POSITION PROFILE

Chief Executive Officer
Bulletin of the Atomic Scientists

Chicago, IL
About the Bulletin of the Atomic Scientists

In the wake of the atomic bombings of Hiroshima and Nagasaki in 1945, the scientists of the Manhattan Project – including J. Robert Oppenheimer – saw an immediate need for a public reckoning with the devastating power unleashed by their creation. They anticipated that the atom bomb would be “only the first of many dangerous presents from the Pandora's Box of modern science.”

In response, they came together to create The Bulletin of the Atomic Scientists, a publication with two primary objectives: 1) To help the public understand what the bombings meant for humanity; and 2) To urge fellow scientists to help shape national and international policy. In addition to Oppenheimer, its founders included renowned leaders such as Albert Einstein.

Today, the Bulletin is one of the most respected sources of news, insight, and analysis on nuclear risk, climate change, and disruptive technologies such as bioengineering and artificial intelligence. What connects these issues is a driving belief that because humans created these forces, we can – and must – control them. The Bulletin equips the public, policymakers, and scientists with the information needed to reduce man-made threats to our existence.
Informing Policy-Makers & Engaging the Public

Located on the campus of the University of Chicago, the Bulletin is an independent, nonprofit 501(c)(3) organization that gathers a diverse array of the world’s most informed and influential voices and brings innovative thinking to a global audience. The Bulletin publishes and distributes timely articles through a variety of digital platforms. In addition, it publishes a subscription digital magazine and is a regular convener of public events.

One of the Bulletin’s signature events is the annual setting of its iconic Doomsday Clock. First unveiled in 1947, the Clock is a metaphor, and a reminder of the threats and perils humans must address if we are to survive on the planet. Originally designed by graphic artist Martyl Langsdorf, the Clock has become an internationally recognized symbol and an annual driver of international news and public policy discussion.

Transformative Leadership & Future Aspirations

The Bulletin's recent history has been nothing short of transformational. Under the leadership of outgoing CEO Rachel Bronson, the Bulletin has experienced unprecedented growth in audience reach, fundraising, and impact over the last decade.

In collaboration with Editor-in-Chief John Mecklin and a team of talented and committed staff and board members, the Bulletin has increased the depth and breadth of its journalism, built a high-performing digital organization, and broadened and diversified its audience engagement.

More than six million people visit the Bulletin’s website each year and its twice-weekly e-newsletter reaches more than 120,000 subscribers. Published in English, the Bulletin's content and audience reach is international with nearly half of its audience residing outside of the United States.

Across all platforms, the Bulletin takes pride in bringing intellectual rigor to critical issues, providing sustained coverage beyond the vagaries of short-term news cycles, and a willingness to openly contend with alarming truths. No other outlet combines the reputation of the Bulletin’s editors and the deep expertise of its contributors. They seek to advance actionable ideas at a time when technology is outpacing our ability to control it.

With the Doomsday Clock now set at 90 seconds to midnight, the original mission of the Bulletin has never been more urgent. As it looks to the future, the Bulletin seeks to further increase its impact, expand its audience, and grow and diversify its fundraising base.

Leveraging the tools of digital media platforms and events, the Bulletin seeks to educate and engage a global citizenry that is brave enough to grapple with global threats and determined to leave a more secure world for future generations.
Together we will turn back the Clock.

45% of our audience is outside the US.

12,000 international media stories covered the 2023 Doomsday Clock announcement and the Clock page received over one million pageviews.

1 million people reached during a “Zero Nukes” event in Times Square.

7,500 libraries around the world offer Bulletin content.

500+ pieces published each year, accessed by policy leaders and grass roots activists around the world.

6.4+ million people visited the Bulletin’s website in 2023.

43% of our readers are under age 35.

122,000 people receive the Bulletin’s twice-weekly newsletter.

