



## The Pew Charitable Trusts President and Chief Executive Officer Position Specification

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# 01 The Role



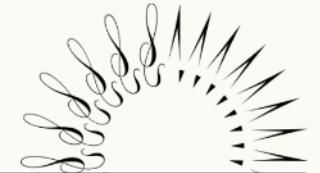
The Pew Charitable Trusts, an independent nonprofit organization, has begun its search for an experienced, successful, strategic leader who is approachable and authentic, demonstrates empathy and inclusivity, brings warmth and humor to interactions, and is guided by unwavering integrity. They will lead with creativity, intellectual curiosity, and collaboration, delivering on the promise of ambitious projects consistent with a tested investment philosophy.

The CEO has responsibility and accountability for leading and inspiring the strategic, programmatic, financial, and management operations of both the Trusts and its two subsidiaries, Pew Research Center and Election Trust Initiative, LLC. Reporting to and working closely with the Board of Directors, the CEO will serve as Pew's principal spokesperson internally and externally, forging strong partnerships and collaborations. The CEO will honor the mission, values, and history of the organization as they lead Pew toward future successes.

## Pew's next CEO will:

- Weave the organization's legacy into its next chapter of impact, offering new perspectives while continuing to apply a pragmatic, fact-based, and disciplined approach to serving the public by addressing a diverse range of problems and opportunities.
- Work collaboratively with Pew's Board of Directors to ensure accountability for the effectiveness and alignment of Pew's programs and partnerships with its mission and core values.
- Inspire and engage a wide range of partners and other stakeholders by compellingly sharing the organization's mission, vision, and programmatic aims.
- Provide intellectual leadership, fostering an environment grounded in nonpartisanship and with an unwavering commitment to facts, evidence, and data.
- Nurture a high-performing, positive, and inclusive culture and recruit, develop, empower, and retain strong talent.
- Evaluate financial investments and budgetary decisions thoughtfully and responsibly to maximize impact and support growth.
- Ensure that governance, asset management, and programs are ethical, transparent, and aligned with Pew's values, investment philosophy, and approach.
- Steward investments and budgets to maximize impact, support growth, and advance operational effectiveness.

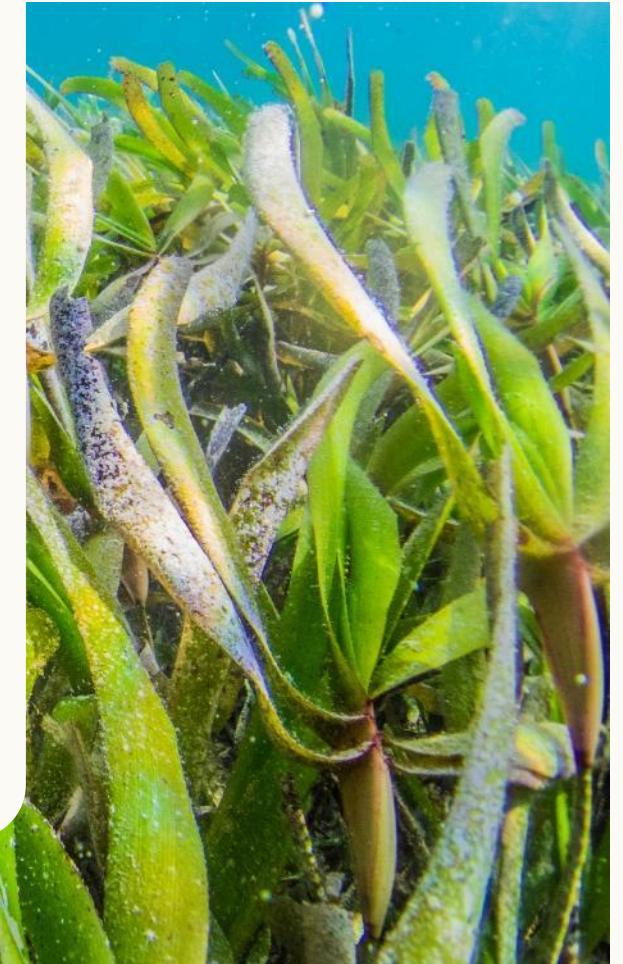
# 02 The Opportunity



The next CEO of The Pew Charitable Trusts has a generational opportunity to build on over 75 years of impact, to leverage data and research to shape and inform public policy, and to deepen a commitment to innovation and measurable results that make a difference locally, nationally, and globally.

