



# Union of Concerned Scientists

**Director, Global Security Program**  
Washington, DC or Cambridge, MA

## EXECUTIVE SUMMARY

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Since its founding in 1969, The Union of Concerned Scientists (UCS) has advanced its mission of using rigorous, independent science to solve our planet's most pressing problems. Joining with people across the country, UCS combines technical analysis and effective advocacy to create innovative, practical, and equitable solutions for a healthy, safe, and sustainable future. Central to that mission is addressing one of the most serious threats to life on Earth, nuclear weapons.

UCS's Global Security Program (GSP) plays an indispensable role in fundamentally reforming US policy at a time when the risks posed by nuclear weapons are real and increasing. With its unique combination of analytical, policy, organizing, and communications capacity, UCS and the next GSP Director will help shape a new national discussion about the role, value, and costs of nuclear weapons and the imperative to build public support for policies to reduce these risks and aggressively pursue global nuclear disarmament.

The ideal candidate will possess a broad knowledge of nuclear arms control and international security issues, including US legislative and policy-making processes, and familiarity with the role of various agencies in the national security policy arena. A thorough understanding of how to conduct issue advocacy and campaigns is also required. As an external face for this work, the ideal candidate will have a demonstrated ability to interact with a broad array of audiences, particularly in the scientific, arms control, and policy communities, and the credibility that comes with a substantial track record of achievement.

The new Director must bring a strong commitment to fully incorporating diversity, equity, and inclusion (DEI) goals and strategies into UCS's global security work and to supporting and engaging constituencies whose voices and perspectives have been absent or marginalized in national security policy debates.

This search is being conducted by Katherine Jacobs, Tamar Datan, and Chris Cannon of [NPAG](#). Application instructions can be found at the end of this document.

## ORGANIZATIONAL OVERVIEW

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The Union of Concerned Scientists (UCS) was founded in 1969 by scientists and students at the Massachusetts Institute of Technology. That year, the Vietnam War was at its height and Cleveland's heavily polluted Cuyahoga River had caught fire. Appalled at how the US government was misusing science, the UCS founders, including [Henry Kendall](#) and [Kurt Gottfried](#), drafted a statement calling for scientific research to be directed away from military technologies and toward solving pressing environmental and social problems.

Now in its 50<sup>th</sup> year, UCS remains true to that founding vision, having built a reputation for fairness and accuracy and amassing an impressive history of [accomplishments](#). Throughout its history, UCS has followed the example of the scientific community: to share information, seek the truth, and let those findings guide their conclusions. And, by mobilizing scientists and combining their voices with those of advocates, educators, businesspeople, and other concerned citizens, UCS continues to serve a unique and necessary role in the United States and on a global scale.

UCS is a 501c3 organization with over 240 staff and an annual budget of about \$40M, which is fueled by the support and advocacy of 500,000 members and activists and is amplified through the impressive UCS Science Network of 25,000 engaged experts.

In addition to global security, UCS focuses on these areas:

- **Climate** – Climate change is one of the most profound and pressing threats to human survival and the clock is running out. By providing accurate data to inform decision makers and clarify misinformation, advising on policy reform, and pushing for more private sector accountability, UCS aims to get to net zero emissions of heat-trapping gases by 2050 at the latest, so as to prevent the worst impacts of climate change.
- **Energy** – To further address climate change, UCS works to diversify and improve the electricity system in the United States by promoting the adoption of renewable energy as a replacement to fossil fuels, advocating for the modernization of our nation's outdated power grid, and advising on nuclear power safety.
- **Transportation** – The country's transportation system is outdated and broken and UCS seeks to improve it by researching and advocating for electrification of the transportation sector, strong vehicle efficiency and clean fuels standards, and smarter public transportation technology and systems.
- **Food and Agriculture** – With a focus on improving health and addressing racial and income inequality, UCS has built a growing movement of farmers, workers, scientists, community activists, and consumers to rethink how food is grown and to promote healthy, sustainable, and equitable food policies.
- **Science & Democracy** – To strengthen the role of science in policy decisions and to combat self-interest and disinformation, UCS provides information, data, and advocacy to ensure decisions are rooted in fact and evidence and to support a strong voice for communities so that outcomes are just and equitable for all.

## THE GLOBAL SECURITY PROGRAM

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The primary goal of the Global Security Program is to eliminate nuclear weapons and, as long as they exist, to reduce the risk that they are used. We believe the elimination of nuclear weapons is necessary for sustainable, long-term security. Our strategy is to reduce the risk of nuclear war by fundamentally reforming US nuclear policies, eliminating some types of US nuclear weapons, significantly reducing the arsenal, reining in US deployment of missile defense systems, and preventing the weaponization of space.

