



## LEADERSHIP PROFILE

Executive Director  
Mines Advisory Group US (MAG US)

Washington, D.C.

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"We do whatever it takes to get to a landmine before another child does."

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# The Opportunity

Mines Advisory Group United States (MAG US) seeks a dynamic and accomplished Executive Director to manage MAG's vital relationship with the U.S. Department of State's Bureau of Political-Military Affairs [Office of Weapons Removal and Abatement](#) (WRA); raise funds from foundations and high net worth individuals; and elevate awareness of MAG and the issues it seeks to address. Reporting to the MAG US Board and MAG's global CEO, the Executive Director (ED) will be an experienced, highly self-motivated, dynamic, and credible humanitarian leader who can communicate MAG's story, build relationships and secure investment to deliver even more impact for millions of people across the world.

# The Organization

Mines Advisory Group (MAG) is a pioneering force for good. Since 1989, MAG has helped over 22 million people by finding and destroying cluster munitions and unexploded bombs left over from conflict. They also work to reduce the threat of armed violence and the impact of weapons on communities. MAG jointly received the [1997 Nobel Peace Prize](#) with associates of the [International Campaign to Ban Landmines](#) in recognition of its efforts.

- **MAG Clears**

MAG's vision is a world in which everyone can live free from the enduring and devastating consequences of armed violence and conflict. Free from mines and explosive remnants of war (ERW), people can live in communities with dignity. Tragically, thirteen people are killed or injured by one of these indiscriminate killers every day. Almost half are children.

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In 2023 alone, MAG destroyed more than 58,000 landmines and unexploded bombs and safely returned over 21,500 acres of land back to communities. Creating safety in communities results in stronger local agriculture that brings resilience and [food security](#).

- **MAG Teaches**

MAG was the first organization to develop risk education through its community liaison work. This collaboration is an integral part of its work combating the threat of landmines and [unexploded ordnance \(UXO\)](#). Empowering the local community, MAG employs and trains local women and men to make their communities safer through de-mining and risk education.

- **MAG Manages**

With the increasing intensity of violence around the globe, the availability of small arms and munitions has spread uncontrollably. MAG works with communities to improve the quality of storage facilities and helps to destroy obsolete weapons and ammunition.

- **MAG Advocates**

Through dedicated work and success in global programs, MAG is positioned to aid policy and best practices across the globe. MAG informs and influences decisions at the national, regional, and international levels.

## MAG in the United States

Over half of the funding for MAG's work comes from the United States. The role of Executive Director of MAG US is to enable MAG's work by protecting and maintaining the funding provided by the U.S. Government, promoting support for the funding in the U.S. Congress, and helping to lead a substantial increase in private funding from U.S. foundations and high net worth individuals.



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MAG US was established in 2002 to support global efforts through close work with the U.S. Department of State's Bureau of Political-Military Affairs [Office of Weapons Removal and Abatement \(WRA\)](#). MAG US facilitates oversight and compliance of WRA-funded MAG programs around the globe. In 2023, MAG US received a total of \$53.4m from WRA, which it then sub-granted to MAG.

Through its critical funding of Conventional Weapons Disposal and Humanitarian Mine Action, the United States remains a global leader in funding the removal of landmines around the world and delivering programs aimed at reducing the harmful effects of at-risk, illicitly proliferated and indiscriminately used conventional weapons of war. This tangible foreign assistance bolsters the United States' leadership abroad and enhances global security and economic development for America's allies.

A key relationship for MAG is the 32-member bipartisan Congressional Unexploded Ordnance (UXO) Demining Caucus. Alongside fellow demining group The Halo Trust, MAG US supports the Caucus with expertise and information.

MAG US also partners with the Fort Belvoir, VA-based Humanitarian Demining R&D Program of the U.S. Department of Defense to implement rapid development, testing, demonstration, and validation of technologies that increase the efficiency and enhance the safety of humanitarian demining operations.

MAG US raises awareness and funds from individuals, corporations, foundations, and government donors to fund global efforts. MAG US has an operating budget of \$1.2 million. Around 85% is derived from MAG as a contribution to cover expenditure attributable to federal and nonfederal grants. The remaining 15% is derived from private donations.



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Together as ONE MAG, the US is connected to headquarters in Manchester UK and programs all over the world in strategic alignment. [MAG's "A Roadmap to Action: Strategic Framework 2024-2028"](#) outlines the global organization's work and common goals.

## The Mandate for the Executive Director

MAG US's Executive Director is a catalyst for the organization's strategic vision and effectiveness in undoing the complex legacy of decades of conflict. The ED brings a substantial record of leadership and accomplishment in relevant global contexts. They are a compelling and strategic leader with an unshakable commitment to human rights and the mission of MAG. **The Executive Director will:**

1. **Lead** with bold vision and strategic acumen. Represent and advance MAG in the United States. The ED will be a credible, substantive frontline leader across diverse constituencies who will be a source of expanding networks, synergies, access, and leverage. An influential and compelling leader, the ED's actions and persona will amplify MAG's reputation, network, and impact.
2. **Facilitate and significantly increase** private fundraising in the United States in close collaboration with the Director of Global Fundraising. Meeting with major donors, foundations, high-net-worth individuals and corporations, the ED grows and diversifies revenue from non-governmental sources. The ED brings MAG's mission to highly effective philanthropists.
3. **Build and steward** MAG's government relations by overseeing and ensuring compliance with applicable U.S. law, regulations, and guidelines. The ED brings

confidence and close connection with Congress and multiple offices of the State Department, USAID, and Department of Defense, and the ability to build additional government connections. As principal officer, the ED implements and oversees appropriate quality assurance systems to ensure U.S. funds are employed strategically and appropriately.