9 Nobel laureates serve on the Bulletin’s Board of Sponsors.

100+ experts attended our 2022 conference on “Creating the Framework for Tomorrow’s Pathogen Research” in Geneva, with more than 2,000 attendees online.
The Bulletin of the Atomic Scientists seeks a highly respected and strategic Chief Executive Officer to lead the organization's next chapter of growth, sustainability, and impact.

As part of a thoughtfully planned and managed transition, the next CEO will have the opportunity to lead an iconic, dynamic, forward-looking and mission-driven organization with a remarkable history and a deep commitment to addressing the most important issues of our time. The next leader will embrace the chance to be both a steward of the Bulletin's historic legacy as well as a visionary leader who will ensure that it perseveres and flourishes amid a changing information and technological environment.

The next CEO will lead the day-to-day operations of the Bulletin, overseeing all aspects of the organization including finance and operations, development and fundraising, and programming and publishing. Reporting to the Governing Board and engaging with the Bulletin's Science and Security Board and Board of Sponsors, they will be responsible for leading a team of more than 18 full-time and 7 part-time staff members and leveraging the expertise of more than 60 highly accomplished individuals across three boards.

In addition, the Bulletin's next leader will serve as the public face of the organization, engaging with thought-leaders, international experts, major donors, and the media. With the continuing threats posed by nuclear weapons, the accelerating impacts of climate change, and the emerging possibilities of artificial intelligence and biological research, the next leader of the Bulletin will have a unique opportunity to ensure the organization continues to provide essential insights and perspectives during a period of growing concern and complexity for humankind.
Key responsibilities of the CEO include:

**Strategic Leadership:**

- Lead and develop the Bulletin's team and multiple boards in identifying and implementing strategic initiatives that expand the Bulletin's reach, impact, and revenues.
- Stay abreast of current and emerging developments in the Bulletin's core subject areas to identify and develop plans for impact in substantive areas like bio or AI or worrisome changes in the nuclear space where the next leader will need to figure out where the Bulletin might offer value.
- Provide strategic focus and maintain clarity in an evolving media landscape, including the latest technologies, platforms and audience behaviors to capitalize on opportunities to increase impact, operational excellence, and financial sustainability.
- Ensure the Bulletin team is aligned and able to address the challenges of the present and the future.
- Identify new opportunities to grow awareness, impact, and audience for the Bulletin's content.
- Lead in a fact-based and data-driven manner.

**Operational Leadership:**

- Provide leadership for all aspects of the Bulletin's operations, including administrative guidance and financial management of a $3 million plus annual operating budget.
- Operationalize the Bulletin's strategy and vision so that all team members have the capabilities, accountabilities, and resources necessary to achieve goals in service of its mission.
- Align the Bulletin's organizational structure, strategy, budget, and workflows across the organization to support the delivery of outstanding results in a timely way.
- Ensure the Bulletin's resources – financial and otherwise – are efficiently deployed and stewarded to meet the organization's mission over the short- and long-term.
- Manage all aspects of the organization in a collaborative manner, while also ensuring editorial independence and journalistic integrity.
Human Leadership:

• Cultivate an inclusive culture of active collaboration, respect, innovation, and accountability.
• Lead, support, and develop a world-class, high-performing team of 20+ employees, ensuring the Bulletin is a destination for top talent.
• Develop outstanding, trusted relationships with the Bulletin's three boards, ensuring open dialogue, substantive engagement, and strategic alignment among the boards individually and collectively.
• Champion diversity, equity, and inclusion, resulting in a deep sense of belonging for all members of the Bulletin team across a diverse range of backgrounds, identities, perspectives, and geographies.
• Ensure a culture of growth and professional development for Bulletin employees.

Fundraising & Fiscal Management:

• Expand the Bulletin's philanthropic support to develop new sources of funding, including from major donors and donor prospects both nationally and internationally.
• Effectively communicate the mission and impact of the Bulletin to a diverse range of new and prospective donors to secure their long-term financial support.
• Collaborate with the development team and board members to identify new sources of revenue and to successfully grow annual support for the Bulletin.
• Expand and develop fundraising opportunities through new and ongoing strategic partnerships.
• Actively steward new and existing relationships to grow support for the Bulletin's mission and strategy over the short- and long-term.

