



Union of
**Concerned
Scientists**

Chief People, Culture & Equity 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 nonprofit organization founded more than 50 years ago by scientists and students at the Massachusetts Institute of Technology.

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

Today, we are a group of nearly 220 scientists, analysts, policy experts, organizers, and communicators dedicated to that purpose.

What We Care About:

Our founders knew science and evidence-based decision making was critical to solving many of the biggest challenges facing humankind. To make progress we would need to work persistently in the face of often daunting odds. That's just what we've done.

- ❖ We combat [climate change](#) and seek to alleviate harm caused by the heat, sea level rise, and other consequences of runaway emissions,
- ❖ We strive to develop sustainable ways to [feed](#), [power](#), and [transport](#) ourselves,
- ❖ We work to reduce the existential threat of [nuclear war](#),
- ❖ We ensure our solutions advance [racial and economic equity](#), and
- ❖ We fight back when powerful corporations or special interests [mislead the public on science](#).

Funding:

We are funded solely by individuals and independent foundations. To protect our independence, we do not accept corporate or government grants. Our supporters include everyday people who value rational, evidence-based decision-making, as well as some of the nation's top scientists.

UCS is a 501c3 nonprofit organization with the highest ranking from charity rating agencies for our responsible stewardship of donations and grants.



The Opportunity

UCS employees center their work on UCS's core values of racial equity and environmental justice. They work collaboratively to ensure the effective operations of the program/department, center anti-racism and equity in internal and external work, and foster a welcoming, inclusive, and transparent environment where all staff can thrive and grow.

The Chief People, Culture & Equity Officer (CPCE) leads the organization's people function, workplace culture, justice, equity, diversity, and inclusion (JEDI) strategies in support of UCS's mission, plan, and strategic direction. Reporting to the President & CEO and serving as a member of the Executive Team, the CPCE is a trusted advisor to the President and a partner across the organization, supporting the President in close collaboration with the Executive Team, Leadership Team, and the Board.

Culture, equity, and people leadership are at the core of the role. The CPCE champions a unified, welcoming, anti-racist, and inclusive culture that exemplifies UCS values and provides departmental leadership and oversight of the People, Culture & Equity department—continually enhancing its reputation, service, and effectiveness. The role oversees the full employee lifecycle, ensures compliance with the collective bargaining agreement and applicable employment laws, advances enterprise JEDI strategy, and leads through organizational change.

The CPCE is accountable for enterprise-wide JEDI strategy as it relates to workforce practices, organizational culture, leadership development, organizational systems, learning, accountability, and employee experience. Responsibility for mission-facing and programmatic JEDI priorities remains with program leadership. The CPCE serves as a strategic advisor, partner, and resource to support and strengthen that work.

The role exercises its authority in partnership with other Executive Team members and within the decision-making responsibilities established by the President & CEO. Success requires collaboration, transparency, and shared accountability across the Executive Team to advance UCS's mission, organizational health, and long-term sustainability.

Estimated allocation: approximately 50% People and Culture leadership and 50% enterprise JEDI leadership, with equity intentionally embedded across all people practices rather than treated as a separate initiative. This balance reflects the CPCE's dual mandate: to lead core people operations with excellence while providing visible, accountable leadership for organization-wide culture, equity, and anti-racism strategy.



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



The Opportunity (Continued)

Strategic & Executive Leadership

- ❖ Drive and deliver a comprehensive People, Culture and Equity strategy aligned with UCS's organizational strategy, culture, and best practices.
- ❖ Serve as an active member of, and trusted advisor to, the Executive Team, Leadership Team, and President & CEO; act as the JEDI liaison to the full Board; and staff the Board JEDI Advisory Committee to ensure JEDI priorities, risks, progress, and accountability measures are visible at the highest levels of governance.
- ❖ Support the President & CEO in advancing organizational priorities, working in close collaboration with the Executive and Leadership Teams.
- ❖ Lead through change by shaping organizational readiness for growth and implementing change-management strategies that support staff through transition.

Justice, Equity, Diversity & Inclusion (JEDI)

- ❖ Champion and steward a unified, welcoming, and inclusive workplace culture that exemplifies UCS values and fosters an environment where all staff can thrive and feel they belong.
- ❖ Define, lead, and continually evolve UCS's enterprise JEDI strategy, embedding equity and anti-racism across organizational culture, workforce practices, policies, systems, and leadership behaviors.
- ❖ Lead the JEDI functions as a center for learning, knowledge exchange, accountability, and transparency, partnering with staff, leaders, and the Board to advance shared definitions, visions, and measurable results.
- ❖ Establish and track measurable enterprise JEDI indicators related to workforce, culture, leadership, systems, organizational accountability, and decision-making, and partner with program leadership regarding mission-related equity measures when appropriate.
- ❖ Bring an equity and anti-racist lens to UCS's policies, procedures, guidelines, and communications.
- ❖ Serve as an authentic, trusted expert who helps UCS navigate conflict, build consensus, and achieve meaningful, lasting transformation.

Culture, Engagement & Communications

- ❖ Employee engagement, culture, and manager effectiveness: Drives employee engagement strategy, strengthens organization-wide culture, and builds manager capability, ensuring managers across UCS are equipped to lead inclusively, coach effectively, address conflict constructively, and support equitable team experiences.
- ❖ Internal communications: Leads employee engagement, culture, equity, and organizational change communications in partnership with the President & CEO and Communications department, ensuring staff communications are transparent, inclusive, values-aligned, and connected to UCS's broader culture and JEDI goals.
- ❖ Remote and distributed workforce enablement: Ensures policies, practices, and tools support a highly effective remote-first and distributed workforce, including connection, collaboration, and equitable access across locations and time zones.

