

LEADERSHIP PROFILE



Vice President, Peace Programs

The Carter Center

Atlanta, Georgia

**“We set our sights on a world in which
there is renewed commitment to human rights and peace.”**

--President Jimmy Carter at the Carter Center Human Rights Defenders Forum

A UNIQUE OPPORTUNITY

The world needs The Carter Center’s expertise and moral compass now more than ever. The Center advances peace and fosters health and human rights in countries around the world. A pioneer and leader in election observation, the Center strengthens global human rights, democracy and the rule of law and resolves conflicts. The Center emphasizes transparency, accountability, fairness and the equitable treatment of women and girls.

The Carter Center’s Peace Programs are poised for a new era of innovation and impact. The new Vice President of Peace Programs (VP Peace) will energize, coalesce and lead an experienced, talented and committed global team in partnership with incoming CEO [Paige Alexander](#). With a current annual budget for Peace Programs of over \$25 million and a significant endowment to secure its future, the Center is set to build on its unique expertise, base of trust and knowledge to make an even greater difference in peace and human rights.

The VP Peace has the mandate to define a bold agenda, advancing program cohesion, innovation, impact and influence. The VP Peace will engage with the team and stakeholders, advancing the Carter Center’s strategic priorities by fostering shared vision and collaboration, enhancing current programs and developing plans for addressing next-generation challenges and breakthroughs at the community, country and global levels.





The Carter Center is unique in its values and principles, embedded in the organization by its founders, former President Jimmy Carter and Mrs. Rosalynn Carter. The Center is able to attract funding to internally designed initiatives, to tolerate risk, and to keep its commitments as long as necessary. Building on current strong initiatives and the Pillars of Peace framework, the VP Peace will coalesce and evolve the work, envisioning next goals, partners and synergies.

Carter Center Pillars of Peace

The Carter Center's Peace Programs will wage peace by focusing on four core components of peace:

- **Conflict Resolution:** monitoring, facilitating, and mediating to build sustainable peace and prevent and resolve conflicts
- **Human Rights:** advancing and protecting human rights
- **Democracy:** supporting democratic elections and strengthening participatory democracy, consistent with human rights
- **Rule of Law:** fostering transparency and justice to ensure that all, including the government, are accountable under the rule of law

Peace requires not only an end to conflict, but also strong democracy and rule of law based on human rights. These components do not work in isolation but are interlinked and mutually reinforcing.

The Center's integrated conceptual framework will guide programming and help identify expertise necessary to fulfill its mission. It will inform cross-programmatic efforts, including improving the lives of women and girls. Expertise in two regions, Latin America and the Caribbean and China, enables focused initiatives that reflect longstanding interests of the Center, in addition to significant ongoing work throughout Africa and Asia.

Waging peace can entail joint or sequenced programming--whatever is most appropriate in a specific context. For example, there may be circumstances in which it will be possible and desirable for more than one program to work in the same country simultaneously, reinforcing each other's efforts. In other countries, sequencing of programming may be more effective, or it may be appropriate for just one program to engage.

To be most effective, this conceptual framework should continue to be implemented with systematic and coordinated decision-making processes, including comprehensive country strategies to guide program management, representation, and modalities of work. These will need to be adapted to meet differing and evolving country contexts and to facilitate external partnerships, where appropriate, to help achieve shared goals.

The Carter Center has shown that creating a world at peace is a very possible journey, one step at a time.

MANDATE FOR THE VICE PRESIDENT, PEACE PROGRAMS

The VP Peace will lead the Carter Center into its next era of impact.

The VP will be an inspiring, internationally respected leader able to shape and implement a strategic agenda, build strong relationships and communicate clearly and powerfully. The VP Peace will be a source of innovation, knowledge, focus and inspiration.

The VP Peace is responsible for the overall direction, planning, development and implementation of initiatives aimed at advancing peace and human rights around the world. The VP oversees the leadership and professional development of more than 100 staff members and the development and implementation of 30 program initiatives with annual budgets totaling over \$25 million. The VP Peace reports to the Carter Center's CEO and is a member of the senior leadership team responsible for overall quality, synergies, collaboration and culture across the organization.

The VP Peace will:

1. Be a bold, world-class leader of vision, strategy and innovation. The VP Peace will be an expert, forward-looking leader of Carter Center Peace Programs. The VP will energize and inspire team members, colleagues, partners and funders, and will work collaboratively across disciplines to advance current programs and address issues in ways that are innovative, accountable and evidence driven. The VP Peace will engage the Center's unique talent and experience to lead current and future initiatives in ways that are bold, pioneering and impactful.

2. Enhance program cohesion and collaboration. The VP will have expertise in strategy and implementation, with experience managing global programs and change processes. Each of the Center's 30 current initiatives is high-quality and impactful. The VP Peace will advance a more coherent, aligned approach and engender a more collaborative, less competitive culture. The Pillars of Peace framework and program operating principles offer a roadmap. The VP Peace will be expert at bringing people with diverse perspectives together and fostering shared aspirations and results.



3. Be a compelling face and voice. The VP Peace will be a credible, visible representative of the Center, an outstanding communicator able to build brand profile and reputation. The VP Peace will build relationships across the staff, partners, funders and donors, and will be a natural storyteller, fundraiser and partner with the Development team. The VP Peace will be an essential representative of the Center in global contexts including media, high-level meetings, conferences and events.



4. Manage the Peace Programs team and business. The VP Peace will be a seasoned manager, culture builder and developer of talent. The VP will foster a collaborative culture of shared aspirations and accountability, and will be decisive, fair and clear. The VP Peace will have financial, business and change-management acumen. The VP Peace will be equally effective managing at the hands-on, day-to-day level and leading program strategy, planning, analysis and implementation.