Current US nuclear doctrine retains a wide array of Cold War-era policies which needlessly increase the risk of nuclear war, including giving the president the sole, unchecked authority to order the use of nuclear weapons and reserving the right of the president to attack China, Russia and North Korea first with nuclear weapons—thereby starting a nuclear war. The Global Security Program is in the middle of a multi-year high-profile campaign to encourage the next president to adopt a “No First Use” nuclear policy that would reduce the likelihood of nuclear war. Over the past year, we’ve had demonstrable success getting presidential candidates on the record regarding their approach to nuclear weapons, including whether they support a No First Use policy.

These efforts build on decades of past work. In recent years, the program demonstrated the vulnerability of the US missile defense system to countermeasures, helped stop the development of space-based missile defense interceptors and several new types of nuclear weapons, and built support for critical international agreements—including New START, the most recent and important US-Russian nuclear arms reduction treaty.

The program’s experts regularly appear in national media, testify before Congress, and meet with policymakers in the executive branch and Congress. The program’s campaign and communications specialists are on the leading edge of efforts to educate and engage the public, opinion leaders, and allied organizations via online and offline strategies and tactics.

The next GSP Director will be charged with building upon the substantial body of work conducted to date, while also looking for new opportunities to parlay this expertise into greater engagement with policymakers, key influencers, stakeholders, and the public alike toward reducing the risk of nuclear weapons.

## ROLES AND RESPONSIBILITIES OF THE DIRECTOR

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The Director will lead the UCS Global Security Program to advance the work on nuclear arms control and international security. The Director will provide strategic guidance and oversight of the program’s technical analysis, political strategy, and advocacy campaign in addition to managing a team of scientists, analysts, policy advocates, and outreach/campaign specialists.

Essential responsibilities include:

- Provide leadership to the GSP staff in identifying and defining overall goals, setting

priorities, and developing and implementing strategies and activities to reduce nuclear weapon risks.

- Maintain broad knowledge of political, social, technical, and economic aspects of nuclear arms control and international security issues. Monitor relevant international and domestic developments and assess their impact on the UCS agenda.
- Identify opportunities for action and enhanced funding; develop and recommend strategies to be integrated into arms control program plans.
- Oversee processes to identify key issues the program will address and develop policies, strategies, and legislative initiatives, as well as pursue research and technical analyses, to address these issues, inclusive of a visible, hard-hitting advocacy campaign.
- Represent UCS with funders, supporters, partners, and stakeholders involved in global security issues.
- Represent UCS in science, legislative, media, executive branch, international, and other public arenas. Engage with and represent UCS with scientists, scientific organizations, and science societies, as needed.
- Establish and maintain effective working relationships with administration officials, members of Congress and their staff, media representatives, technical experts from government and academia, and advocates from other organizations.
- Initiate contact or respond to inquiries to present, explain, and promote UCS positions and policies on arms control and international security issues. Author op-eds and blog posts to advance campaign goals. Review briefing papers, fact sheets, and other written materials that promote and advance UCS's global security advocacy campaign and other program goals.
- Oversee the annual program workplan development, priority campaign, and operating budget, as well as program spending during the year. Set up key performance indicators for program work and campaigns and monitor ongoing progress, revising plans as necessary.
- In collaboration with the Director of Foundation Relations, seek new sources of foundation support and ensure that grant proposal and grant report deadlines are met.
- Represent the Global Security Program on the UCS Leadership Team.
- Support and integrate efforts around DEI in program mission-focused work and in internal operations.

## **QUALIFICATIONS OF THE IDEAL CANDIDATE**

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The ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- At least 10 years of relevant experience in scientific, policy, or advocacy work on nuclear weapons-related issues.
- Demonstrated success as a manager is required, with excellent interpersonal and strategic communication skills; the ability to direct five-year strategic and yearly program planning; and the ability to incorporate DEI goals into program work.
- Broad knowledge of nuclear arms control and international security issues, including US

- nuclear policy, weapons, and programs.
- A thorough understanding of US legislative and policy-making processes, including familiarity with the role of various agencies in the national security policy arena.
  - An understanding of – and ideally experience in building and supporting – advocacy campaigns, combining technical analysis, policy advocacy, communications, and outreach to generate public support and pressure for action.
  - Excellent oral and written communication skills, along with an interest in substantial public engagement on the threat of nuclear weapons.
  - A bachelor’s degree is required; the ideal candidate will have a Ph.D. in a relevant scientific or technical discipline.

## TO APPLY

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Due to the pace of this search, candidates are strongly encouraged to apply as soon as possible. Applications including a cover letter describing your interest and qualifications, your resume, and where you learned of the position should be sent to: [UCS-DGSP@nonprofitprofessionals.com](mailto:UCS-DGSP@nonprofitprofessionals.com). In order to expedite the internal sorting and reviewing process, please type your name (Last, First) as the only contents in the subject line of your e-mail.

*UCS is an equal opportunity employer continually seeking to diversify its staff.*

More information about UCS may be found at: [www.ucsusa.org](http://www.ucsusa.org)