Direct reports to the CEO currently include the Editor-in-Chief, the Chief Advancement Officer and the Chief Audience Officer, as well as the Chief Financial Officer who works as an outsourced resource to the organization.
Governance Structure

Three Boards serve as critical guides to the Bulletin’s efforts and future success. The CEO reports to the Governing Board but works actively with all three boards for guiding and stewarding the Bulletin’s work and mission.

Governing Board

The Governing Board consists of recognized leaders in their respective fields and acts as the fiduciary body for the Bulletin, including overseeing the performance of the CEO. The Governing Board’s additional responsibilities include (1) overseeing the strategic direction of the organization; (2) ensuring the organization operates in a legal, ethical and professional manner; (3) assisting in raising funds for the Bulletin’s continued operation and fiscal stability; (4) participating in Doomsday Clock discussions; and (5) representing the organization at public events.

Science and Security Board

The Science and Security Board (SASB) is comprised of a select group of globally recognized experts on nuclear risk, climate change, and disruptive technologies. The SASB’s responsibilities include: (1) setting the hands of the Doomsday Clock, (2) representing the Bulletin at public events, especially to broadcast, print and other media in coordination with the CEO; (3) serving as the Editorial Advisory Board of the Bulletin; (4) providing editorial and program advice to the staff of the Bulletin; (5) tracking and advising the Governing Board and the CEO on risks relating to man-made existential threats, including nuclear risk, climate change, and disruptive technologies; and (6) identifying new experts as contributors to the Bulletin and for membership on the SASB.

Board of Sponsors

The Bulletin’s Board of Sponsors was established in December 1948 by Albert Einstein, with J. Robert Oppenheimer as its first chair. Members of the Board of Sponsors are recruited by their peers from the world’s most accomplished science and security leaders to reinforce the importance of the Bulletin’s activities and publications. Members, which have counted 40 Nobel laureates over the years, are welcome to attend all meetings.
Candidate Profile

While it is understood that no candidate will offer every desired skill, quality, and characteristic, the following offers a detailed, aspirational view of the ideal candidate profile:

A Passion for the Mission of the Bulletin & Its Role in Society

This leader will:

• Have a passion for in-depth, rigorous and insightful coverage of man-made threats to human existence – including nuclear risk, climate change, and disruptive technologies – and a commitment to expanding public awareness and informing policy decisions on such topics.

• Serve as a valued, trusted steward of the Bulletin’s remarkable history and legacy, while bringing a forward-looking view to how the Bulletin can best provide impact in an ever-changing world.

• Have an understanding of science and scientific inquiry – and a commitment to seeking and incorporating the advice of the world’s leading experts to shape and support the Bulletin’s work and mission.

• Be a highly ethical, non-partisan, and trusted leader who ensures the Bulletin’s long-term credibility by embracing the value of intellectual rigor, scientific inquiry, editorial independence, and multiple perspectives.

• Bring a genuine and infectious excitement to the role, with a fundamental and unwavering belief in the notion that because humankind created such existential threats, we have the ability – and the obligation – to control them.
A Highly Knowledgeable, Credible Voice in the Areas of Science & Policy

This leader will:

- Relish the opportunity to connect the wider world to vital perspectives on existential threats such as nuclear risk, climate change, and disruptive technologies.

- Demonstrate a proficiency in one or more of the Bulletin's core issues and an interest in all, as well as a keen interest in the evolving scientific and public policy conversation.

- Take an active interest in scientific and policy developments related to the Bulletin’s core subject areas and demonstrate an understanding of the scientific process.

- Have considerable experience engaging thoughtfully with highly accomplished intellectuals and thought leaders across a range of sectors, including academia, government, and international policy.

- Exhibit comfort and familiarity in facilitating substantive deliberation and open, honest debate around complex, critical issues.

An Emotionally Intelligent and Inspiring People Leader and Relationship Builder

This leader will:

- Have a proven track record of developing positive, productive, collaborative cultures among staff, boards, and external partners.

