



# TRUMAN CENTER

## TRUMAN NATIONAL SECURITY PROJECT

### Chief Executive Officer

Position Specification | 2024

HEIDRICK & STRUGGLES



# The Truman Center – Mission and Values

## ORGANIZATION OVERVIEW



Truman is a high-trust impact community for national security leaders. Together, we develop timely, innovative, and principled solutions to preserve and expand democracy, human rights, prosperity, and security around the world. We believe that the United States must use a wide range of tools that bridge foreign and domestic policy, and go beyond military might, to strengthen national security.

**We bring national security nationwide, and we bring the diverse viewpoints of the American people to national security policymaking.**

Our institutional homes are sister organizations: the **Truman Center for National Policy** (501c3) and the **Truman National Security Project** (501c4).

## THE POSITION

## THE PERSON

## ENGAGEMENT TEAM

### Truman Center

Our mission is to unite and equip a diverse community of American leaders to produce timely, innovative, and principled solutions to complex national security challenges. The Truman Center draws on Truman Project members and efforts for its own nonpartisan education, advocacy, and research work.

### Truman National Security Project

We are a vibrant, diverse, nationwide community of leaders leveraging the power of the Truman network and united with one goal—to develop smart national security solutions that reinforce strong, equitable, effective, and nonpartisan American global leadership.

The Truman Project houses our members and their work, including Chapter activities, recruitment, training, and advocacy, generating ideas and movements that can change the world.

# Truman – What Makes Us Different

## How is Truman different from other foreign policy organizations?

- We facilitate national security conversations throughout the country and serve as a bridge between those conversations and national security policymakers. **Serving as the bridge is what sets Truman apart.**
- **Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIAB) stands at the core of everything we undertake.** It's not just a part of our strategy; it's the foundation that informs and shapes our entire approach. By embedding these principles into the center of our work, our actions and decisions reflect a deep commitment to fostering an environment where every individual feels valued and heard. An inclusive national policy is the most effective form of governance and ensures that the diverse voices of America are represented and considered, making it not only a reflection of our collective identity but also a testament to the strength found in our differences. This belief underscores our conviction that inclusivity and representation are not just ideals to aspire to but essential elements of a truly democratic society.
- **We go beyond thought leadership: we advocate, we build movements, we drive policy, we make change.** And we bring an army: Yes, our members staff Secretaries and Senators and sit on the National Security Council, but we're also in mayors' offices, strategy boiler rooms, and boardrooms, with deep roots across the country and with mid-to-senior leaders everywhere change needs to be made. We speak "national security" in every local language. And when we write policy, we speak with the voice of personal experience.

## About Us

Websites:	<a href="#">Truman Center (501c3)</a> <a href="#">Truman National Security Project (501c4)</a>
Leadership:	<a href="#">Truman Center Board</a> <a href="#">Truman National Security Project Board</a>
Staff:	14
Budget:	Truman Center: \$3M; TNSP: \$1M
Financials:	<a href="#">Truman Center Financials and 990s</a>
Annual Report:	<a href="#">2021 Annual Reports</a>
Strategic Priorities:	<a href="#">Truman Center and Truman National Security Project – Strategic Priorities</a>

# Truman's Priority Issues



## Modernizing Institutions

National security institutions are resistant to change; Truman is driving reforms.

We helped stand up the State Department's Unit for Subnational Diplomacy, we published a groundbreaking report on diversity in the State Department, and we're identifying lessons and best practices in public-private coordination to improve partnerships for crisis response.



## Promoting Diversity

Truman's commitment to Diversity, Equality, Inclusion, Accessibility, and Belonging (DEIAB) is at the center of all that we do, including amplifying diverse voices in nuclear security and nonproliferation.

In an innovative model, we work with our sister organization, the Truman National Security Project, to elevate its membership of diverse national security experts in their roles in every corner of the national security ecosystem.



## Engaging Nationwide

Truman does not just ask why national security matters in Washington, DC. We explore and demonstrate why it matters to leaders, communities, and Americans nationwide.

We're innovators in the field of City and State Diplomacy, showcasing how and why mayors, governors, and other local leaders engage internationally and influence foreign policy. Read about our City & State Diplomacy Task Force and toolkit [here](#).

# Our Membership

Truman National Security Project is a vibrant, diverse, nationwide community of leaders leveraging the power of the Truman network. We draw on our nationwide membership's intellectual firepower, national security experience, and extensive personal networks to do the work required for lasting change. We believe America is at our best when we use all the tools in our toolbox: diplomacy, defense, development, and promoting democracy.

