



HUMANITY  
UNITED



# Humanity United Chief Executive Officer

June 2026



AMERICAS ASIA PACIFIC EMEA



# CONTENTS

3 About Us

4 This Moment

5 About the Role

6 Core Responsibilities

7 About You

10 Terms

11 How to Apply



# ABOUT US

Humanity United began in 2003 based on a belief that when humanity is united, we can act together to create a powerful force for human dignity. Humanity United is now home to a dynamic and diverse team who partner with and support a wide range of individuals, communities, institutions, and governments creating pathways toward enduring peace, freedom, and justice. Currently working across three pillars – Peacebuilding, Forced Labor & Human Trafficking, and Racial Justice & Equity – we focus our philanthropic efforts on advancing the dignity and voice of those most affected by violent conflict, exploitation, and injustice. We do this through grantmaking, public engagement, and deep, long-term relationships and partnerships.

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For further information please visit our website: <https://humanityunited.org/>

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# THIS MOMENT

**Change is not new. Those who envision and work toward a liberated future for people and planet have always moved between repair and reimagination, responding to what is broken while building what doesn't yet exist. Movements have survived and outlasted authoritarianism and extractive systems many times before. Communities have held together under conditions designed to fracture them. Changemakers have found leverage in moments that appeared settled or hopeless.**

Our current global context is not without precedent, but the pace and scale of change demand new approaches. Democratic norms are being dismantled across governments that once modelled them. Authoritarian power is consolidating, restricting civil society and narrowing the space for dissent while the scale and spread of artificial intelligence are outpacing most individuals' and institutions' capacities to respond thoughtfully. Inequality is accelerating. The specific combination of these forces, and the speed at which they are compounding, is demanding something that is both familiar in spirit and new in form. This is the context HU is hiring into. We are seeking a CEO who brings both the long view and the capacity to lead through this moment, while being attuned to the emerging challenges and possibilities.



# ABOUT THE ROLE

**HU's next CEO will join a skilled and dedicated team with deep partnerships and strategies already in motion. Reporting to the Board of Directors, the CEO will steward the organization's strategic direction, partner and funder relationships, and internal culture and operations, ensuring alignment with our purpose while remaining responsive to evolving conditions.**

This is not a moment for a traditional philanthropic approach. HU's next CEO will be a systems practitioner and coalition-builder – someone who understands how power moves, how relationships are cultivated, how change happens, and how philanthropy must continue to evolve to remain relevant and accountable to the people it serves. Through genuine partnership with the Board, staff, and a broad ecosystem of collaborators, HU's next CEO will help (re)imagine how philanthropy can support systems change and create the conditions for a more flourishing future.

The CEO serves as a strategic leader for Humanity United and its sister organizations: Humanity United Action (HUA) and Humanity United Charitable Fund (HUCF). HU is a part of the Omidyar Group (TOG) and as such benefits from a peer network of mission-driven, independent organizations united by a commitment to invest in a better future.

# CORE RESPONSIBILITIES

## Shaping Strategy and Responding to Context

- Develop and periodically revise the organization's long-term strategic roadmap alongside staff, Board, and partners in the wider world.
- Clarify and maximize the organization's global impact by fostering innovation, collaboration, and experimentation in our development, partnership, and programmatic work.
- Facilitate and finalize funding allocation decisions in response to shifts in strategy or context.
- Monitor and interpret shifts in the global political, technological, and cultural landscapes and translate their implications into organizational strategy and positioning.

## Tending to People and Systems

- Directly manage, coach, and develop senior leaders – knowing each person deeply enough to lead them individually and collectively.
- Serve as a primary thought partner to senior leaders – offering perspective, asking generative questions, and supporting the full expression of their leadership.
- Steward and stabilize the organization and its culture and systems through periods of significant internal and external change, communicating why change is necessary, managing its impact on people.
- Hold self, Board, leaders, and staff accountable for modeling the organization's values – internally and externally.
- Cultivate alignment with organizational purpose, vision, and values, facilitating productive disagreement and conflict in the alignment process.

