



Position Specification

Nuclear Threat Initiative (NTI)
President and Chief Executive Officer

Our Client

The Nuclear Threat Initiative (NTI) is a nonprofit, nonpartisan global security organization focused on reducing nuclear, biological, and emerging technology threats imperiling humanity. Founded in 2001 by Ted Turner and former Senator Sam Nunn and currently led by former Secretary of Energy Ernest J. Moniz, NTI has a global reputation as one of the most credible and trusted non-governmental organizations tackling existential threats. NTI's vision is a world safe from preventable global catastrophe.

The global order is facing irreversible disruption driven by geopolitical complexity, regional conflicts, and unprecedented technological advancement. The risk that a nuclear weapon will be used is higher than at any time since the Cuban Missile Crisis. Biological risks are also growing, requiring a coordinated response from governments and the private sector. This dynamic environment presents immense challenges, but also opportunities for organizations like NTI to develop new approaches to tackle evolving risks in a fast-changing world. Even in this new context, NTI retains a long-term commitment of working toward a world without nuclear weapons.

NTI works to:

- **[Reduce urgent nuclear risks](#)**. NTI works in U.S. and international fora to reduce the risk of use of nuclear weapons, stop a nuclear arms race, and help prevent the spread of nuclear weapons and materials.
- **[Develop practical solutions to enable a world without nuclear weapons](#)**. NTI creates over-the-horizon strategies to achieve a world free of nuclear weapons, including the legal, institutional, and technical verification and monitoring tools and capabilities to sustain such a world.
- **Build international capacity to prevent catastrophic [biological events](#)**. NTI works with public and private stakeholders to strengthen biotech governance, bolster global biosecurity, strengthen norms against bioweapons development, and advance health security.
- **[Harness AI and emerging tech to reduce catastrophic risk](#)**. The most urgent challenges and the most promising opportunities for reducing catastrophic threats intersect with technology. NTI launched a new program, [FutureSafe](#), to focus on how AI and emerging tech intersect with nuclear and biosecurity.
- **Engage a diverse set of U.S. and global policymakers, stakeholders, and the media to drive policy change**. Systemic change in a multidisciplinary and interconnected world can be achieved only by expanding engagement beyond the traditional set of policy actors. Supported by NTI's [award-winning](#) Communications team and a new Government Relations program, NTI seeks to change the nuclear narrative and tap into cultural and political drivers of change.

NTI's proven model focuses on creating long-term, systemic change resulting in programs and organizations that demonstrate success against a problem. It identifies security gaps, develops solutions, and—most importantly—tests them, de-risks them, and catalyzes governments and institutions to adopt them.

NTI doesn't just talk about solutions; the team designs and implements them in partnership with governments, NGOs and the private sector. As a result, NTI has an impressive record of real, lasting, and tangible accomplishments. Examples include:

- **Benchmarking international progress**: The [Nuclear Security Index](#) examines how well countries manage weapons-usable nuclear materials and nuclear facilities—identifying vulnerabilities that terrorists could exploit. [The Global Health Security Index](#), first issued just months before the COVID pandemic, predicted that no country was prepared. Both give road maps for countries to address risks, and in both cases, governments around the world have taken steps to improve security, based on NTI recommendations.

- **Incubating new organizations:** NTI has launched new, independent, thriving organizations that make the world safer: The [World Institute for Nuclear Security](#) was the first organization to train professionals in the nuclear security field and today certifies more than 5,000 members in 146 countries. NTI spun off the [Cyber-Nuclear Forum](#), which brings together cyber-nuclear leaders to share experiences and practices to strengthen cybersecurity at nuclear facilities globally.
- Another new organization—the [International Biosecurity and Biosafety Initiative for Science](#) (IBBIS)—develops norms and tools for preventing the misuse of biotech and bioscience. IBBIS distributes NTI’s novel software tool to screen DNA synthesis orders, ensuring that providers do not inadvertently sell building blocks of dangerous pathogens to malicious actors.
- **Shaping the conversation:** NTI has successfully leveraged cultural and political opportunities to drive messaging about nuclear weapons risks. NTI’s “[Make Nukes History](#)” campaign around the 2024 Academy Awards took advantage of the success of the *Oppenheimer* film to bring attention to nuclear weapons risks. An NTI-led coalition, Nevadans Against Nuclear Weapons Testing, succeeded in achieving passage of a [unanimous bipartisan resolution](#) calling on the federal government to preserve the 35-year moratorium on explosive nuclear weapons testing.
- **Spurring government action:** Working with the International Atomic Energy Agency and governments around the world, NTI created a low-enriched uranium bank in Kazakhstan. The 10-year effort was backed by Warren Buffett and gives countries interested in nuclear power access to nuclear fuel without developing enrichment facilities that could create material for nuclear weapons. NTI also persuaded the U.S. Congress and the executive branch to undertake a historic fail-safe review of nuclear weapons systems to prevent the unauthorized, inadvertent, or mistaken use of a nuclear weapon, in particular addressing cyber vulnerabilities—an initiative NTI is taking to other nuclear weapons states.