Our community includes more than **2,000** Veterans, frontline civilians, policy experts, and political professionals, who share a common vision of US leadership abroad. We represent **16 Chapters from 44 states** across the country.

Our diverse membership includes Hill staff, federal employees, non-profit leaders, academics, industry leaders, political strategists, and elected officials across federal, state, and local government.

## TRUMAN MEMBERSHIP SNAPSHOT



**2300+ members and alumni**

**801 Political Partners**

**452 Defense Council Members**

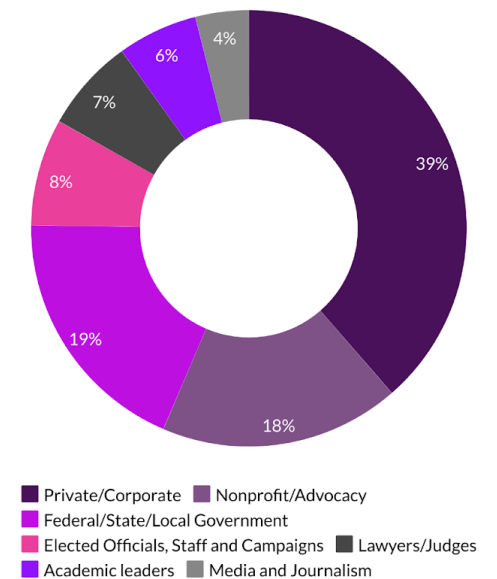
**1128 Security Fellows**

### TRUMAN MEMBERS ARE LEADERS

- 200+ C-Suite, V-Suite, Founders and Owners in the private and nonprofit sectors.
- 100+ government leaders (federal, state and local) including at the Cabinet level.
- 60+ elected officials across the country.
- 240+ working in tech & innovation, including in artificial intelligence, cybersecurity, aerospace & engineering, clean energy & climate science.

### TRUMAN MEMBERS ARE DIVERSE

- 44 states represented plus D.C.
- 30% BIPOC
- 42% Women
- 14% percent first-generation Americans
- 26% have military experience





# Truman Offerings

## Programming

Truman hosts events focused on a wide range of issues from immigration to climate change to defending democracy and more.

**THE STATE OF AMERICAN CLIMATE ADAPTATION & RESILIENCE**

HOSTED BY TRUENERGY

Wednesday, January 24th | 3:00 - 4:00 pm ET | [RSVP Here](#)

TRUMAN NATIONAL SECURITY PROJECT



**Mark Nevitt**  
Defense Council

**Susannah Cunningham**  
Security Fellow

**Justin Knighten**  
Security Fellow

**Katie MacDonald**  
Security Fellow  
moderator

## Leadership Development

Our members possess a wealth of knowledge and experience that we draw upon through peer-facilitated learning programs. We deliver world-class leadership development opportunities to members and, in turn, to the communities they serve through our TruSkills and Certified Truman Trainer Programs"

**How are U.S. Cities Innovating to Leverage Foreign Direct Investment?**

City & State Diplomacy Webinar Series

Thursday, July 20th from 1 PM - 2 PM ET

TRUMAN CENTER

**Keynote Speakers:**

**Ambassador Nina Hachigian**  
Special Representative for City and State Diplomacy, U.S. Department of State

**Mayor Quinton Lucas**  
Kansas City

**Moderator:**

**Max Bouchet**  
Senior Writing Fellow, Truman Center

**Panelists:**

**Segun Idowu**  
Chief of Economic Opportunity, City of Boston

**Chris Knight**  
Managing Director of E&I Intelligence, Financial Times

**Deborah Scherer**  
Sr. Vice President, Global Trade & Investment, Osa Columbus

**Femi Elegbede**  
Acting Director, Investment Research, SelectUSA, U.S. Department of Commerce

## TruCon

Truman's annual flagship conference where thought leaders across government, academia, and the private sector speak about the most pressing national security issues facing America today.

