



HUMANITY  
UNITED



**Managing Director  
Peace Building and Conflict Transformation**

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## About Humanity United

Humanity United is a foundation dedicated to bringing new approaches to global problems that have long been considered intractable. HU builds, leads, and supports efforts to change the systems that contribute to problems like human trafficking, mass atrocities, and violent conflict. The Foundation is part of the Omidyar Group, which represents the philanthropic, personal and professional interests of the Omidyar family.

To learn more about Humanity United, visit their website: <https://humanityunited.org>.





## The Position & Key Priorities

This position represents a unique opportunity to disrupt the peace building field through innovative approaches. Reporting to the Head of Strategy, Learning, and Impact, the Managing Director (MD) will head HU's Peace Building and Conflict Transformation portfolio. Despite significant efforts, resources, and goodwill, current approaches to peace building and conflict prevention often fall short of achieving their ambitions. At HU, the goal is to enhance the power of local and national actors in order to better prevent conflict and promote lasting solutions to cycles of violence and work with others to shift the peace building system. While ensuring alignment internally at HU, the MD will simultaneously work with and through a variety of key, high level external stakeholders and networks to collaboratively shape the peace building field in a manner that results in increased effectiveness and impact.

The MD will oversee existing strategic initiatives of work within the Peace Building and Conflict Transformation portfolio, which have already begun the shift towards more domestically-led peace agendas. In addition, s/he will set direction and strategy for additional strategic initiatives that may move into the Peace Building and Conflict Transformation portfolio, including current work focusing on Sudan and South Sudan. Moving forward, the MD will help to identify and define appropriate streams of work and portfolio scope, providing recommendations and setting direction for the team.

In partnership with senior leadership, the new MD will have the creative license to help set and define HU's stance on and role in peace building work at large. S/he will provide thought leadership around what role, if any, HU should play in areas of high conflict, testing strategies and programs in specific geographies to determine if that strategy can be scaled and replicated across regions.

As a senior leader in the D.C. office, the MD will be responsible for nurturing and further improving an already strong and connected culture, both among new hires and with HU's headquarters. S/he will provide onsite leadership as needed, under the guidance of the COO, to ensure operational and values alignment with HU's San Francisco office, consistent messaging across offices, and that the D.C. team's needs are met.





## The Ideal Candidate

Humanity United seeks a strategic thinker and action-oriented disruptor who wants to drive change in the peace building field. A highly perceptive individual, capable of navigating the current structural environment with a critical lens, the Managing Director will develop and improve its program initiatives while ensuring the integrity of HU's systems practice across portfolio programs and teams. The ideal candidate is a highly collaborative and skilled communicator who excels at convening diverse groups of stakeholders to move strategy from vision to implementation and impact. An expert at managing through influence, the new MD will be adept at leveraging the common thread of shared goals to foster change at all levels.

The selected candidate must be a strategic innovator, able to think and act in ways that may be outside the established norms and traditional schools of thought. The new MD will bring a holistic skillset that ranges the gamut from vision setting to tactical and logistical implementation of large scale strategies. While s/he must have a strong passion for the peace building field, s/he does not necessarily need to have direct experience in this area. A strong understanding of the nature and scope of this work, along with an intellectual curiosity and a proven track record of success serving as a disruptor in his or her respective field of work, is required. Furthermore, if s/he does not come from the peace building space, s/he must have a demonstrated history of successfully breaking into new fields or industries, identifying key stakeholders and building relationships, trust and credibility.

The Managing Director will join a growing team and must be a strong manager of people with a high level of emotional intelligence, keen intuition, and have deep listening skills. More than managing a team, the MD will also be expected to develop his or her direct reports into strong people managers, coaching them to hire, develop and retain top talent. The ability to conceptualize the intricacies of developing solid, high-performing teams, and cultivating an environment of empowerment, in which each team member can be gratified and successful, is a crucial component of this role.

The ideal candidate is versatile, adaptable and able to strategically pivot when something is not working. S/he must be a source of strength and guidance across initiatives, among colleagues and team members, ensuring success and support across the organization. S/he must also spend time nurturing peer relationships and be active in their networks.





## Minimum Qualifications

A minimum of 20 years of work experience across a range of sectors, with experience catalyzing social change within multiple fields (e.g., foundation, NGO, advocacy organization, government, private sector or other), is required. An advanced degree in public policy, international affairs, political science, law or other relevant field is preferred. Candidates must also possess a high level of integrity that embodies and reflects HU's core values.

This position is based in Washington, D.C. and requires frequent domestic and international travel.

## To Be Considered

Humanity United is an equal opportunity employer and all qualified candidates are encouraged to apply as soon as possible. To be considered, please go to <http://candidateportal.waldronhr.com> and submit your resume and a cover letter expressing your passion for the mission and fit for the role.

*The search for a Managing Director is being assisted by a team from Waldron:*

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Waldron is honored to work with Humanity United in the search for a Managing Director, Peace Building and Conflict Transformation. Humanity United does amazing work, and we are doing our best to recruit a talented team member who will accelerate this mission. As the consulting partner strategic leaders choose to help attract, engage, and inspire effective leaders, Waldron provides a unique combination of executive search, leadership development, and career transition services across sectors and industries. Our passion is helping people and organizations realize their full potential and increase their impact.