



Pew

# Position Specification

**The Pew Charitable Trusts**

Senior Vice President, Government Relations

## Our Client

Celebrating its 75<sup>th</sup> anniversary in 2023, The Pew Charitable Trusts, a 501(c)(3) public charity, uses data to make a difference. The institution addresses the challenges of a changing world by illuminating issues, creating common ground, and advancing ambitious projects that lead to tangible progress. Informed by its founders' entrepreneurial and optimistic spirit, Pew has evolved with the times while remaining true to the Pew family's enduring interest in research, practical knowledge, and a robust democracy. Pew's mission is to:

- Improve public policy by conducting rigorous analysis, linking diverse interests to pursue common cause, and insisting on tangible results.
- Inform the public by providing useful data that illuminates the issues and trends shaping our world.
- Invigorate civic life by encouraging democratic participation and strong communities, particularly in Pew's hometown of Philadelphia.

Pew's projects are ambitious, consistent with a tested investment philosophy and designed to reap measurable benefits for the public. Throughout its history, Pew has turned indifference into action—asking tough questions, studying problems, working with strong partners, and striving for effective solutions that bring diverse stakeholders together. Every decision Pew makes and every project it undertakes is based on its values, building on its past, reflecting today's challenges, and looking to the future. They include a commitment to:

- **Equity.** We believe systemic inequities must be recognized, illuminated, and addressed. We operate from a perspective of mutual respect that affirms our individual differences and our common humanity.
- **Humility.** We recognize that our ability to create change is linked with the capacity and knowledge of our colleagues and our partners. We listen and foster understanding to serve the common good, acknowledging our mistakes and changing course when needed to learn and grow.
- **Impact.** We are ambitious and know that the path to success often comes through incremental steps. We know our strengths and apply our efforts where we see the greatest potential to make a difference. We measure our progress and seek a high return on investment in all that we do because we know that lasting, measurable results matter for the communities we serve and support.
- **Inclusion.** We believe that diverse voices generate better ideas. We collaborate with others because we are more effective and creative together than we are alone. We understand that adapting to multiple viewpoints is an ongoing journey, and we are committed to a welcoming and inclusive culture.
- **Innovation.** Since its founding, Pew has been a dynamic organization, discovering and pursuing new approaches to meet the challenges of the day. We continually seek opportunities to improve the world through the work we do and the way we do it. We welcome bold ideas and the changes required to advance them.
- **Integrity.** We provide trustworthy information to ground public discourse and advance solutions. We are committed to accuracy, and we hold ourselves accountable for conducting rigorous research and developing recommendations grounded in data and science. We keep our commitments to our colleagues and partners. We are open about what we know and don't know, and we avoid exaggeration.
- **Nonpartisanship.** We follow the facts wherever they lead us. When we take a stand, we do so based on evidence, not ideology or opinion. We are advocates for civil public debate, respectful dialogue, and thoughtful compromise that will lead to positive change. We remain steadfast in our belief in the power of expanding common ground and building bridges among different perspectives.

The Pew Charitable Trusts is the sole beneficiary of seven individual trusts established between 1948 and 1979 by two sons and two daughters of Sun Oil Co. founder Joseph N. Pew and his wife, Mary Anderson Pew. In the past 75 years, Pew has contributed to numerous initiatives designed to improve education, job creation, and opportunity in Philadelphia and throughout the United States. In the 1950s, the organization began supporting historically black colleges and universities in an effort that became one of its longest-lasting grant programs. Pew's interest in federal policy began in 1986, with the establishment of a program on economics and national security. It started working on environmental issues with a diverse range of stakeholders in the 1970s, and in 1991 it began partnering with Indigenous people on land and ocean conservation. Since 2005, Pew sought ways to directly address some of the challenges that disproportionately affect those who are disadvantaged by systemic inequities, including incarceration, debt, and access to credit.

Today, Pew's [topics](#) and [projects](#) span five areas including:

- **Communities:** Developing policies that are firmly grounded in facts and research is critical to building a vibrant civic life. Strong communities also require an understanding of our country's history and immigration trends, participation in arts and culture, and concern for those who need a helping hand. These endeavors—all part of Pew's mission—shape our national character, bring us together as a people, and help assure that our communities thrive.
- **Conservation:** The Pew Charitable Trusts' conservation efforts—both in the U.S. and abroad—help to preserve wild places and rivers, restore biodiversity, and increase the understanding of ocean ecology. On land, Pew focuses on conserving wildlife corridors, shorelines, and pristine landscapes, as well as advancing policies that prioritize investments in flood-ready infrastructure and national park maintenance. Pew also works to minimize the consequences of overfishing, pollution, warming waters, and loss of habitat across the globe. Pew's conservation goals are based on facts from science and data research.
- **Finance & Economy:** To succeed financially and prepare for the future, families need a "cushion" for financial emergencies and for retirement. Pew seeks to understand and improve the economic health of families across the income spectrum and across generations, assess the impact of policies that seek to improve how much families save, and advance reforms to help consumers get the information and protections they need to safely manage their day-to-day finances.
- **Governing:** The American people need to know that federal, state, and local leaders spend taxpayer dollars efficiently and wisely. Pew studies the fiscal health of states and localities, analyzing their budget discipline, the effectiveness of their programs, and whether they are achieving a strong return on investment.
- **Health:** Pew works to improve the public's health and well-being. Pew focuses on making it easier for people with opioid use disorder to receive treatment; improving suicide risk assessment and care; reducing antibiotic resistance, increasing the safety of health products; and increasing the use of data in public health to prevent illness and disease.

Through its subsidiary, the Pew Research Center, Pew also tracks and reports on critical trends. Tracking these important changes—using data-based research—helps policy analysts, government officials, and the public identify and prepare for future challenges. Pew's research into critical trends is rigorous, nonpartisan, and timely—using analytical tools such as public opinion polling, online surveys, and empirical research.

The organization comprises a dedicated team of researchers, communicators, advocates, subject matter experts, and professionals working on today's big challenges. With Philadelphia as its hometown and the majority of its staff located in Washington, DC, its U.S. and international staff find working at Pew personally and professionally rewarding.

Wise stewardship of resources allows Pew employees to pursue work that strategically furthers its philanthropic mission in significant and measurable ways. Pew collaborates with a diverse range of philanthropic partners, public and private organizations, and concerned citizens who share their interest in fact-based solutions and goal-driven investments to improve society. Pew attracts top talent, people of integrity who are service-oriented and willing to take on challenging assignments. They provide competitive pay and benefits, a healthy work-life balance, and a respectful and inclusive workplace. Pew employees are proud of their colleagues, proud of where they work, and proud of the institution's reputation. Pew also knows that when organizations include a diverse range of perspectives and backgrounds, they can get better at asking the right questions and crafting innovative solutions. Read more about Pew's [commitment to DEI](#).

Please visit The Pew Charitable Trusts' website [here](#) for more information.

## The Role

Given the aforementioned mission, values, project areas, and ongoing ambitions, Pew is seeking a new leader for the organization's government relations team. This department seeks to advance Pew's nonpartisan policy and research goals at all levels of government, in the United States and internationally. The team focuses on sharing the organization's research and fact-based recommendations, shaping pragmatic strategies to achieve policy objectives, and building relationships with key government officials to forge compromise and consensus on issues that make a difference to the public. All of this is done in close collaboration with leaders and teams across the institution, in a "One Pew" approach, most notably including project directors within the Program portfolios and the Communications department.

This leader—the Senior Vice President, Government Relations—serves as an integral senior member of Pew’s management and external affairs teams, directing the organization’s strategies and relationships with international, federal, state, and local government and legislative agencies. This position, based in Pew’s Washington, DC office, reports to the Executive Vice President, External Affairs and is eligible for up to 60% telework.

The Senior Vice President is responsible for managing a team of professionals who help design and execute nonpartisan strategies to advance the goals of various advocacy and research projects at Pew. This person will operate as a senior strategist and coordinator, overseeing the efforts of Senior Directors responsible for environmental government relations and government performance government relations. As the leader of the Government Relations department, the Senior Vice President is also responsible for ensuring compliance with all applicable laws and regulations related to Pew’s fact-based, nonpartisan lobbying, along with eAdvocacy efforts.

Current initiatives are designed to protect the natural environment in the United States, Canada, Chile, and Australia; encourage international action to address the threat to the ocean from plastic pollution, seabed mining, harmful fisheries subsidies, illegal fishing, and overfishing; help state governments better serve taxpayers by improving policies related to health, fiscal and economic policy, and safety and justice; and advocating for investments by the federal government in public health and consumer protection.

Key responsibilities include:

## **Organizational leadership**

- Operate as a senior strategist and representative for Pew, embodying the mission and values of the institution and supporting organizational objectives through strategic input and substantive/functional expertise.
- Work with the Program portfolio leadership to identify, prioritize, implement, and coordinate advocacy objectives at the state, national, and international levels, and to develop and evaluate political feasibility of potential new areas of work.
- Provide periodic updates and counsel to various internal and external stakeholders, including Pew’s leadership, the Board of Directors, and policymakers.
- Foster collaboration with departments within the External Affairs division (Partnerships, Communications), and with other divisions including Program, Operations, Legal Affairs, Executive Office, and the Pew Research Center.