**TRUMAN TRUCON 2023**

**JUNE 2 | 9:00AM TO 4:30PM | MARRIOTT MARQUIS**

**COME FOR A POWER PACKED DAY OF PROGRAMMING!**

**LUNCH IS ON US!**



**MSNBC HOST** RACHEL MADDOX

**CONGRESSMAN** JAMIE RASKIN

**AMBASSADOR** LINDA THOMAS-GREENFIELD

**TRUMAN CEO** JENNA BEN-YEHUDA

**NEW AMERICA CEO** DR. ANNE MARIE SLAUGHTER

**UNDER SECRETARY** GIL CISNEROS

**WOL REPORTER** VIVIAN SALAMA

**VOX HOST** JONQUILYN HILL

**JCPA CEO** AMY OPTALNICK

**MICHIGAN HOUSE SPEAKER** JOE TATE

**COMMENTATOR** DR. NICOLA HAYNES

**AMERICA'S FRONTIER FUND** JORDAN GLASBECK

**CEO OF TASK FORCE BUTLER INSTITUTE** KRIS GOLDSMITH

**AUTHOR AND JOURNALIST** AMANDA RIPLEY

**GWU ELLIOT SCHOOL DEAN** DR. ALYSSA AYRES

**HUFFPOST REPORTER** AYBAR SHAHID AHMED

**CHIPS PROGRAM CHIEF** MORGAN DWYER

**TRUMAN POLITICAL PARTNER** JAY MONIQUE ALCALA

# Moment in Time

## The Moment in Time

**2024 will be a critical year for Truman** as it celebrates key anniversaries (the Truman Center celebrates its 50<sup>th</sup> anniversary and the Truman National Security Project celebrates its 20<sup>th</sup> anniversary), transitions to a new CEO, and positions itself for the next Presidential election and administration.

Truman's next CEO will have the opportunity to guide Truman around impactful initiatives that mobilize on membership's expertise and energy around key issues and continue to raise Truman's visibility with external audiences. This includes strengthening Truman's reputation as an important thought leader for policymakers as well as building on the membership's political connectivity outside the Beltway on a regional and local level. It is an exciting time to join Truman as it reflects upon its accomplishments and turns toward its next chapter of growth and impact.

## The Person

Truman seeks a leader who will lead its sister organizations in lockstep, fostering a collaborative, mission-driven environment for staff. They will be a servant-leader who brings a unifying and relationship-driven approach to collaborating with the Truman membership. They will mobilize all parts of the organization and membership to strengthen Truman's reputation and external visibility. They will bring credibility as a policy influencer and advocate, ideally with senior experience in national security and foreign policy and a network that will complement Truman's mission. They will strengthen Truman's impact narrative. A growth-oriented leader, they will be eager to take on the challenge of growing and retaining membership as well as resourcing Truman to run initiatives that support its mission.

# The Position

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ENGAGEMENT  
TEAM

- **Position Title**

Chief Executive Officer

- **Location**

Washington, DC

- **Reports To**

[The Board of Directors, The Truman Center](#)

[The Board of Directors, Truman National Security Project](#)

- **Position Summary**

Truman is seeking a Chief Executive Officer (CEO) to lead the organization into its next chapter, guiding its strategy and vision around membership and activities to shape America's national security.

Truman is looking for a CEO who will bring a vision for how the unique assets of the organization (particularly, its national membership network) can positively influence policy and politics through progressive values and pragmatic action. This vision will help strengthen Truman's visibility and foster external collaboration.

The CEO is responsible for overseeing all aspects of Truman. Foremost, they will create a comprehensive framework for the effective execution of a strategic plan in partnership with the Boards of Directors of the Truman Center and Truman National Security Project. Other key duties include oversight of organizational administration, sustainable fundraising, external communications and engagement of the Truman membership community. The CEO will report to the Boards of Directors.



# The Position

## Responsibilities

- In collaboration with the Board, members, and key stakeholders, **develop, refine, and adapt a compelling strategic plan** to further the organization's mission
- **Executing all aspects of the strategic plan**, including the successful implementation of programs
- **Cultivating and collaborating with membership**, ensuring strong engagement and strategic alignment with the organization; recognizes the membership as a core asset of Truman
- **Recruiting, hiring and retention of a world-class leadership team** as well as talented, mission-aligned staff throughout the organization
- **Fostering Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIAB)** as an organizational leader for staff and membership as well as ensuring Truman's programmatic and policy work is grounded in and reflects its commitment to DEIAB
- **Enhancing Truman's brand presence** in relevant communities throughout the United States through effective communication with and engagement of the Truman membership as well as other professional, civic, and private organizations
- **Fundraising** alongside a variety of stakeholders to secure critical financial backing for the execution of Truman's strategic plan, with a focus on broadening the spectrum of donor sources to guarantee lasting financial health and sustainability
- Submission to the Boards of a **proposed annual budget and ongoing fiscal management** that operates within the approved budget, ensures efficient resource utilization, and maintains Truman's positive financial position
- **Communicating effectively with the Boards** about the health and direction of the organization, and providing—in a timely and accurate manner—all information necessary for the Boards to function properly and to make informed decisions

