Position and Candidate Specification

Carnegie Endowment for International Peace

President

PREPARED BY:
Jennifer Bol
Michele E. Haertel
Ellen E. Pennow

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In an increasingly crowded, chaotic, and contested world and marketplace of ideas, the Carnegie Endowment for International Peace offers decision-makers global, independent, and strategic insight and innovative ideas that advance international peace.

In 1910, industrialist and philanthropist Andrew Carnegie made a historic investment in international peace. Today, that investment has translated into the global Carnegie network of independent, diverse thinkers and practitioners working together to address and impact the global challenges of our time. This network of more than 150 experts across six global centers – in Beijing, Beirut, Brussels, Moscow, New Delhi, and Washington, D.C. – is uniquely placed to share grounded analysis to help leaders and policymakers make smart, informed decisions. Now more than ever, amid a pandemic and countless other global challenges, Carnegie’s international scholars—drawing on their unrivaled expertise in geopolitics, technology, economics, and foreign policy—work together seamlessly to cross-pollinate ideas and seek answers to big questions.

Carnegie’s global network provides grounded scholarship from diverse regional, functional, and substantive perspectives to work systematically to answer the ‘so what?’ question and inform and shape policy processes.

- **Carnegie India:** Founded in April 2016, Carnegie India has already captured the attention of policymakers in India and around the world. Led and staffed by Indian experts, the center is building on decades of Carnegie research and has a growing network of contributors across South Asia. Its work concentrates on the political economy of reform in India, the country’s foreign and security policy challenges, and the role of technological innovation in India’s internal transformation and international relations.

- **Carnegie Russia:** Founded in 1994, the Carnegie Moscow Center was the first independent think tank to open in Russia after the fall of the Soviet Union. Over more than two decades, the center has set the standard for objective and independent policy analysis in Russia and provided a global resource for understanding its domestic and foreign policy. Home to some of Russia’s most renowned scholars, as well as the next generation of policy analysts and intellectuals, the Carnegie Moscow Center takes a comprehensive look at Russia’s nuclear policy; its economic, energy, and security ties in the neighborhood and Asia Pacific; and its domestic institutional relations.

- **Carnegie Europe:** Founded in 2007, Carnegie Europe is one of the few research institutions in Europe focused primarily on the region’s global role. Based in Brussels, Carnegie Europe boasts a diverse network of scholars across numerous European capitals. With European citizens and politicians becoming increasingly preoccupied with migration and terrorism, the center’s global focus now has even greater relevance and importance. Its wide-ranging analysis focuses on Europe’s economic and political integration; its foreign, energy, and security policy challenges; and the shifting views of its pluralistic societies.

- **Carnegie-Tsinghua:** Founded in 2005, the Carnegie-Tsinghua Center for Global Policy is one of the leading independent think tanks in China. Based in Beijing, the center connects leading scholars from Tsinghua University and across China with international policy experts and practitioners. In addition to researching China’s evolving energy, economic, and nuclear policies, the center designs programs to support dialogue and collaboration among next-generation leaders in China and the United States.
• **Carnegie Middle East:** Founded in 2006, the Malcolm H. Kerr Carnegie Middle East Center in Beirut stands out in the region for its deep research and thoughtful, nonpartisan dialogue. The center’s scholars come from across the region, including Algeria, Egypt, Iraq, Lebanon, Syria, and Yemen. With the Arab world undergoing unprecedented change, the center examines both the internal and cross-border political, economic, and ideological challenges facing the region and the role of world powers in bringing stability.

**Washington-based Research Programs and Initiatives**

- **Africa:** The Africa Program, a new program at Carnegie, aims to illuminate a range of policy issues critical to Africa’s future, including issues such as economic growth, technology, democracy, climate change, and relations with external powers.

- **American Statecraft:** The American Statecraft Program, another new program at Carnegie, seeks to examine and define the contours of a more disciplined and restrained U.S. foreign policy that is clear-eyed about a competitive and disordered world and rooted in the need to accelerate U.S. domestic renewal.

- **Asia:** The Carnegie Asia Program in Washington studies disruptive security, governance, and technological risks that threaten peace and growth in the Asia Pacific region.

- **Democracy, Conflict, and Governance:** The Democracy, Conflict, and Governance Program rigorously analyzes the global state of democracy, conflict, and governance; the interrelationship among them; and international efforts to strengthen democracy and governance, reduce violence, and stabilize conflict.

- **Europe:** The Europe Program in Washington provides insight and analysis on political and security developments within Europe, transatlantic relations, and Europe’s global role. The program brings together U.S. and European policymakers and experts on the strategic issues facing Europe.

- **Middle East:** Carnegie’s Middle East expertise combines in-depth local knowledge with incisive comparative analysis to examine economic, sociopolitical, and strategic interests in the Arab world. Through detailed country studies and the exploration of key crosscutting themes, the Middle East program provides analysis and recommendations in English and Arabic that are deeply informed by knowledge and views from the region. Carnegie has special expertise in the dynamics of political, economic, societal, and geopolitical change in Egypt, the Gulf, Iran, Israel/Palestine, and North Africa.

- **Nuclear Policy:** The Nuclear Policy Program works to strengthen international security by diagnosing acute nuclear risks, informing debates on solutions, and engaging international actors to effect change. The program’s work spans deterrence, disarmament, nonproliferation, nuclear security, and nuclear energy.

- **Russia and Eurasia:** Since the end of the Cold War, Carnegie’s Washington-based Russia and Eurasia Program has led the field in providing real-world analysis and practical policy recommendations with particular focus on political developments, foreign policy, arms control and nonproliferation, and economic and social issues.