NTI’s experts include former officials from the Department of State, the Department of Defense, the Department of Energy, and the White House. They are sought after by the media and are regularly quoted in the *New York Times*, *Washington Post*, *Wall Street Journal*, and other publications.

NTI’s Board of Directors is composed of 23 leaders from around the world, representing a diverse range of expertise and backgrounds, including former senior military and government officials, leaders from business and finance, philanthropists, technologists, and lawyers.

NTI has 55+ full-time staff, based in Washington, DC. NTI spends, on average, \$21 million per year.

To learn more about NTI and its work, please visit <https://www.nti.org/>.

The Role

Reporting to and working closely with the Board of Directors, the President and Chief Executive Officer (CEO) is responsible for NTI’s strategic, programmatic, financial, and operational leadership, and for ensuring that NTI advances its mission of reducing nuclear, biological, and emerging technology threats imperiling humanity. In short, make the world safer.

The CEO will sustain NTI’s credibility for creating long-term, systemic change at a critical time. The CEO will be a bold leader, with the vision to lead a globally recognized organization and group of experts that make NTI uniquely well-positioned to tackle these challenges.

Specifically, the CEO will:

- Provide visionary leadership and organizational management, fostering a culture of rigor and intellectual curiosity across NTI’s programmatic areas, organizational transparency, and an inclusive, diverse, and equitable environment;
- Financial sustainability is a core tenet of NTI’s long-term success. The CEO will lead organizational fundraising and sustainability strategies to deliver on NTI’s priorities for the long term;

- Uphold NTI's values of uncompromising integrity, intellectual independence, creative collaboration, diverse perspectives, and enduring optimism;
- Strengthen and communicate NTI's mission and future direction to diverse constituents in all areas including financial, government, academic, and NGOs;
- Provide executive leadership for the continued maturity of operational functions and strengthened collaboration among and between programs and operations;
- Maintain and build upon NTI's history and reputation as the leading voice and convener for innovative solutions to nuclear, biological, and emerging technology threats.

Candidate Profile

The CEO of NTI will be a strategic leader with the demonstrated management, intellectual breadth, and practical experiences to provide a forward-looking vision for the organization at a time of profound global challenges. The right candidates will bring a demonstrated capacity to raise significant resources for the organization and must be able to work with stakeholders from across the political spectrum and with diverse partners from multiple sectors and from around the world.

This CEO will lead NTI to its next chapter of impact, ensuring that the organization continues to make significant contributions to reducing nuclear, biological, and emerging technology threats.

While no individual may embody all, the successful candidate will demonstrate many of the following experience and attributes:

Visionary Leadership: Building on NTI's history, the next CEO will bring a demonstrated capacity to define, communicate, and inspire a vision to build a safer world. They will possess the ability to rally the team, the Board of Directors, and partners foreign and domestic around this vision.

Strategic Acumen and Judgement: The successful candidate will be able to make clear, timely decisions and to set priorities. They will bring the capacity to credibly lead an adaptive and unique institution in a fast-changing global environment. They should be a capable listener, a confident leader, and an effective recruiter of partners, organizations, and individuals to the NTI vision. The CEO of NTI must possess unassailable integrity.

Financial Resources: The CEO will play a central and vital role in ensuring the success of NTI's financial management, including developing, expanding, and growing the organization's strategic as well as tactical fundraising efforts. This will require developing new and diverse sources of revenue. They should have a successful, demonstrated capacity to raise funds and lead similar development for the organization.

Credibility and Commitment to NTI's Mission: Ideally, the person will possess expertise in at least one of the NTI's three major areas of focus and have the ability to become richly conversant in the other areas. While they may not bring a full range of subject matter expertise across all three areas, they must demonstrate a strong understanding of and commitment to the organization's priorities across nuclear, biological, and emerging technology threats to bring immediate credibility to themselves and NTI.

Convening Power: The successful candidate's reputation, connections, and interpersonal charisma will inspire trust among partners, stakeholders, donors, both domestic and foreign. They will bring a demonstrated ability to work effectively with both global leaders from governments and the private and public sectors, and with deep subject matter experts, both internally and externally. The successful candidate will also be an effective communicator, who can inspire for success, and bring a sense of dedication, excitement, and purpose to the organization.

Compensation & Location

The compensation available for this role considers a variety of factors including, but not limited to individual skill set, previous/applicable experience, and other organizational needs. The estimated salary range for this role is \$550,000 to \$650,000. This range represents NTI's good faith and reasonable estimate of the possible base salary range at the time of posting and is one part of the total rewards NTI provides to employees. This position is eligible for health insurance benefits, as well as other generous benefits that are part of the NTI compensation package.

Russell Reynolds Associates has been exclusively retained for this search and prospective candidates are invited to contact Russell Reynolds Associates directly at NTICEO@RussellReynolds.com. All inquiries and discussions will be considered strictly confidential.

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