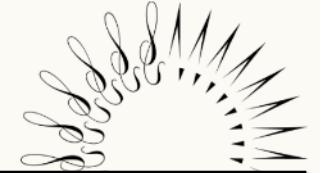
Committed to evidence and data, and nurturing a culture of intellectual rigor, curiosity, and continuous learning, the next CEO of The Pew Charitable Trusts is poised to build upon a track record of measurable impact across a range of complex, meaningful issues. They will lead an expert team, fostering interdisciplinary collaboration to adapt and deliver on ambitious projects. With a spirit of collaboration, the CEO will advance the design of innovative policy solutions, build coalitions, and help partners find common ground.

As the organization prepares for the succession of its highly successful CEO, and amid the evolving challenges of a changing world, the mission of The Pew Charitable Trusts remains as vital as ever.



Pew

# 03 Our Client Mission & Values



For more than 75 years, The Pew Charitable Trusts has used data to make a difference—addressing the challenges of a changing world by illuminating issues, creating common ground, and advancing ambitious strategies that lead to tangible progress.

Established in 1948 and inspired by its founders' entrepreneurial and optimistic spirit, Pew has evolved with the times while remaining true to the Pew family's enduring interest in research, practical knowledge, and making a difference in people's lives. Over the years, Pew expanded its conservation work internationally; created projects to protect vital habitats; improved public health and safety; protected Americans' economic opportunity; and helped elected leaders be responsive, use public dollars wisely, and build a better future for all.

## Pew's mission is to:

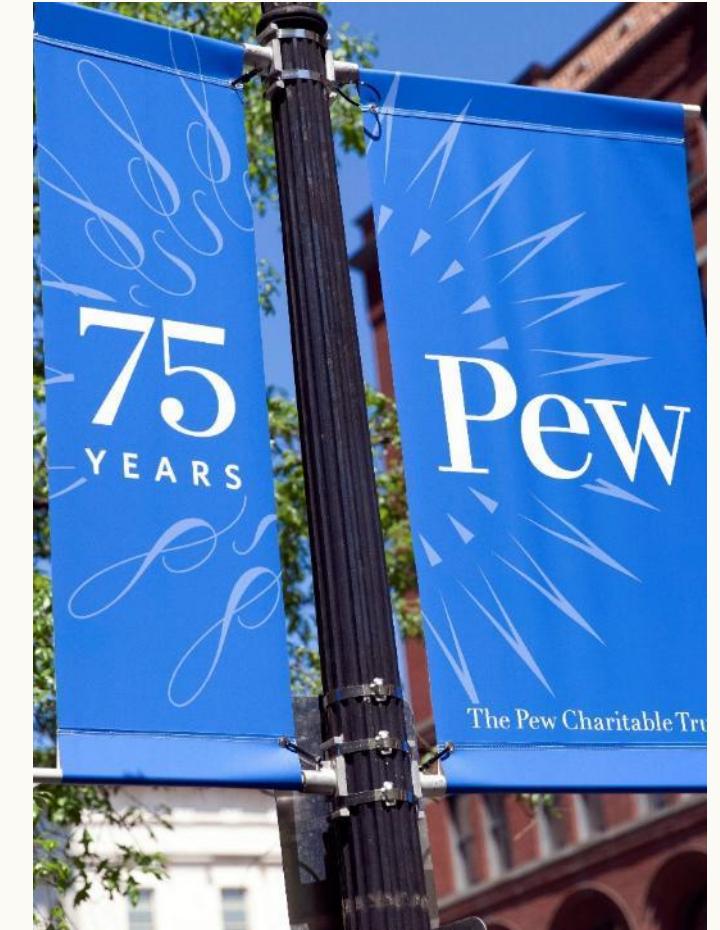
Improve public policy by conducting rigorous analysis, linking diverse interests to pursue common cause, and insisting on tangible results.

Inform the public by providing useful data that illuminates the issues and trends shaping our world.

