foster inclusion, collaboration and innovation, and will seek to make UCS a best-in-class workplace.
- 4. Enhance reputation and impact.** The President will be a compelling frontline representative of the role of UCS mission and issues, and science in democracy, with each of UCS’ external audiences. The President will be substantive and influential on matters of science, policy and equity. The President will be an engaging, persuasive speaker, in formal and informal settings, media-genic and a prolific communicator. The President will elevate the voices of other UCS staff and Board members, partners and participants.
- 5. Increase support.** The President will be an enthusiastic relationship-builder, storyteller and fundraiser, engaging with UCS supporters to deepen their commitment, and fostering new donor and funder support. The President will leverage Board and staff expertise in fundraising activities.
- 6. Transform UCS for an exciting, impactful future.** The President will build upon UCS strengths and champion the mandate for change. The President will lead strategic re-imagining of UCS processes and work, and will lean in to boldness, agility and innovation. Leveraging UCS’ distinctive niche, the President will help strengthen UCS reputation, leadership, impact and sustainability.

PERSONAL ASSETS AND ABILITIES

The ideal candidate for President has meaningful experience in leadership, relevant science and advocacy, racial justice and change management. The President will have experience with nonprofits, boards and governance, and passion for the mission and potential of UCS. The President will have a record of fostering trust, fairness and inclusion, and, ideally, of working with a union.



Assets of the President will include:

- Knowledge and passion about scientific analysis and its importance to informing solutions in a democracy.
- Anti-racism commitment, vision and credibility and a record of success enhancing diversity, equity and inclusion.
- Ability to build trust, transparency, teams, unity and cohesion.

- Authentic self-confidence *and* humility.
- An inspiring, approachable, welcoming presence and sense of humor.
- High emotional intelligence, listening and relationship-building skills.
- Outstanding oral communication and writing abilities.
- Strengths in vision, strategy and innovation.
- Ability to create consensus *and* make tough decisions.
- Expertise in management and change management.
- Experience building and working effectively with teams, partnerships and coalitions.
- A collaborative style that values and includes people and ideas.

THE ORGANIZATION

The Union of Concerned Scientists (UCS) is unique. The organization leverages science-based advocacy to address the planet's most urgent problems, working to prevent the worst impacts of climate change, to develop sustainable ways to feed, power and transport people, and to reduce the threat of nuclear war. UCS' science-informed advocacy, campaigns and strategic partnerships have a profound impact on people's lives and communities, and on major policies, at the national, regional and local levels. UCS is a nonpartisan 501-c-3 nonprofit organization.



UCS advocates for the fundamental role of science and evidence in democratic decisionmaking. UCS contributes scientific and technical analysis, advocacy and campaign organizing acumen. It leverages half a million supporters, the nearly 25,000 members of its Science Network, and a wide range of organizational partners to solve critical problems, combat deception and disinformation, and head off or reverse dangerous policies.



UCS is actively pursuing new opportunities as it begins its work with the new Administration. In recent years, a political climate hostile to science and fact-based decisionmaking has created enormous challenges. As UCS and others have worked to protect equitable health, safety and environmental policies, withdrawal from the Paris Agreement and regulatory rollbacks have caused climate change and environmental impacts to worsen.

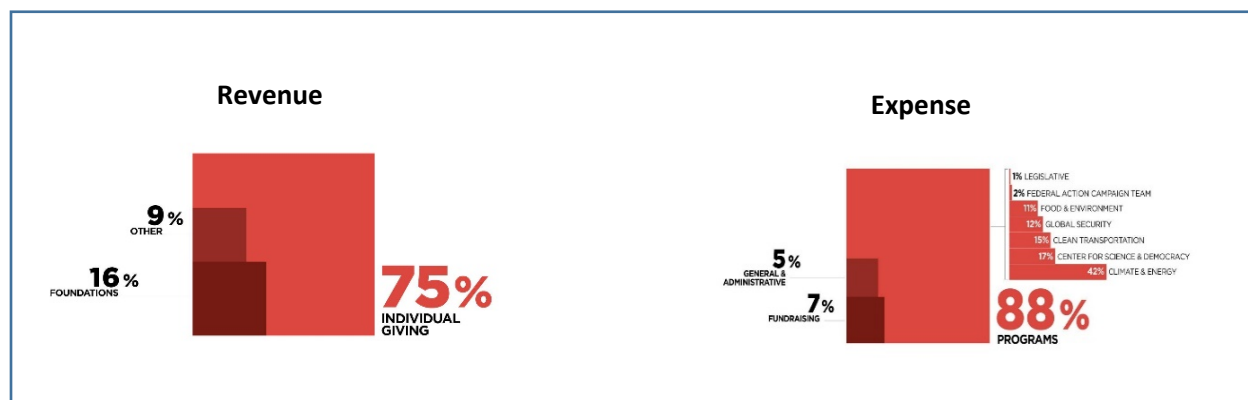
Board and staff members look forward to progress on the mission. UCS seeks to remain at the forefront of science and evidence-based decisionmaking, as an independent go-to resource and preferred partner known for excellence, integrity and humility. The organization seeks to become anti-racist, and to pioneer new ways to infuse diversity, equity and inclusion into its workplace and work.

As an organization, UCS aspires to re-imagine and transform relative to its mission, potential and anti-racism commitment, in order to make a greater difference. It seeks to reaffirm shared vision, values, priorities, trust and cohesion, creating new infrastructure and capacities and becoming a best-in-class workplace where everyone feels engaged, valued and integral to the mission and work -- a place of excitement and mission impact.

With the new President, UCS will develop its next strategic plan. In extending its current 2016-20 plan, UCS has incorporated commitment to advancing and infusing racial equity and inclusion into its objectives for five priorities:

- Ensure independent science is an essential component of American democracy.
- Achieve net zero global warming emissions in the U.S. by mid-century, providing essential global leadership to limit the impact of climate change on people and the environment.
- Accelerate the transition to a cost-effective, clean energy economy with widespread benefits for all Americans.
- Achieve a sustainable agriculture and food system that produces healthier and more just outcomes for all Americans
- Reduce the threat of nuclear weapons and increase the safety of nuclear power.

UCS has grown significantly in recent years, and is financially stable, with a current budget of \$41 million. The organization benefits from the generosity of more than 130,000 members, who provide 75% of UCS support, while investment by foundations provides 16% of UCS funding. To ensure rigorous scientific independence, UCS does not accept government or corporate funding. Fully 88% of funding is allocated to program work.



For more about the work and accomplishments of The Union of Concerned Scientists, go to www.ucsusa.org.

THE RELATIONSHIPS



The President is based in Cambridge, MA and works with a 20-member Board of Directors. Currently, the President's direct reports include the Executive Director and the Directors of Science & Policy, Development and Communications.

The President has close relationships with members of the National Advisory Board and engages across the country with members of the Science Network, UCS members, partners, funding organizations, and current and prospective donors.

THE LOCATION

UCS has its headquarters in Cambridge, MA and has offices in Washington, DC, Oakland, CA and Chicago, IL.

**For potential consideration or to suggest a prospective candidate,
please email UCSPRS@BoardWalkConsulting.com**

or call

Kathy Bremer at 404-403-3266 or Diane Westmore at 678-640-6935.

**For the current status of this and other searches, please visit
www.BoardWalkConsulting.com**