Departmental Leadership

- ❖ Provide leadership and oversight of the PCE department, continually enhancing its reputation, service, and effectiveness across UCS. Directly lead PCE managers and directors and, indirectly, support all employees.
- ❖ Develops and maintains the PCE departmental budget.



The Opportunity (Continued)

Organization & Change Leadership

- ❖ Organization and work design: Shapes UCS's organizational structure, role design, decision-making practices, and staffing models to ensure the organization is structured for mission delivery, equity, accountability, agility, and sustainable growth.
- ❖ Talent, culture, and change leadership: Leads the integration of talent strategy and culture-building initiatives with organizational change efforts, ensuring people practices evolve in step with UCS's strategic direction.
- ❖ Leadership development and succession planning: Builds leadership capability across UCS and establishes succession plans for mission-critical roles, ensuring continuity of leadership.
- ❖ People transition and change support: Guides staff and leaders through organizational transitions--restructurings, role changes, or growth--with clear communication, support resources, and change-management practices that minimize disruption.

Talent Acquisition, Performance & Total Rewards

- ❖ Talent acquisition and onboarding: Oversees recruiting and onboarding strategy and execution, ensuring UCS attracts, hires, and welcomes a diverse, mission-aligned workforce.
- ❖ Performance and talent management: Ensures performance-management processes, talent reviews, and development planning are consistently applied, equitable, and aligned with organizational goals and cultural principles.
- ❖ Total rewards and wellbeing: Manages the design and administration of competitive, equitable, and transparent compensation, benefits, and wellbeing programs that support attraction, retention, and staff wellbeing.

Employee and Labor Relations

- ❖ Equity integration in people practices: Embeds an equity and anti-racist lens across all people practices--recruiting, compensation, performance management, and policies--so equity is operationalized across the employee lifecycle, not aspirational.
- ❖ Employee relations: Oversees employee-relations matters, ensuring grievances and workplace concerns are addressed in a timely and equitable manner in line with organizational values, policies, and procedures.
- ❖ Labor and union relations: Oversees the effective negotiation and implementation of, and ongoing compliance with, the collective bargaining agreement, partnering constructively with union representatives.
- ❖ Risk management and compliance: Approaches risk management proactively, ensuring compliance with employment, labor, and people-related legal and regulatory requirements, including training, benefits administration, EEO reporting, and related workforce obligations, while partnering with Finance on benefits-related audits and reporting.

People Management Authority & Other Duties Assigned

- ❖ Directly supervises the PCE department leadership and, through them, provides organizational leadership and strategic direction for all People, Culture, and Equity functions.
- ❖ Other duties may be added, deleted, or modified to meet the needs of the position and the organization's mission.



The Candidate

KNOWLEDGE, SKILLS, AND EXPERIENCE

Required

- ❖ MBA or MA/MS in human resources, organizational development, organizational psychology, or a related field, or equivalent professional experience or education/training.
- ❖ Minimum of 10 years of HR and/or people-leadership experience, including at least five years at the executive level in an organization of at least 100 full-time employees.
- ❖ Demonstrated experience leading enterprise JEDI strategy, anti-racism work, and culture change with measurable results, including the ability to influence senior leaders, build shared accountability, and integrate equity into organizational systems and people practices.
- ❖ Experience managing in a unionized environment.
- ❖ Experience building equity-centered accountability systems, including setting measurable goals, facilitating difficult conversations, advising senior leaders, and translating JEDI commitments into practical changes in policies, practices, leadership behaviors, and organizational culture.
- ❖ Excellent verbal, written, and interpersonal communication skills, with strong active-listening and relationship-building abilities.
- ❖ Excellent conflict-resolution, consensus-building, and change-management skills.
- ❖ Thorough knowledge of employment-related laws and regulations, particularly in a unionized environment, and experience working with outside counsel.
- ❖ Excellent organizational skills and attention to detail, with proven analytical and problem-solving skills.

Preferred

- ❖ SHRM Senior Certified Professional (SHRM-SCP) or SHRM Certified Professional (SHRM-CP) certification.
- ❖ Knowledge of and experience with human resource information systems, with proficiency in the Microsoft Office Suite or related software.



Applications:

Please submit your application to:
<https://driwaterstonehc.com/position/cpce/>

COMPENSATION:

Salary Range: \$235,750 – no relocation assistance offered.

TRAVEL REQUIREMENTS

Position requires occasional travel for events, staff gatherings, and time-sensitive matters.

EEO STATEMENT

UCS is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, color, creed, religion, sex or gender (including pregnancy, childbirth and related medical conditions), national origin, ancestry, citizenship status, age, marital or partnership status, sexual orientation, gender identity or expression, disability, genetic predisposition, veteran or military status, parental status, political affiliation, union status, status as a victim of domestic violence, a sex offense or stalking, or any other class or status in accordance with applicable federal, state and local laws. This policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, termination, transfer, leave of absence, compensation, and training. All UCS employees, including but not limited to recruiting personnel and hiring managers, are required to abide by this policy.

About DRiWaterstone:

DRiWaterstone is a boutique executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.