Invigorate civic life by encouraging democratic participation and strong communities, particularly in its hometown of Philadelphia.

Today, Pew has an endowment of approximately \$7.4 billion and an annual operating budget of approximately \$337 million, with offices in Washington, DC (where a majority of its staff is located); Philadelphia, PA; Portland, OR; and in the following additional countries: Australia, Belgium, Canada, Chile, France, French Polynesia, New Caledonia, and the United Kingdom. The organization has approximately 1,000 employees.

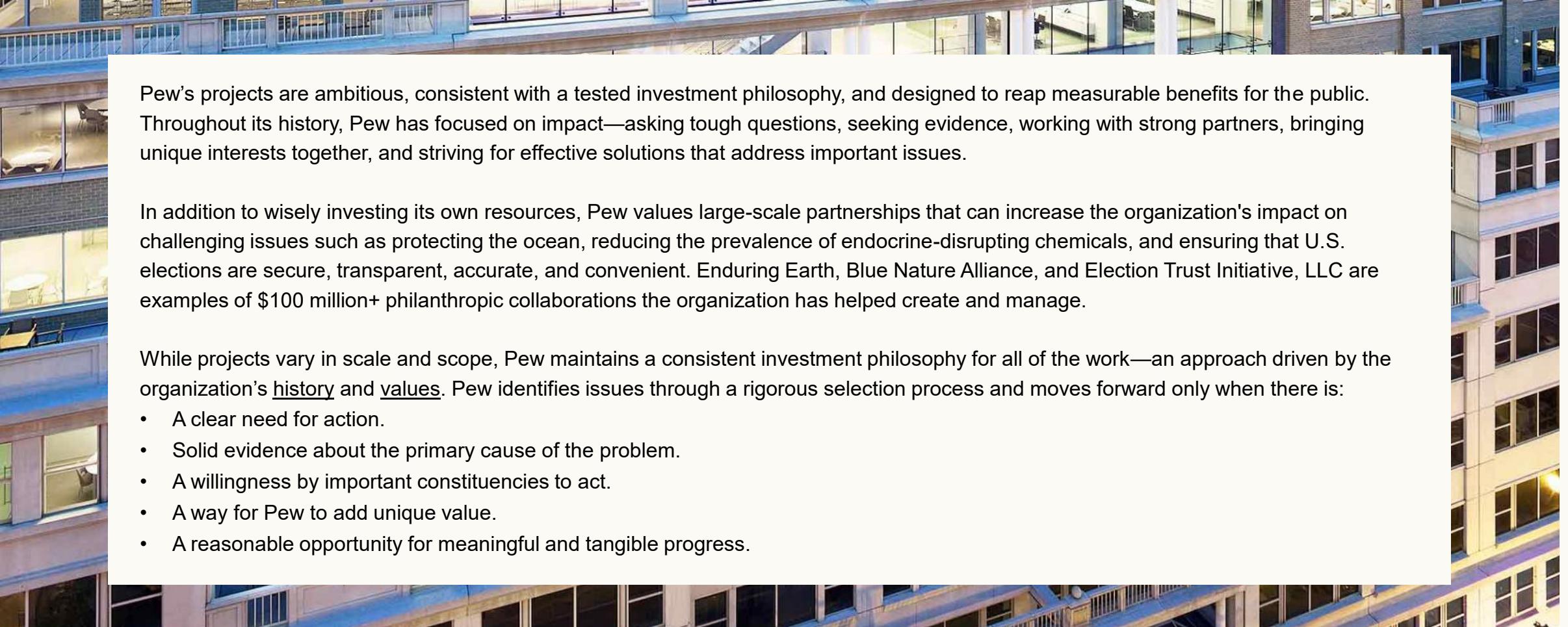
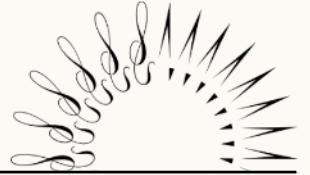
Learn More: [Mission & Values | The Pew Charitable Trusts](#)



**Pew**

# 03 Our Client

## How Pew Works



Pew's projects are ambitious, consistent with a tested investment philosophy, and designed to reap measurable benefits for the public. Throughout its history, Pew has focused on impact—asking tough questions, seeking evidence, working with strong partners, bringing unique interests together, and striving for effective solutions that address important issues.