- **South Asia:** The South Asia focus informs policy debates relating to the region’s security, economy, and political development, from the war in Afghanistan to Pakistan’s internal dynamics to U.S. engagement with India.

- **Technology and International Affairs:** The Technology and International Affairs Program develops strategies to maximize the positive potential of emerging technologies while reducing the risk of large-scale misuse or harm. The program collaborates with technologists, corporate leaders, government
officials, and scholars globally to understand and prepare for the implications of advances in cyberspace, biotechnology, and artificial intelligence. The Cyber Policy Initiative is a component of the Technology program focused on achieving greater stability and civility in cyberspace by promoting international cooperation and norms through engaging key decision-makers in governments and industry.

FURTHER DETAILS

The Carnegie Endowment for International Peace is a nonprofit, nonpartisan institution supported by a nearly $400 million endowment and donors and partners who share its institutional goals and mission.

This position is based in Washington, D.C. For additional information, please visit carnegieendowment.org.
Reporting to the Board of Trustees, the President is responsible for advancing the impact, integrity, independence, and global reach of the Carnegie Endowment for International Peace (“CEIP”) – the world’s leading global think thank – ensuring it has the intellectual, financial, and organizational assets required to continue to influence policy globally in ways that diminish the likelihood of conflict and increase the opportunities for cooperative solutions to the world’s most critical political, security, economic, environmental, and technological issues.

KEY RESPONSIBILITIES

Leading with a combination of global experience and integrity the incoming President of CEIP will build on a legacy of exceptional leadership and policy impact and be expected to:

• Understand, amplify, and build on the current strengths of the organization – which include its global network, independence, and policy impact – and work in collaboration with scholars, staff, and trustees; and update and implement Carnegie’s strategic plan for the next phase of CEIP’s development.

• Serve as the public face of the organization with a broad range of external stakeholders, building strong relationships with policymakers, government officials, business leaders, and donors from around the world.

• Expand and deepen CEIP’s relationships with funding organizations and philanthropists who share CEIP’s mission and goals, ensuring CEIP’s financial resources are commensurate with its potential and ambitions.

• Review and assess the organization’s structure, processes, and networks to ensure they continue to support the development of innovative, pragmatic, and intellectually rigorous policy solutions on a global basis.

• Identify and pursue programmatic areas where CEIP can have unique, outsized impact and influence that are responsive to the rapidly changing global context.

• Leverage technology to facilitate collaboration across the organization and to create new distribution platforms for CEIP’s intellectual capital, thus expanding the organization’s range, reach, and influence.

• Attract, develop and retain highly qualified and highly productive scholars and staff members motivating and inspiring them to make distinctive contributions to policy development and implementation.

• Work with staff to actively drive and further CEIP’s internal and external efforts around diversity, equity, and inclusion in the field of international relations.

• Demonstrate his/her own intellectually rigorous policy analysis and recommendations, based on expertise, as a thought leader and key contributor to intellectual debate around foreign policy and global affairs.
IDEAL EXPERIENCE

Significant experience at the highest levels of governments, multilateral institutions, nongovernmental organizations, or private enterprises, such that the individual has:

- A deep working understanding of national and international policy-making
- Global stature and credibility as well as an international network

A track record of thought leadership in domains relevant to the most pressing global issues of the day, including:

- Recognized expertise in government, diplomacy, foreign policy, global economic, political, social, environmental, cyber and/or security-related fields
- The ability to convene leaders from the public, private, and academic sectors
- A demonstrated commitment to analytical rigor and integrity coupled with a strong bias for action

Significant organizational leadership experience with demonstrated success in:

- Building and motivating a culturally diverse and geographically distributed team
- Driving positive impact in diversity, equity, and inclusion within an organization
- Providing strategic leadership and improving financial and operational strength

CRITICAL LEADERSHIP CAPABILITIES

Strategic Thinking

In a rapidly changing global context and in a sector continually challenged by misinformation:

- Conceptualize and communicate a vision for how a global think tank can most effectively contribute to the global policy arena – anticipating an unprecedented number of transformational global changes that will require new and innovative approaches – and collaboratively develop a strategic framework to guide priority decision-making for the organization going forward
- Create a strategy and vision that integrates and continually assesses distinctive organizational strengths, competitive challenges, core values and future needs in a clear and coherent way and positions the organization to deliver impact

Collaborating and Influencing

In a sector where integrity, influence, and impact are key measures of success and relevance:

- Leverage a wide range of relationships and the organization’s ability to develop innovative, practical, independent policy recommendations to deliver positive impact on pressing and critical foreign policy issues
- Use complex, coordinated communications, and content dissemination strategies to expand the organization’s sphere of influence and impact
- Enhance cross-disciplinary, cross-geometry collaboration within the organization and expand its external networks
Building People Capacity

Operating in a sector that has struggled to attract the interest of a more diverse workforce:

- Actively pursue strategies to develop and support a more diverse talent pool, both within the organization and across the broad foreign policy field
- Design and implement policies and incentives that will drive changes in the composition and culture of the organization, making it a model for others and a gold-standard source of talent for the sector going forward
- Actively mentor scholars at all levels to model investment in the next generation of talent

OTHER PERSONAL CHARACTERISTICS

- Unquestionable integrity
- Financial acumen
- Focus on impact/bias for action
- Excellent verbal and written communication skills
- Empathy and cultural fluency
- Willingness to travel