## **Policy & advocacy strategy**

- Ensure a research and evidence-based approach to analyzing and supporting policy and advocacy objectives, working across Pew’s topics and projects.
- Direct the analysis of critical regulatory issues impacting the organization and its public policy priorities.
- Working with colleagues across the organization, develop a strong identity for Pew initiatives with key players in the U.S. Congress and federal executive branch; select U.S. states; Canada; Australia; Chile; the United Kingdom; the European Union; and international fora such as the United Nations and the International Maritime Organization. Work to raise the profile, credibility, and influence of Pew and its initiatives among these constituencies.
- Encourage collaboration to develop and implement effective outreach strategies designed to bring project policy goals to the attention of policymakers, including direct contact, conferences, electronic communications, coalition building, technical assistance, and other activities.
- Thoughtfully manage use of Government Relations’ e-Advocacy tools in support of organizational and project goals, encouraging collaboration with the Communications department.

## **People & operational leadership**

- Lead, mentor, and develop staff in Washington, New York, London, and Brussels using a supportive and collaborative approach, focusing on diversity, equity, and inclusion, and promoting a culture of high performance, accountability, and success.
- Provide informed direction on lobbying compliance, ensuring that advocacy efforts are coordinated across the organization, rules and policies are followed, and appropriate reports are filed. Manage a system for

tracking institutional lobbying and government official spending in close collaboration with the Legal Affairs department.

- Oversee internal approvals including communications with government officials, e-Advocacy postings, formal testimony, social media, and press statements.
- Oversee development of contracts with vendors as required, providing input into draft deliverables and scope of work and ensuring that deliverables are met.

## Candidate Profile

The ideal candidate will possess substantial experience operating as a fact-based, nonpartisan professional in government relations, public affairs, and public policy, ideally gained through a combination of experiences in government service in the legislative and/or executive branch, and senior public affairs roles in-house with other organizations. That said, this person must be more than their relationships; this is a leader who understands the value of integrated policy and engagement efforts and has a track record of developing and deploying them. The SVP, Government Relations will demonstrate significant intellect, strategic capability, subject matter acumen, and strong relationship and influencing skills, as further detailed below.

The successful candidate will have deep, substantive networks and relationships and must be experienced in effectively representing organizational interests before legislative and executive branches of the government on a wide range of public policy matters. An accomplished relationship builder, the successful candidate will possess established relationships with a diverse range of policy makers and should be skilled at leveraging and maximizing an organization's involvement in coalitions and partnerships. They should have a reputation as a substantive, strategic executive, viewed as an honest broker by policy makers, colleagues, and peers. The SVP, Government Relations will bring a track record of ensuring the organizations they represent are engaged in the dialogue regarding public policy issues that align with mission and priority areas, and must be comfortable as both an external advocate and as a support to members of the senior leadership team.

In terms of the performance and personal competencies required for the position, we would highlight the following:

### Background Experience

- Bachelor's degree or equivalent experience.
- A minimum of 15 years of professional experience in government relations, government service, and/or policy advocacy, demonstrating a high level of understanding of U.S. and international policy development. Experience working in Congress or the U.S. executive branch preferred.
- Experience working with a variety of public and private-sector officials across the political spectrum and a strong network of contacts with government officials, including members of Congress and their staff.
- Demonstrated commitment to a nonpartisan approach required. Experience with state and/or international policymaking preferred.
- Knowledge and experience regarding lobbying and government ethics rules and compliance requirements.
- Excellent written and verbal communication skills, including experience presenting to executive leadership.
- Prior to commencing employment with Pew, candidates for this position who were registered to lobby in any jurisdiction must certify termination of previous registration(s) and provide copies of termination notices with said jurisdiction(s) to Pew.

### Setting Strategy & Executing for Results

- Strategic thinking, with the ability to create and articulate an inspiring vision for the organization, not only for the areas they are directly responsible for, but the enterprise as a whole.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- The ability to effectively create realistic goals and implementation plans that are achievable and successful.
- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.

- A leader who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

## Leading Teams

- Minimum of ten years of previous direct supervisory experience required, including experience managing innovative and strategic business units and providing career development advice and counsel.
- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.

## Relationships and Influence

- Excellent political skills and judgment, demonstrated leadership and management ability, and strong interpersonal skills. Able to develop and manage productive relationships with a range of diverse interests. Demonstrated ability to work as part of a team, foster consensus, and collaborate with national partners.
- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.

## Contact

Please submit inquiries and interest directly to: [PewGR@russellreynolds.com](mailto:PewGR@russellreynolds.com).

The consultants handling this search are listed below and will manage communications through that inbox.

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