



**Union of  
Concerned  
Scientists**

## **Chief People Officer**

**Remote Position: Must be located in Eastern  
Time zone but preferably near Cambridge, MA  
or Washington, DC**



## Union of Concerned Scientists

The Union of Concerned Scientists (UCS) is a national organization founded 50 years ago by faculty and students at the Massachusetts Institute of Technology, who sought to use the power of science to address global problems and improve people's lives. UCS's founders knew that evidence-based decision-making would be critical to solving many challenges facing humankind. But to make progress, the organization would need to work persistently in the face of often daunting odds, combining technical analysis and effective advocacy to create innovative, practical solutions for a healthy, safe, and sustainable future.

Today, UCS is composed of nearly 250 staff who undertake the charge of analyzing, exposing, advocating, and activating. UCS staff combat efforts by special interests to show doubt about science in the policymaking process. They conduct rigorous independent research that has helped generate meaningful solutions, including the adoption of more stringent fuel economy standards for cars and trucks, renewable portfolio standards for energy production, and whistleblower protections for government scientists.

UCS is collectively working to:

- ✓ Slash our global warming emissions in the energy and transportation sector to achieve a net-zero carbon future.
- ✓ Avoid another nuclear arms race and restrain the US president's current sole authority to launch nuclear weapons.
- ✓ Create a food system that is healthy and sustainable.
- ✓ Ensure that the best available science underpins health and safety protections for all and that solutions to all these problems simultaneously advance racial and economic equity.

# Mission

The Union of Concerned Scientists puts rigorous, independent science into action, developing solutions and advocating for a healthy, safe, and just future.

# Values



## Science

...in the service of people and the planet.



## Justice & Equity

...for people of all races and incomes – now, and for future generations.



## Courage

...to make principled, science-based stands in the public arena.



## Integrity

...to always examine evidence critically, openly, and honestly.



## Democracy

...to promote a voice for all in government decisions.



## Action

...inspiring and mobilizing people to build a healthier, safer, and more just world.

# The Opportunity

The **Chief People Officer (CPO)** is responsible for developing and executing human capital strategy in support of the organization's plan and strategic direction, specifically in employee relations, talent management, change management, performance management, training and development, compensation, and succession planning. Along with the Union of Concerned Scientists (UCS) leadership, implements policies and practices to build and maintain a unified work culture that exemplifies UCS values to best position the organization in carrying out its mission. In coordination and collaboration with key stakeholders, the CPO provides strategic leadership on human resource (HR) and organizational change initiatives while communicating effectively across the organization, through a lens supporting UCS justice, equity, diversity, and inclusion (JEDI) priorities.

This position will report directly to the President/CEO and serve on the Executive team. The CPO provides departmental leadership and oversight of the People and Culture(P&C) department.

## Essential Duties and Responsibilities:

- ❖ Drive and deliver a comprehensive People strategy aligned with UCS organizational strategy and culture and best practices.
- ❖ Participate as an active member of, and trusted advisor to, the Executive Team, the President, the Board, and key constituent groups.
- ❖ Lead through change: help shape organizational readiness for growth and implement change management strategies that provide support to staff
- ❖ Provide oversight of the entire employee lifecycle and for ensuring a diverse, equitable, and inclusive workplace culture across the organization.



**We use science to  
make change  
happen.**

# The Opportunity (Continued)

## Essential Duties and Responsibilities (Continued):

- ❖ Develop comprehensive strategic recruiting and retention plans to meet the staffing needs of UCS's strategic goals and create a fully inclusive and diverse workplace that values the contributions of all staff, supports and promotes the creation of an anti-racist workplace culture, and organizational justice, diversity, equity, and inclusion values.
- ❖ Develop and maintain the annual People & Culture department budget.
- ❖ Ensure the organization's P&C policies, processes, and practices are clear and align with applicable laws and regulations, organizational culture, organizational policies, and JEDI values.
- ❖ Oversee employee relations matters, ensuring the P&C team addresses grievances in a timely and equitable manner that is in line with organizational values, policies, and procedures.
- ❖ Approach risk management proactively, ensuring compliance with all legal and regulatory matters impacting the delivery of HR services (e.g., annual sexual harassment training, 403(b) audit, EEO-1 reporting).
- ❖ Manage the design and administration of competitive compensation and benefits packages to attract and retain top talent. Drive compensation and promotion practices to ensure equity and transparency.
- ❖ Ensure performance management processes and team morale initiatives are consistently applied and align with organizational goals and cultural principles.
- ❖ Design and implement strategies to promote employee well-being and maintain a culture that aligns with organizational cultural principles.
- ❖ Oversee the effective and successful implementation of the collective bargaining agreement across the organization.
- ❖ Develop comprehensive strategic recruiting, retention, and training & development strategy to meet organizational needs and UCS's strategic goals while creating a fully inclusive workplace

The CPO is directly responsible for the People and Culture department, managers and directors across the organization, and indirectly for all employees.

# The Candidate

## Required Skills/Abilities:

- ❖ Excellent verbal and written communication skills.
- ❖ Excellent interpersonal, conflict resolution, and change management skills.
- ❖ Excellent organizational skills and attention to detail.
- ❖ Thorough knowledge of Diversity, Equity, and Inclusion issues
- ❖ Proven analytical and problem-solving skills.
- ❖ 7 -10 years of exemplary supervisory and leadership skills.
- ❖ Thorough knowledge of employment-related laws and regulations, particularly those required in a unionized environment, and experience working with outside counsel.
- ❖ Knowledge of and experience with varied human resource information systems.
- ❖ Proficient with Microsoft Office Suite or related software.

## Education and Experience:

- ❖ MBA or MA/MS in human resources or related field or equivalent.
- ❖ Minimum of 10 years of HR experience, with at least 5 years of executive HR experience with a company or organization of at least 100 full-time employees.
- ❖ Experience managing in a unionized environment
- ❖ SHRM Senior Certified Professional (SHRM-SCP) or SHRM Certified Professional (SHRM-CP) certification is preferred.

## Travel

- ❖ Some travel is required.



The logo for the Union of Concerned Scientists (UCS) is displayed in a white box. It features a large, stylized black bracket on the left side, followed by the text "Union of Concerned Scientists" in a bold, black, serif font.

# Union of Concerned Scientists

### **Compensation:**

Salary Range: \$220,000 to \$240,000 – no relocation assistance offered.

### **Applications:**

Please submit your application to: <https://driwaterstonehc.com/position/cpo-ucs/>

### **Please direct inquiries and nominations to:**

Doug Trout, Managing Director - [trout@driwaterstonehc.com](mailto:trout@driwaterstonehc.com)

All first-round interviews for this position will take place via telephone/video conference.

DRiWaterstoneHC is an executive search and development consulting firm that recruits senior leaders and works with them to build talented teams, create bold strategic plans, and design powerful fundraising programs.

The Union of Concerned Scientists (UCS) is seeking applications from a diverse array of qualified applicants. UCS is an equal-opportunity employer continually seeking to diversify its staff.