4. **Promote** MAG on the Hill and reinforce its role as the preeminent agency on matters of conflict prevention and recovery. Convening support in U.S. Congress and beyond, the ED engages the wider U.S. public to raise awareness and build investment in MAG's critical work.
5. **Differentiate and grow** the organization by promoting and enhancing MAG's mission and brand. The ED serves as storyteller and ambassador and raises MAG's public profile to expand visibility and bring public and private investment.
6. **Deepen and expand** participation with think tanks, UN Agencies, INGOs, and commercial companies to share and amplify MAG's mission and impact. The ED stewards and increases MAG's presence and expertise through panel discussions, networking events, conferences, and academic lectures.
7. **Lead, inspire and innovate** with a strong Board and staff while managing all organization regulations and operations. With executive experience from high-performing organizations, the ED builds a culture of shared values, aspirations, high standards and accountability. The ED affirms and supports [MAG's Safeguarding Framework](#) and values.
8. **Serve on MAG's global senior leadership team** and build cohesion, collaboration, integration, and success between headquarters and the United States. Together with leadership partners, the ED will address and drive overlapping priorities in [MAG's Strategic Priorities 2024-2028](#).

MAG is guided by its  
**core values:**

**DETERMINED**

we work with purpose

**EXPERT**

through excellence and  
expertise we build trust

**INTEGRITY**

we strive to do the right thing

**COMPASSION**

people come first in  
everything we do

**INCLUSIVE**

we are inclusive,  
and we value diversity

## The Candidate:

The ideal ED candidate is an entrepreneurial executive with a record of tenacious pursuit of ambitious goals. A leader of substance and charisma, the ED brings passion and informed commitment to the work of MAG even if they have not worked in mine action before. The ED's assets will include:

- Credibility, integrity, and trustworthiness.
- Authentic commitment to human rights, peace, and alleviation of suffering.
- Proven track record in leading tremendous growth in funds and partnerships.
- Boldness, initiative, self-confidence, and humility—mission over ego.
- Strong listening, communication, and diplomatic skills.
- A magnetic, likable, humorous, and energizing presence.
- An inclusive, supportive, and participative management style that builds consensus and buy-in.
- Experience leading in matrixed organizations and bringing alignment.

### Essential Experience

- Significant experience raising private funds from foundations and high-net-worth individuals with demonstrated and sustainable results.
- Demonstrated experience leading and representing an organization at the highest levels.
- Relationship and compliance in the context of U.S. Government Agencies and Departments.
- Experience with Congressional advocacy.



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## Essential Skills and Knowledge

- Ability to work autonomously, take initiative and make decisions.
- Ability to lead, manage, motivate a high-functioning team, and contribute to the collective leadership of a global organization- collegiality and mutual support.
- Excellent organizational skills with ability to effectively manage competing demands, bring consensus and make tough decisions.

## Essential Aptitude

- Deep comfort with fundraising, the ED is skilled at “making the ask” and discovering and harnessing the untapped potential of donors.
- A compelling face and voice, the ED is a credible, visible representative of MAG who is an outstanding communicator able to build a brand profile and reputation. A thought leader comfortable in many contexts including media, high-level meetings, and events.
- Adaptable, dynamic, driven, and proactive, the ED establishes and enhances working relationships internally and externally, domestically, and globally.
- Ability to prioritize work, meet deadlines and work calmly under pressure with deep diplomatic skills forged in political environments.
- Demonstrated commitment in previous work that aligns with MAG’s strategic direction and core values.



## Save Lives, Build Safer Futures

**MAG’s Mission is to save lives, ease suffering and enable sustainable development by limiting the causes and addressing the consequences of armed violence and conflict so people can live with dignity and choice, free from fear.** We will use our core skills and distinctive competence to save lives through the removal of mines and ERW, and reduce the impact of small arms, light weapons and ammunition on people and communities.



# The Relationships

## The Executive Director:

- Reports to MAG US Board, MAG CEO
- Is a member of MAG's senior leadership team
- Collaborates closely with Director of Global Fundraising
- Leads the MAG US office team:
  - Government Affairs Deputy Director
  - Grants Manager
  - Grants Officer
  - US Development Officer
  - Office Manager
- Steward's relationships with:
  - All U.S. Government Agencies including:
    - U.S. Department of State's Bureau of Political-Military Affairs and Office of WRA
    - U.S. Department of Defense's Humanitarian Demining Research and Development Program
    - USAID's Bureau of Humanitarian Assistance
  - U.S. Congress
    - Congressional Unexploded Ordnance (UXO) Demining Caucus
  - MAG US's current and future donors - private individuals, foundations, and corporations
  - Centers of Research, Think Tanks, and entities focused on conflict, peacebuilding, and mine action.

## The Location

MAG US is located in [Washington, D.C.](#) The organization operates with a hybrid work schedule. The ED role requires travel to the UK, anticipated as three times per year. Regular travel within the US is also required.

This position offers a competitive salary and a comprehensive benefits package. Compensation is based on experience with an expected starting salary range of \$160,000-170,000.

MAG US values diversity of all kinds and is seeking a diverse pool of candidates from a range of diverse backgrounds, including those with a connection to the communities we serve.

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For potential consideration or to recommend a prospect, please email

[MAG-US@BoardWalkConsulting.com](mailto:MAG-US@BoardWalkConsulting.com) or call **Terri Kohan** or **Michelle Hall** at 404-262-7392.

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