# The Person

## Pivotal Expertise and Experiences

- **Mission-Aligned Experience** – Evident credibility related to the national security, foreign policy, and advocacy sector that Truman operates within, offering an understanding of its challenges and opportunities, and a commitment to the mission and values of Truman. A proven ability to lead diverse teams and foster DEIAB at an organizational level.
- **Stakeholder Acumen** – Track record of relationship building and management with a board, staff, membership, external partners, and funders. Can navigate complex relationships and challenges with discernment. Ability to manage competing agendas and priorities and succinctly translate complex information. Proven experience driving consensus and forming partnerships around goals and strategy. Strong communication and ambassadorial skills are critical.
- **Strategic Vision** – Demonstrated ability to drive organizational progress by charting and implementing a strategic vision, in partnership with a diverse set of stakeholders, articulating clear direction and expectations, and ensuring proper planning and accountability. Brings systemic, big-picture thinking and an ability to identify key opportunities, issues, and challenges. Ability to clearly articulate and communicate Truman's vision, mission, and goals to key stakeholders.
- **Organizational Leadership** – Ability to lead an organization of relevant size, complexity, and/or stature. Understands the complexities and nuances of running a 501c3 nonprofit as well as a 501c4 membership. Delegates effectively and confidently to the team and monitors progress, requires accountability, tracks progress, and celebrates success. Ability to prioritize issues and make hard decisions.
- **Fundraising Acumen** – Strong business development acumen with demonstrated experience growing an organization's funding through a combination of private and public sources.

# The Person

## Culture Impact

- **Collaboration & Trust** – Fosters an organizational culture with frequent, open communication and high levels of trust and feedback. Develops a high-performing, collaborative team environment where staff and members feel appreciated for their contributions and aligned with Truman's vision and impact.
- **Commitment to Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIAB)** – Possesses a nuanced understanding of DEIAB issues as they relate to national security challenges and opportunities. Brings forward-thinking strategies to ensure Truman's mission not only reflects the diversity of the nation we protect, but also DEIAB as a strategic advantage.
- **Positive Spirit** – Motivates and inspires a wide network of stakeholders (staff, board, members, donors, and others) to achieve ambitious goals. Ability to energize and mobilize a wide network to collaboration and action.
- **Direction & Purpose** – An inspirational leader who takes bold action as appropriate. Effectively leads by delegating to and empowering staff. Demonstrated grit and stamina in establishing and implementing an organizational vision..

## Truman's Commitment to Diversity, Equity, Inclusion, Accessibility and Belonging

Truman is a leader in the movement to advance DEIAB as national security imperatives. In consultation with our Boards of Directors, Truman members, and a wide range of stakeholders, Truman continues to make strides toward creating a more just and equal world. Expanding the diversity of Americans who contribute to every level of the U.S. national security and foreign policy community not only enhances our nation's security, but also strengthens U.S. global leadership and moral authority. American foreign policy is strongest when a variety of thoughts and perspectives are reflected in our domestic policies and foreign affairs.

Studies have shown that women, nonbinary folks, and People of Color are less likely to apply for jobs unless they believe they meet every single qualification in a job description. We are committed to building a diverse and inclusive organization and we are most interested in finding the best candidate for the job. That candidate may come from a background less traditional to our field of work, and that's okay. We strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described.

# The Engagement Team

## ORGANIZATION OVERVIEW

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## ENGAGEMENT TEAM



Review of candidates will begin immediately. Applications (cover letter or resume), inquiries, and nominations can be sent to: [TrumanCEO@Heidrick.com](mailto:TrumanCEO@Heidrick.com).

### Bill O'Leary

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### Julian Ha

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Email: [jha@Heidrick.com](mailto:jha@Heidrick.com)

### Mary Livingston

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Email: [mlivingston@Heidrick.com](mailto:mlivingston@Heidrick.com)

### Alissa Fernandez

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Email: [alfernandez@Heidrick.com](mailto:alfernandez@Heidrick.com)

### Stephanie Ciraso

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Email: [sciraso@Heidrick.com](mailto:sciraso@Heidrick.com)

Heidrick & Struggles serves the executive leadership needs of the world's top organizations as a trusted advisor for leadership consulting, culture shaping and senior-level executive search services. Our data driven solutions empower senior executives and boards of directors to transform their organizations by leveraging top talent and accelerating performance across all layers of the business.