## Cultivating Partnerships and Advancing the Purpose

- Serve as the primary ambassador of the organization, creating deep and meaningful relationships with partners and grantees.
- Build authentic and strategic partnerships with actors, activists, and peer organizations - across sectors, geographies, and ideologies.
- Serve as a compelling voice for HU's philanthropic point of view, translating the organization's theory of change into narratives that move people and resources toward collective action across public forums, policy spaces, and peer convenings.

## Stewarding Operational and Financial Health

- Steward the organization's financial health, operations and legal compliance across multiple jurisdictions and legal entities.
- Make consequential decisions about investment, reallocation, or contraction when strategy or context shifts.

## Supporting Effective Governance

- Partner with and support the Board of Directors in ensuring effective governance, purpose alignment, and external engagement.
- Surface organizational recommendations, successes, and challenges to the Board with the context and candor that make genuine governance possible.
- Shape Board composition and governance practices in partnership with the Board chair.



# ABOUT YOU

We believe leading this organization well requires depth across many competencies:

## **Adaptive Relational Leadership:**

A quality of presence and genuine care to interactions that makes people feel seen, valued, and capable. A track record of investing in people with patience and depth, holding both high expectations and deep belief in others' potential. The ability to move fluidly between leadership stances as the moment or context requires, knowing when groups and individuals need to be stretched, supported, or left alone to find their own way. The capability to serve as a genuine thought partner, offering intellectual rigor, honest perspective, and deep curiosity to the questions that matter most to the people they lead.

## **Organizational Health Cultivation:**

An understanding that organizational culture is essential to the fruition of an organization's purpose and the capability to lead transformation with clarity, integrity, and care. Demonstrable experience of designing organizational experiences with intention, humanity, and humility, institutionalizing structures, practices, and cultural norms that sustain people through hard and important work. Skilled in bringing an explicit power and equity lens to organizational life, recognizing that culture is never neutral, that institutional structures distribute power in ways that can replicate the very dynamics HU exists to challenge or advance, and that building a just internal culture requires active, ongoing engagement.

### **Philanthropic Ecosystem Leadership:**

Direct experience working within the fields of human rights, social movements, economic justice, and systems change, with an understanding not just of how money moves, but how power shifts, how movements build, and how lasting change happens. Substantive knowledge of how traditional philanthropy operates and can articulate a genuine critical perspective on what needs to change. The courage and credibility to challenge the sector from within while building the relationships and structures required to make alternative models possible. The intellectual humility and curiosity necessary to foster deep, authentic relationships with a broad cast of partners across governments, civil society, grassroots actors, and the private sector. The ability to illustrate innovative visions for the future that call audiences to action and account. Skilled in public communication that influences and inspires social change and coalition building.

### **Board Management & Governance:**

The capability to utilize and unlock the Board as both a governing partner and strategic asset. An understanding of how to strengthen organizational alignment by shaping governance culture, stewarding role clarity, disseminating information, and cultivating mutual support.

### **Conflict Fluency:**

The capacity to move toward complexity rather than away from it, holding tension productively, naming disagreement directly, and facilitating resolution without forcing false consensus. Comfortable in contested dynamics and skillful in creating environments in which generative dissent can flourish.

### **Geopolitical Literacy:**

The capacity to read power accurately across both political and technological domains, understanding that AI and digital infrastructure are terrain on which geopolitics is actively being fought. The ability to steer the organization with dexterity, knowing where philanthropy can most meaningfully exert influence in an increasingly complex and unknown landscape.

### **Empathetic Change Navigation:**

A deep understanding of the practice, structures, possibility, and toll of change on systems and communities. A demonstrated ability to identify and communicate when, and why, significant change is necessary while acknowledging and managing the real impact of change on individuals and the collective. The ability to discern when change is experimental, paradigm-shifting, and/or course-correcting, and to anticipate the necessary supports for each. Skilled in coaching those around them toward the ability to operate strategically through moments of high ambiguity and dynamic change.