- Have a learning mindset marked by natural curiosity, openness to multiple of perspectives, and input from others to strengthen and inform decision-making.

- Demonstrate an authentic, transparent, and accessible leadership style, allowing for creative exploration and open dialogue in service of the Bulletin’s core objectives.

- Bring respect, curiosity, and credibility to their interactions with others, actively seeking to strengthen and expand relationships with donors, thought-leaders, policy makers, journalists, and the scientific community.

- Have a demonstrated fluency and commitment to diversity, equity, inclusion, and belonging, exhibiting deep cultural competency, active listening, and authentic engagement with colleagues of diverse identities, skills, and perspectives.

- Be a natural team leader, able to retain and nurture top talent with a particular commitment to the ongoing professional development of others.

- Have experience building and stewarding successful relationships with new and existing funders, including foundations and major donors.
A Strategic Thinker with a Long Range, Forward-Looking Mindset

This leader will:

- Excel at developing, articulating, and executing on a clear strategy, with the ability to adjust and adapt to the rapidly evolving digital media and technology landscape to best meet the needs of the Bulletin's audience.

- Bring a disciplined, strategic focus to the Bulletin's efforts, ensuring the organization stays true to its founding mission, avoids the distraction of an often-fickle media environment, and maintains a commitment to advancing progress on its core, long-term objective of mitigating existential threats.

- Establish clear priorities, goals, and timelines to ensure teams and boards are aligned and able to achieve quantifiable and qualitative outcomes, including programmatic impact and long-term financial sustainability.

- Actively follow emerging developments in the Bulletin's core subject areas of nuclear risk, climate change, and disruptive technologies and have the ability to identify important intersections and opportunities for the Bulletin.

- Look ahead to anticipate and capitalize on new opportunities to grow audience, expand funding, and increase impact.

- Be a decisive yet flexible leader, able to make difficult decisions in support of the long-term success of the Bulletin.

An Outstanding, Digitally Savvy Communicator

This leader will:

- Be an experienced communicator in written and verbal contexts and demonstrate the ability to translate complex topics in clear, accessible ways.

- Be fluent in the strategies and tactics that drive service and success in a multiplatform media environment.

- Have considerable experience successfully leveraging digital platforms to engage diverse audiences with substantive editorial content, particularly in topics related to science and public policy.

- Embrace the possibilities for using current and emerging digital platforms to grow audiences, connecting new users with highly relevant content ways that build habit and deepen engagement.

- Demonstrate a profound understanding of, and respect for, the values of journalism, including editorial independence, accuracy, trust, and journalistic integrity.

- Be a standard bearer for the values of the Bulletin, including a commitment to being fair-minded, solutions-oriented, vigilant, understandable, and influential.
Compensation, Benefits, & Location

The compensation range for this role is $190,000 to $210,000, commensurate with experience.

In addition, the Bulletin offers a robust benefits package including generous PTO, medical, vision and dental benefits, FSA and commuter benefits, and a SIMPLE IRA with an employer match.

While most of the Bulletin's staff works remotely, an in-office presence is preferable, in the hope that the CEO will have a regular presence in the Bulletin's offices at the Harris School of Public Policy on the campus of the University of Chicago.

The Bulletin is committed to diversity, equity, and inclusion. The profound challenges of our moment cannot be met without increasing the diversity of background and perspective of our organization. The Bulletin is committed to moving intentionally toward greater diversity so that we may better represent our growing audience and more powerfully reflect and advance our mission that affects all humanity.
Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Steve Edwards and Sarah Wilson are leading this search. To make recommendations or to express interest in this role please fill out the Talent profile or email bulletinceo@koyapartners.com. All nominations, inquiries, and discussions will be considered strictly confidential.

ABOUT KOYA PARTNERS | DIVERSIFIED SEARCH GROUP

Koya Partners, a Diversified Search Group company, is the nation’s premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of “America’s Best Executive Recruiting Firms” and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

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