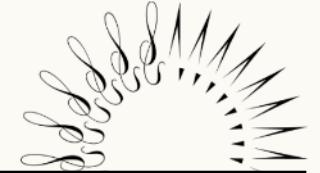
In addition to wisely investing its own resources, Pew values large-scale partnerships that can increase the organization's impact on challenging issues such as protecting the ocean, reducing the prevalence of endocrine-disrupting chemicals, and ensuring that U.S. elections are secure, transparent, accurate, and convenient. Enduring Earth, Blue Nature Alliance, and Election Trust Initiative, LLC are examples of \$100 million+ philanthropic collaborations the organization has helped create and manage.

While projects vary in scale and scope, Pew maintains a consistent investment philosophy for all of the work—an approach driven by the organization's history and values. Pew identifies issues through a rigorous selection process and moves forward only when there is:

- A clear need for action.
- Solid evidence about the primary cause of the problem.
- A willingness by important constituencies to act.
- A way for Pew to add unique value.
- A reasonable opportunity for meaningful and tangible progress.

# 03 Our Client

## How Pew Works (continued)



Pew is committed to generating research, providing technical assistance, and building relationships to advance powerful, positive change. Whether it is advancing environmental conservation, examining the impact of government policies on taxpayers and communities, or providing information about relevant trends in society, the foundation of Pew's work is careful planning; a consistent focus on data and science; strong partnerships; and a commitment to innovation and measurable results. Each project presents a unique challenge, adheres to Pew's mission, and advances its founders' belief that progress springs from research and facts.

Projects use one or more of these five approaches:

### Partnerships

Pew works in close collaboration with philanthropists and organizations that share a commitment to independent research, measurable results, and public service. Pew values its partners and benefits from their support and insight. These individuals and organizations bring resources, energy, and expertise to Pew; provide new perspectives and viewpoints to move the work forward; and offer valuable ideas for solving problems.

### Science and research

Pew uses data to make a difference. Pew applies sound research and the best available science in the design and implementation of all its efforts. The foundation of evidence includes rigorous and nonpartisan data, public opinion surveys, conservation science, and economic and statistical analysis.

### Technical assistance

Pew provides technical assistance to help nonprofit organizations, businesses, and governments make evidence-based policy decisions. Pew analyzes data, helps develop implementation plans, tailors models to the specific needs of the organizations with which it works, monitors progress, and helps interpret results.

### Advocacy

Recognizing the power of public policy initiatives to effect change, and consistent with the organization's public interest mission, Pew for some initiatives combines research and policy work with carefully planned and fact-based advocacy.

### Evaluation and learning

Pew's evaluation and learning professionals lead evaluations and complementary approaches that generate critical insights to help improve program effectiveness, inform key decisions, promote accountability for results, and support learning. Whether conducting independent evaluations during or after a project, focusing on a particular strategy, or examining multiple initiatives at once, evaluation and learning staff take an honest look at Pew's achievements and uncover useful insights and actionable learning opportunities.

# 03 Our Client

## Pew Research Center



Pew Research Center

Pew Research Center is a nonpartisan fact tank that informs the public about the issues, attitudes, and trends shaping the world. The Center conducts public opinion polling, demographic research, content analysis, and other data-driven social science research. It does not take policy positions. Pew Research Center is a subsidiary of The Pew Charitable Trusts, who is their primary funder. It partners strategically with philanthropists and institutional funders who share a commitment to impartial research and data that drive discussion and support decision-making.

Pew's public opinion research began in 1995, when the Times Mirror Center became the Pew Research Center for the People and the Press. In 2004, Pew Research Center was created, bringing together all of Pew's work on public opinion polling, demographic research, content analysis, and other data-driven social science research into a separate nonprofit Pew subsidiary.

### Mission

Pew Research Center generates a foundation of facts that enriches the public dialogue and supports sound decision-making. It is nonprofit, nonpartisan, and nonadvocacy. It values independence, objectivity, accuracy, rigor, humility, transparency, and innovation.

