

Chief Executive Officer

For over 25 years, New America has redefined the modern think tank—pairing intellectual leadership with policy design, implementation, and problem-solving to drive real-world impact for people and communities in the U.S. and around the world. New America’s next CEO will assume leadership of a nationally recognized platform for ideas, convening, storytelling, and practical public problem solving.

About the Role

Building on this strong foundation, the next CEO will steward an institution with exceptional intellectual talent, a highly respected brand, and a unique ability to convene leaders across disciplines, sectors, and political perspectives. They will be responsible for preserving the organization's entrepreneurial spirit and intellectual independence while ensuring it evolves in response to a rapidly changing policy, technological, media, and philanthropic landscape.

This is an opportunity for a leader who believes that ideas matter, but that ideas alone are not enough. The next CEO will champion New America's model of pairing rigorous research with implementation, narrative change, and cross-sector collaboration to translate bold thinking into measurable impact. They will cultivate an organizational culture that values intellectual curiosity, creativity, inclusion, and entrepreneurialism while strengthening the partnerships, resources, and institutional capabilities necessary to sustain New America's influence for decades to come.

Reporting to the Board of Directors, the Chief Executive Officer serves as the strategic, intellectual, and operational leader of New America. The CEO is responsible for articulating a compelling vision for the organization's future, building the partnerships and philanthropic support that make that vision possible and ensuring that New America's scholarship, convening, and programs continue to shape policy, inform public discourse, and improve lives.

The CEO will lead a complex and multidisciplinary organization, balancing intellectual leadership with organizational stewardship. Working closely with senior leadership, the CEO will foster collaboration across New America's portfolio while ensuring the organization remains financially strong and positioned for continued growth and impact. As the organization's chief fundraiser and external ambassador, the CEO will cultivate and deepen relationships with philanthropic individuals and foundations, institutional funders, government partners, and private-sector leaders, articulating a compelling case for investment and securing the resources to sustain and expand New America's work. They will inherit an organization with a collaborative and intellectually curious culture, a talented team, and an enduring commitment to redefining how ideas become action, and will have the opportunity to shape both New America's future and its continued contribution to public life.

Success Profile

The next Chief Executive Officer of New America will be an intellectually curious, values-driven, and visionary leader with the strategic acumen to guide one of the nation's most distinctive public policy organizations into its next chapter. They will be an accomplished relationship builder and fundraiser, capable of cultivating the partnerships, philanthropic support, and external engagement necessary to sustain and expand New America's impact. The successful candidate will inspire confidence across a wide range of constituencies while preserving New America's entrepreneurial spirit, intellectual independence, and commitment to rigorous inquiry that results in real-world impact.

Visionary & Strategic Leadership

- Articulates an inspiring vision for the New America's future while preserving its distinctive culture, entrepreneurial spirit, and commitment to intellectual independence.
- Thinks strategically and acts decisively, balancing long-term vision with sound judgment and the ability to navigate ambiguity, complexity, and change.
- Demonstrates the moral confidence and resilience to lead through challenging moments while making thoughtful decisions that advance the organization's mission and long-term success.
- Brings a record of institutional leadership, organizational stewardship, and successfully guiding complex, mission-driven organizations through periods of growth and evolution.

Intellectual Breadth & Curiosity

- Brings expertise in one or more of New America's areas of inquiry, across public policy, technology, philanthropy, academia, media, or related sectors, coupled with genuine intellectual curiosity that extends beyond any single area of expertise.
- Appreciates rigorous inquiry, values diverse viewpoints, and fosters an environment where creativity, healthy debate, and evidence-based analysis thrive.
- Demonstrates a track record of championing bold, innovative thinking while remaining grounded in practical solutions with deliverable, real-world impact.

Fundraising & External Engagement

- Demonstrates a successful track record of securing significant institutional resources in service of an ambitious mission.
- Builds enduring relationships with partners, including individual donors, foundations, government partners, corporate leaders, and other strategic stakeholders; capacity to serve as a compelling ambassador for New America.
- Communicates a clear and inspiring case for investment, leveraging New America's distinctive platform, thought leadership, and mission to expand its community of supporters.
- Recognizes fundraising as a strategic leadership responsibility and partners effectively with the Board and senior leadership to ensure long-term financial sustainability.

Collaborative & Inclusive Leadership

- Builds trust through authenticity, transparency, humility, and emotional intelligence, creating an environment where colleagues feel valued, informed, and empowered.
- Fosters collaboration across disciplines and perspectives, encouraging constructive debate while building alignment around shared goals.
- Leads with a low ego, recognizing that New America's success depends on attracting, developing, and empowering exceptional talent.
- Balances a collaborative, consensus-oriented approach with the confidence to make timely decisions and provide clear direction when needed.

Commitment to Mission & Public Impact

- Demonstrates a deep commitment to New America's mission and belief in the power of ideas to improve people's lives.
- Embodies the organization's commitment to intellectual honesty and evidence-based inquiry, approaching complex issues with openness and integrity.
- Understands how ideas, storytelling, convening, and policy implementation work together to create meaningful and lasting public impact.
- Appreciates New America's unique role as a convener, intellectual home, and catalyst for innovation across sectors and disciplines.



CONTACT & COMPENSATION

This position is based in Washington, DC. The estimated salary for this position is approximately \$475,000–\$600,000. The salary of the finalist selected for this role will be determined based on various factors, including but not limited to: level of experience, specialty, and accomplishments. The base compensation range listed is a good-faith determination of potential base compensation at the time of this job advertisement.

New America has exclusively engaged Russell Reynolds Associates to lead this search. Given the need for confidentiality throughout this process, prospective candidates are invited to reach out directly to RRA's search consultants at newamerica@russellreynolds.com with a resume and brief explanation of interest. All nominations and expressions of interest are welcome and should be sent to the Russell Reynolds team. All inquiries and discussions will be considered strictly confidential.