5. Architect the next era of Peace Programs. Seismic global changes are ongoing. The Carter Center's pioneering work in election observation, peacebuilding and conflict resolution has evolved, and the Center is currently innovating in new areas that include tracking of armed groups and unrest in Syria, use of high tech tools for demining and a unique focus on access to information for women. The VP Peace will lead a re-visioning process designed to ensure that Peace Programs are unique, leading edge, integrated and consistent with the Center's mission, core capacities, promise and potential.

PERSONAL CHARACTERISTICS

The ideal VP Peace is a dynamic, credible leader with relevant global experience and passion for the Carter Center's programs and potential. The VP Peace will have the relational skills, vision, strategic acumen and courage to shape a bold future while embracing current programs and the principles of the founders. The VP will have an advanced degree, significant strategic and field leadership experience, and proven results in contexts relevant to Carter Center Peace Programs.

Personal assets will include:

- Credibility, authenticity, and ability to excite and motivate people
- A magnetic, energizing and accessible style
- Self-confidence *and* humility
- An approach that fosters collaboration, collegiality and mutual support
- Ability to build consensus *and* make tough decisions

- High energy and ability to thrive in a fast-paced, changing environment
- Change management and culture building experience
- Compassion, relationship building, listening and communication skills
- Strengths in strategy, innovation and execution
- Ability to be a persuasive advocate for the Center's Peace Programs
- A sense of humor



THE ORGANIZATION

The Carter Center is a global leader in human rights, focused on peace and alleviation of human suffering. Founded in 1982 by former President Jimmy Carter and Rosalynn Carter, The Carter Center has enhanced and saved countless lives in over 80 countries. The Center seeks to prevent and resolve conflicts, enhance freedom and democracy, improve peace and alleviate human suffering.

The Center is a recognized leader and pioneer in the fields of global health and peacebuilding. As a result of the Center's historic campaign, Guinea worm is expected to be the second disease ever eradicated. Five other neglected tropical diseases are moving toward elimination. The Center is a pioneer and leader in the field of election observation. Beyond elections, the Center works to deepen democracy by nurturing full citizen participation in policy-making and by helping to establish government institutions that bolster the rule of law, fair administration of justice, access to information, and government transparency.

A culture of respect for human rights is crucial to permanent peace. The Center supports the efforts of human rights activists at the grass roots level, while also working to advance national and international human rights laws that uphold the dignity and worth of each individual. When democracy backslides or formal diplomacy fails, the Center offers conflict resolution expertise and has furthered avenues for peace in Africa, the Middle East, Latin America, and Asia.



Current Peace Programs initiatives touch all corners of the globe and include:

- Recent observation of elections in Guyana, Cheyenne and Arapaho Tribes, and Nepal. The Carter Center is one of the leading independent INGOs in the field of election observation.
- Pioneering initiatives to achieve more equitable treatment of women and girls including

Informing Women/Transforming Lives, part of the access to information work in the Rule of Law program.

- Initiatives to strengthen the voices of human rights defenders worldwide, and support of the Human Rights Defenders.
- Being the first NGO named an Independent Observer, currently to monitor the Mali peace agreement, and now invited to be an IO in Sudan.
- Conflict resolution work in the Middle East, including efforts to achieve political resolution in Syria. The Center is the only NGO in contact with and trusted by all parties in the Syria conflict.

The Peace Programs team aspires to leading and innovating in peacebuilding, and to greater cohesion and collaboration. The arrival of the VP Peace and the Pillars of Peace framework create an opportunity to develop an ambitious, shared peace agenda built on universal human rights principles. The Peace team wants the Center to be known for innovation, accountability and agility -- and above all for demonstrable, sustainable impact.

The Carter Center is guided by unchanging principles:

- The Center believes that people can improve their own lives when provided with the necessary skills, knowledge, and access to resources.
- The Center emphasizes action and measurable results in the lives of the people it seeks to help.
- The Center values the courage to break new ground, fill vacuums, and address the most difficult problems in the most difficult situations.
- The Center recognizes that solving difficult problems requires careful analysis, relentless persistence, and the recognition that failure is an acceptable risk.
- The Center is non-partisan and seeks to work in partnership with other organizations from the highest levels of government to local communities.

For more about The Carter Center, go to www.cartercenter.org.

THE RELATIONSHIPS



The VP Peace reports to the CEO of The Carter Center and leads a team of over 100 in Atlanta and other locations.

Direct reports include the Directors of Conflict Resolution, Democracy, Human Rights and Rule of Law, and Senior Advisors on the Americas and China.

The VP Peace is a member of the senior leadership team comprised of the VP Health, VP Finance and VP Operations and Development. The Peace Programs team collaborates with Carter Center Health Programs and International Program Support, and with a broad, diverse set of external partners and colleague organizations.

THE LOCATION

The VP Peace is based at the Carter Presidential Center near downtown Atlanta. The center houses The Carter Center Executive Offices, the Jimmy Carter Museum and Presidential Library, and 35 acres of beautiful gardens that are open to the public.

Atlanta is home to over five million residents and one of the most dynamic, liveable metro areas in the U.S. It ranks in the top five cities nationally for Fortune 500 headquarters. It is home to the world's busiest airport and major institutions including Emory University, Georgia Tech and the country's largest consortium of historically black colleges and universities.

Nationally prominent public-benefit and nonprofit organizations based in Atlanta include the CDC, CDC Foundation, the Task Force for Global Health, CARE, MAP International, American Cancer Society, Habitat for Humanity International and Boys & Girls Clubs of America.

The Carter Center/Emory University is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position.

**To apply or suggest a prospective candidate,
email cartercenterpeace@BoardWalkConsulting.com
or call Kathy Bremer or Patti Kish at 404-262-7392.**