### **Operational & Financial Stewardship:**

The knowledge and capability required to lead a complex global institution, stewarding financial health, operations, and legal compliance across multiple jurisdictions, geographies, and legal entities. Sound judgement and the ability to strategically utilize and mitigate risk in service to organizational priorities.

### **Strategic Imagination & Collective Capacity-Building:**

The imagination to see possibilities beyond historical and current realities and the capability to support the creation of strategic experiments to bring those possibilities to life. A demonstrated ability to communicate with clarity and conviction, articulating a compelling vision in ways that move people toward it without flattening complexity or outpacing others' capacity to follow. The understanding and knowledge of how to read the room, shifting between practicality and inspiration. The ability to blend direction with deep listening to support others' understanding of, belief in, and capacity for transformation that centers humanity alongside organizational priorities.

# DESIRED EXPERIENCE

We know that experience is gathered in many ways. These guidelines represent some, but not all the ways you might have acquired the skills required for this role. If you have a demonstrated ability to fulfill the job responsibilities and gained that ability through other pathways, we encourage you to apply.

- Direct lived experience related to the issues HU works on.
- Experience designing and managing complex, multi-sector partnerships and networks.
- Experience managing budgets and compliance across multiple entity structures.
- Leadership experience in one or more of the following sectors: philanthropy; government; activism and movements; social enterprise.



# TERMS

HU's offices are currently based in the United States. This role involves frequent domestic and some international travel. We welcome global candidates and are open to visa sponsorship and relocation support; ideally the successful candidate will be US-based or willing to relocate. Our hybrid work approach provides ongoing flexibility for regular remote work, combined with regular in-person presence at our Washington D.C. and San Francisco offices.

The annual salary range for this role is \$460K - \$575K. This is an exempt position. At HU, starting salaries within the range are based on job-related skills, relevant experience, and background. Salary progression is based on performance and proficiency in a role over time.

HU is proud to offer all staff an inclusive and comprehensive benefits package to accommodate a diversity of needs and life circumstances with flexible and supportive benefits. Our benefits include medical, dental, and vision insurance, life and disability insurance, flexible spending account, 401(k) plan, paid vacation and sick time in addition to generous holiday closures, paid parental leave, charitable gift matching, employee assistance program and mental health support via our partnerships with Modern Health, Calm, and Headspace, commuter benefit, wellbeing benefit, phone and home internet benefit, and hybrid work flexibility.

HU will ensure that individuals with disabilities are provided with accommodations to participate in the job application or interview process, to perform essential job functions, and to fully access the benefits of employment. Please contact us to request accommodation or describe your needs in your application.

# HOW TO APPLY

To apply, please submit a CV and cover letter, detailing how you fulfill the role description and personal specification to [Perrett Laver Vacancies](#) quoting reference 8363. The deadline for applications is **Monday 6<sup>th</sup> July 2026, 9:00am BST**.

Perrett Laver will conduct an executive search process in parallel with the public advertisement of the role. Longlisted candidates will be invited to interview with Perrett Laver in mid to late July and the Selection Panel will subsequently meet to decide upon a final shortlist for the post early August, following which, formal interviews with Humanity United will take place. If you require any reasonable adjustments to assist you in the application process, please advise us of these so that we can make appropriate arrangements.

## Equality statement

We are committed to building and sustaining a workplace that is inclusive, representative, and worthy of the values we advance externally. HU is an equal opportunity employer and strongly encourages People of the Global Majority, queer & gender expansive people, parents, those with disabilities, and anyone who has experienced the impact of the social injustices we work to address to apply.

## Accessibility Statement

To confidentially get in touch about this role, or for advice on your application please email, George Hourmouzios  
[George.Hourmouzios@perrettlaver.com](mailto:George.Hourmouzios@perrettlaver.com)

Should you require access to these documents in alternative formats, please contact Freya Coombes [Freya.Coombes@perrettlaver.com](mailto:Freya.Coombes@perrettlaver.com)

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via [accessibility@perrettlaver.com](mailto:accessibility@perrettlaver.com)

## Perrett Laver's GDPR Policy

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <https://perrettlaver.com/privacy-statement/>





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