



DEPUTY VICE PRESIDENT FOR DEVELOPMENT

ByalaSearch LLC is pleased to announce that our firm has been retained by the Nuclear Threat Initiative to identify candidates for the position of Deputy Vice President (DVP) for Development.

ABOUT THE NUCLEAR THREAT INITIATIVE

The Nuclear Threat Initiative (NTI) was founded in 2001 by former U.S. Senator Sam Nunn and philanthropist Ted Turner on a premise that still defines the organization: the gravest dangers facing humanity are not inevitable. They arise from deliberate decisions, accidents, miscalculation, weak safeguards, and systems that fail under stress. NTI addresses those vulnerabilities to reduce the likelihood and consequences of catastrophe.

NTI's hallmark is action. They have deep expertise, publish influential research, and convene policymakers, the private sector, scientists, and other stakeholders, like a think-tank. But they also create change:

They permanently eliminated terrorist threats by helping remove poorly secured highly enriched uranium (HEU) from a Serbian nuclear reactor, then catalyzed a \$3+ billion U.S. government program that removed or safeguarded vulnerable HEU and plutonium globally.

They built the world's first low-enriched uranium fuel bank in Kazakhstan, giving countries access to nuclear energy without the proliferation risk of domestic enrichment.

They spun off IBBIS, an independent institution preventing biological risks related to emerging technology.

NTI helped shape the plot of a major Hollywood production to focus new audiences on nuclear risk.



They led the coalition that produced a joint state resolution against resuming explosive nuclear testing in Nevada.

And they launched a joint venture to promote the secure scaling of nuclear energy for climate goals.

In short, NTI catalyzes progress.

PRIMARY FUNCTION

Reporting to the Vice President (VP) of Development, the Deputy Vice President for Development will serve as a thought partner to the VP of Development and the fundraising team. The DVP for Development will advance data-driven development planning and decision-making, develop short- and long-term development metrics, and support integrated donor strategies and planning. The DVP will anticipate and oversee the strategy and information needs for Development – including budgeting, gift processing and reporting, prospect research and analytics, financial processes and systems building, and training and integration for Development. The DVP will manage talent acquisition, retention, and professional development strategies across Development, liaising with NTI Human Resources.

The Deputy Vice President will be the strategic senior leader for budgeting and integrated decision-making, serve as the liaison with the NTI Finance Team, and will be responsible for building the infrastructure to support the Development team. The placement will oversee Development's annual planning, budgeting and forecasting efforts, as well as ensure the team's proficiency in using data tools. They will act on behalf of Development as the key resource and partner with Finance, Information Technology, and colleagues across the organization to increase effective Salesforce utilization.

Role and Responsibilities:

- Working with the Vice President of Development and Leadership Team, overseeing strategic planning for Development (annual and multi-year); helping to set annual and multi-year



fundraising and prospecting engagement goals for individual and institutional donors and prospects.

- Auditing and overseeing all aspects of Gift Processing and donor and prospect data management, including auditing gift agreements. Overseeing the production of all reports related to philanthropic gifts to the organization and donors.
- Developing a knowledge map and resource options for key roles and teams; training staff on multiple uses of Salesforce to assess its effectiveness and devising future strategies around data and prospects.
- Partnering with the Development Leadership Team to develop a prospect management framework that supports comprehensive strategies for highest-level prospects and donors; being conversant in valuations of partnerships.
- Managing and overseeing the Development budget and financial management processes, in collaboration with the Leadership Team and key staff. Serving as senior leader for annual and multi-year budgeting and as liaison to the NTI Finance team.
- Working closely with the NTI Finance team to track processes for invoicing from membership level to institutional, principal and board giving.
- Supporting the Vice President of Development and Leadership Team in planning and executing talent strategy, organizational changes, staff recruitment, onboarding and retention; serving as liaison to NTI Human Resources.
- Acting as the lead strategist to advise and guide the Development team on promoting organization-wide CRM utilization.
- Managing and overseeing relevant Development team members

Ideal Skills and Experience:

- 10+ years of experience in development strategy and operations in a non-profit institution, or demonstrated success in related roles.
- Ability to anticipate questions and needs around resource management from a variety of angles, including donor, department and organization.
- Ability to infuse data-driven decision-making into functions.
- Experience in a complex, matrixed environment.
- Excellent communication skills, both written and oral.
- Experience collaborating and supporting with all Development functions, including fundraising, communications, and audience engagement.
- Excellent understanding of Salesforce and alternative donor databases.
- Must possess a strong work ethic, and be a motivated, enthusiastic team player who deeply embraces the mission of the Nuclear Threat Initiative.

Critical Competencies for Success

- Track record of serving as key leader and partner to Development and institutional leadership by creating and managing systems and strategies in support of fundraisers, donors and mission.
- Track record of success through team leadership and personal action in several key areas: planning and process design/re-design, technology and business unit planning, talent management training and onboarding.



- Demonstrated finance skills and soft skills to collaborate with internal teams, institutions and partners.
- Expertise in budget and compliance with both an appreciation of structures and a flexible approach to achieve institutional and departmental goals.

Other Characteristics:

- The successful candidate should believe deeply in NTI's mission. The ideal candidate will be a mission-driven, emotionally intelligent leader who thrives in a growing, entrepreneurial nonprofit environment. The candidate should be passionate about impact and prevention, and comfortable navigating political and scientific landscapes.
- The candidate should possess the maturity, poise, and sophistication to represent NTI with passion and authority, communicating the organization's mission and activities, while modeling best practices for a team and managing complex relationships with internal and external constituents.
- Relationship management abilities, communications skills, project management experience and a collaborative work style are essential to the Deputy Vice President role at NTI.

WORK ENVIRONMENT

This position requires three to five days in the Washington, D.C. office. Must be resident of DC, MD or VA.

COMPENSATION

The compensation for the Deputy Vice President for Development is \$187,986 - \$197,977.



This position is eligible for health insurance benefits, as well as other generous benefits that are part of the NTI compensation package.

The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of essential functions, responsibilities, or requirements.

NTI is an equal opportunity employer. All applicants will be considered without attention to race, color, religion, sex, national origin, age, disability, veteran status, genetic information, or any other characteristic protected by federal, District of Columbia, or other applicable law. We are committed to providing reasonable accommodations as required by law

KINDLY SEND NOMINATIONS OR EXPRESSIONS OF INTEREST TO:

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