

[Center for Humane Technology]

Executive Director at the Center for Humane Technology

Check out [our letter](#) from Co-Founder & President Tristan Harris to learn more about his transition to President and our thinking behind our Executive Director search.

About the Center for Humane Technology

Launched in 2018 by world-renowned former Google design ethicist Tristan Harris and deeply concerned tech ex-insiders, the Center for Humane Technology (CHT) is an independent nonprofit organization based in San Francisco whose mission is to reverse human downgrading and realign technology with humanity.

Today's tech platforms are caught in a race to the bottom of the brain stem to extract human attention. It's a race we're all losing. The result: addiction, social isolation, outrage, misinformation, and political polarization—all part of one interconnected system called human downgrading.

We envision a world where technology supports our shared well-being, sense-making, democracy, and ability to tackle complex global challenges. CHT's ultimate aim is to drive a comprehensive shift in product development, business models, policies, and governance structures toward Humane Technology by changing the way technologists think about their work and how they build products.

We use a combination of thought leadership, media and policy pressure, and product inspiration to create market demand and momentum for Humane Technology. We raise awareness for millions of people while advising and mobilizing tech companies, top executives, investors, technologists, and political leaders.

Learn more at <http://www.humanetech.com>

About the Executive Director Role

The Center for Humane Technology's (CHT) Executive Director will partner with CHT Co-Founders Tristan Harris, Randima Fernando, and Aza Raskin to lead our team of programmatic and operational leaders to create a world where technology supports our shared well-being, sense-making, democracy, and ability to tackle complex global challenges.

Now in its second full year as an independent nonprofit and very much in growth mode, CHT is actively recruiting an Executive Director who will report to our Board of Directors and lead CHT into its next organizational phase. Our ED will balance both external and internal responsibilities, ensuring that the organization meets the massive urgency and demand we're seeing with the action required to create meaningful and lasting impact. The ideal candidate will be deeply passionate and informed about CHT's mission, a high-integrity and empowering leader, and have a strong track record of driving systemic change.

Responsibilities

Strategy, External Relations (~35% time)

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- Serve as an external ambassador for CHT and elevate our overall organizational profile within the tech, media, and policy industries
- Serve as a public speaker for CHT's issues in a range of environments, from high profile gatherings to large in-person and online audiences
- Discover and leverage transformational high-level strategic opportunities
- Bring, grow, and leverage a strong network of potential partners and allies
- Inspire CHT's network of potential funders, as well as your own, to support CHT's long term financial sustainability, in partnership with CHT's fundraising team
- Direct the alignment and growth of CHT's Board and Advisory network, and inspire meaningful contributions of time, energy, and expertise to advance CHT's mission

Operations, Management, Internal Relations (~30% time)

- Source, recruit, onboard, retain, and grow an exceptional team
- Oversee the financial, legal, and ethical integrity of the organization
- Oversee annual strategic and financial planning
- Ensure that the team is leveled up and working at its full potential; identify and help remove obstacles for individual and organizational growth
- Protect CHT's internal culture as CHT grows, keeping the organization grounded in our core values while navigating complex terrain with great urgency
- Support team well-being, swiftly address challenges, and bring perspective and levity

Programmatic Impact (~25% time)

- Serve as a leader and thought partner for CHT's program leads across Communications, Policy, Mobilization, and Product to:
 - Ensure that CHT is effectively utilizing its extraordinary network of allies to change how technology is built
 - Swiftly identify and take full advantage of key opportunities to accelerate and scale our programmatic impact
 - Ensure holistic coordination and unity of purpose across CHT's program areas

Lens and Decision-Making (~10% time)

- Bring a global, inclusive, large-scale, complex-systems-change lens to every external and internal conversation
- Ensure that the organization's hardest problems are solved and its biggest opportunities are fully met
- Build consensus and drive clarity to reach firm decisions

Qualifications

- 10+ years experience in a senior management position running small to midsize mission-driven organizations
- Exceptionally strong understanding of the technology ecosystem and a powerful network in the humane technology landscape
- Demonstrated track record of success overseeing vision, strategy, operations, and programs aimed at large-scale systems change
- Proven fundraising abilities and ideally a strong fundraising network
- Strong track record of excellence building alliances with high-impact stakeholders

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- Strong track record of excellence working in social impact and/or large-scale culture change
- Strong track record of excellence growing organizations from early-stage start-up to mid-size maturity
- Exceptional people skills, including strong empathy, exemplary ethics, clear oral and written communication skills, as well as the ability to:
 - Build consensus and compassionate, respectful relationships
 - Inspire confidence and create trust
 - Mentor team members and nurture talent
 - Be creative, open-minded, and strategic

Personal Characteristics

CHT maintains a vibrant, mindful, intellectually rigorous, values-driven culture. Ideal candidates will be curious, care deeply about human potential, and be highly motivated to drive large-scale culture change.

Details

- **Location:** San Francisco Bay Area. Travel as noted above.
- **Employment Terms:** Full Time
- **Compensation:** We offer competitive compensation, including generous PTO, premium medical, dental, and vision insurance, 401K with 4% matching, flexible schedule with opportunity to work remotely a few days each week, twice-weekly team lunches, and more.
- **Application Timeline:** We are reviewing applications on a rolling basis.

Equal Employment

Center for Humane Technology is an equal opportunity employer. Employment decisions are not discriminatory based on race, religion, age, citizenship status, national origin, ancestry, color, sex, gender identity, marital status, sexual orientation, creed, physical or mental disability, or any other factor declared unlawful by applicable federal, state, or local law.

To share a referral or indicate your interest in this role, please reach out to us at executivesearch@humanetech.com.