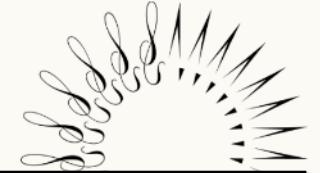
### Research

The Center studies a wide range of topics including politics and policy; news habits and media; the internet and technology; religion; race and ethnicity; international affairs; social, demographic, and economic trends; science; research methodology and data science; and immigration and migration.

### Methods

The Center conducts public opinion polling, demographic research, computational social science research, and other data-driven research. It is committed to meeting the highest methodological standards—and to exploring the newest frontiers of research. Read more about its methods.

# 04 Candidate Profile



The Pew Charitable Trusts seeks a leader with intellectual curiosity, unimpeachable integrity, and a strategic mindset. They will bring demonstrated leadership skills and a proven ability to lead effectively in complex, mission-driven environments. The CEO must also bring the emotional intelligence and humility to build trusting relationships with staff, partners, grantees, policymakers, and beyond to amplify Pew's impact and voice. Candidates should bring a broad world view to their work and have knowledge and understanding of the philanthropic sector, policymaking, grantmaking, and impact measurement.

Critical personal attributes and competencies include the following:

## Credibility, Alignment, and Shared Values

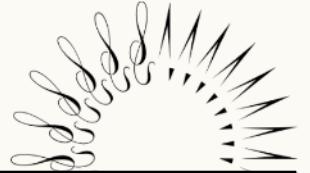
The CEO will bring a demonstrated body of work that signals a well-informed grasp of major issues shaping the future of the country and the world. They will be credibly curious across the full range of Pew's areas of work and bring an unwavering focus on data and science and a commitment to innovation and measurable results. They will represent the nonpartisan and fair-minded approach the organization embodies, evaluating issues on the merits, wholly independent of partisan loyalty.

## Strategic Leadership

The CEO will possess the ability to lead a dynamic, complex, and rigorous organization advancing ambitious strategies that lead to tangible progress for the public. They will be viewed as a leader with a high degree of integrity and will be a skilled strategic thought partner to the Board, staff, grantees, policymakers, partners, and other stakeholders in advancing Pew's impact. They will bring the capacity to foster new ideas and pursue creative solutions for impact.

# 04 Candidate Profile (continued)

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## Building Partnerships

The CEO will demonstrate a track record of expanding their organization's partnerships and collaborating with others to amplify impact. They will skillfully articulate Pew's impact to broad and diverse communities to bring in philanthropic partners who share Pew's commitment to serving the public. They will possess the capacity and desire to amplify the impact of the organization.

## Communications and Convening Power

Strong candidates will possess a demonstrated ability to present The Pew Charitable Trusts in the public sphere and to communicate effectively within the organization. They will inspire trust through compelling influence and strong personal connections. An authentic communicator internally and externally, they will have the capacity to effectively convey the measurable results and impact of Pew's work.

## Management of Team & Resources

The right candidate will have relevant experience in managing large, complex institutions, including partnering with a committed and engaged Board of Directors. They will be widely viewed as a leader who develops others and who trusts and leverages the expertise of staff. They will be a leader who fosters a culture of collaboration, respect, and empowerment and who drives the organization's performance with rigorous commitment to seek evidence.

# 05 Compensation and Contact



## Compensation and Location

This position is based in Washington, DC. The estimated salary for this position is approximately \$1,000,000 - \$1,200,000. The salary of the finalist selected for this role will be determined based on various factors including but not limited to: level of experience, specialty, and accomplishments. The base compensation range listed is a good faith determination of potential base compensation at the time of this job advertisement and may be modified in the future; total remuneration is subject to fair market value evaluation.

## Contact

Russell Reynolds Associates has been exclusively engaged to lead this search. Given the need for confidentiality throughout this process, prospective candidates are invited to reach out directly to RRA's search consultants at [PewCEO@russellreynolds.com](mailto:PewCEO@russellreynolds.com) with a resume and brief explanation of interest. All nominations and expressions of interest are welcome and should be sent to the Russell Reynolds team. All inquiries and discussions will be considered strictly confidential.

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