Chief Executive Officer



We believe in an abundant world full of amazing people who want to help. Together we can reimagine humanitarian aid for the 21st century.

Will you join us?

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ALIGHT

Hello Hello!

So you're interested in joining us? Welcome, we're happy you're here.

Alight is an international humanitarian organization dedicated to creating possibility and dignity alongside people and communities experiencing displacement. Founded in 1978 as the American Refugee Committee, Alight has evolved into a global organization grounded in the belief that people experiencing displacement are defined not by circumstance, but by their strengths, aspirations, creativity, and potential.

Alight works alongside communities affected by conflict, displacement, and crisis to provide essential services and create pathways toward greater safety, stability, opportunity, and self-determination. Its approach is distinctly human-centered and co-created, rooted in listening deeply, designing with (rather than for) communities, and honoring individual choice, agency, and dignity.

Over more than four decades, Alight has built trusted relationships with communities, governments, funders, the United Nations, and partners around the world. Its distributed model empowers leaders closest to the work while drawing on enterprise-wide capabilities, systems, and relationships.

Alight now enters an important next chapter amid significant changes in the humanitarian and funding landscape. The organization has an opportunity to further evaluate and refine its strategic direction, strengthen organizational resilience and alignment, diversify revenue, and extend its external influence while sustaining the co-created model and field-rooted credibility that make Alight distinctive.



Position Profile

Chief Executive Officer

The Role

Reporting to the Board of Directors, the Chief Executive Officer will provide strategic and organizational leadership for Alight and guide the organization into its next chapter of impact.

The CEO will work with the Board and leadership team to sharpen Alight's long-term direction, strengthen organizational and financial resilience, and align the global organization around clear priorities. This leader must build on what has made Alight unique, while strengthening the discipline, accountability, and leadership capacity required for long-term sustainability.

A central mandate will be to build a more resilient and diversified funding model. The CEO will serve as a credible external ambassador and fundraiser while strengthening the broader revenue engine through a compelling external narrative, donor and partner relationships, Board engagement, and organizational capability. The successful leader will combine vision with execution and bring strong external presence, enterprise leadership, and deep respect for those closest to Alight's work.

Key Responsibilities

Strategic Leadership and Organizational Direction

- Partner with the Board and leadership team to sharpen Alight's long-term vision, strategy, and priorities.
- Assess Alight's portfolio and operating model, making clear choices about where to focus, grow, evolve, or partner.
- Translate strategy into clear priorities, measures of success, and disciplined execution.
- Anticipate changes in the humanitarian and funding environment while remaining grounded in Alight's entrepreneurial, field-rooted approach.

Financial Sustainability, Fundraising, and Growth

- Strengthen Alight's long-term financial resilience through disciplined stewardship, resource allocation, and risk management.
- Diversify revenue and increase flexible and unrestricted funding across philanthropic, private, institutional, and international sources.

- Serve as an active fundraiser and relationship builder while strengthening Alight's broader development engine, including narrative, networks, Board engagement, and organizational capability.
- Expand strategic partnerships and explore new sources of capital, collaboration, and support.

Organizational and Operational Leadership

- Lead a complex, globally distributed organization, balancing empowered local leadership with enterprise-wide alignment, accountability, and shared systems.
- Strengthen organizational infrastructure, financial discipline, risk management, and operational effectiveness.
- Clarify decision rights, accountability, and ways of working across the global organization.
- Ensure enterprise decisions remain grounded in the experience, voice, and priorities of the communities Alight serves.

People, Culture, and Change Leadership

- Strengthen an organizational environment grounded in dignity, co-creation, creativity, and human connection.
- Build, develop, and inspire a strong and cohesive leadership team across geographies, functions, and cultures.
- Strengthen organizational health, engagement, accountability, and leadership capacity through periods of change.
- Lead transparently and thoughtfully, listening deeply while making difficult decisions when needed.

External Leadership, Partnerships, and Influence

- Serve as a compelling and authentic ambassador for Alight and its mission.
- Build trusted relationships with funders, governments, multilaterals, partners, business leaders, and other stakeholders.
- Clearly articulate Alight's distinctive model and impact in ways that build credibility, partnership, and support.
- Extend Alight's influence in the humanitarian sector while ensuring that influence remains grounded in credible field-based work.

Candidate Profile

The successful candidate will be an accomplished senior executive with experience leading within a complex, global, multi-country environment. They will bring a track record of setting strategy, leading through significant change, and translating vision into disciplined execution.

Experience within a decentralized, federated, or otherwise distributed operating model will be highly valuable, as will demonstrated financial and operational judgment and success generating resources, building external partnerships, or diversifying revenue. The CEO must be able to operate credibly across funders, governments, partners, field teams, and communities, and to build and develop a strong senior leadership team rather than personally carrying every capability.

Direct experience in humanitarian response, refugee and displacement issues, or international development would be highly valued. Essential will be deep alignment with Alight's mission and values and a leadership style grounded in curiosity, courage, integrity, and respect for the agency and dignity of the people and communities Alight serves.





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

Strategic and Entrepreneurial Leadership	• Develops a compelling long-term vision and translates it into clear choices, priorities, and action. • Brings sound strategic judgment and the ability to navigate ambiguity, complexity, and external change. • Challenges convention and encourages innovation while remaining pragmatic about organizational capacity and execution.
Fundraising, External Influence, and Relationship Building	• Demonstrated ability to raise or unlock meaningful resources and build significant relationships with funders, partners, governments, and other stakeholders. • Compelling communicator who can translate Alight's distinctive model into a clear, credible, and fundable narrative. • Authentic relationship builder with the presence, judgment, and interpersonal range to represent Alight across diverse constituencies. • Able to strengthen the broader revenue engine, including donor networks, Board engagement, and development capability.
Global, Organizational, and Operational Leadership	• Successful leadership within a complex, multi-country organization, ideally with a decentralized or distributed operating model. • Strong financial and organizational judgment, including the ability to allocate scarce resources and balance mission ambition with sustainability. • Empowers leaders closest to the work while creating appropriate enterprise-wide alignment, accountability, systems, and risk management. • Disciplined executor who translates strategy into measurable progress.
Leading People, Culture, and Change	• Proven ability to build, develop, and retain talented, diverse, and high-performing teams. • Leads effectively through uncertainty and change while creating clarity, accountability, trust, and shared purpose. • Accessible and highly relational leader who strengthens organizational health, engagement, and performance.
Values-Based Leadership, EQ, and Judgment	• High emotional intelligence, integrity, self-awareness, sound judgment, and humility. • Deep respect for the agency, dignity, knowledge, and lived experience of the people and communities Alight serves. • Curious and learning-oriented, open to challenge and feedback, while courageous and decisive when action is required. • Embodies Alight's purpose without making the organization dependent on the personality of its CEO.

Location & Compensation

Location: Alight is headquartered in **Minneapolis, Minnesota**, and the Board is focused on candidates with geographic proximity to the Minneapolis Global Hub or other concentrations of Alight teams in New York, Washington, DC, and Nairobi, Kenya.

Compensation: The base salary range for this position is **$370,000 - $410,000**. The salary range is a good faith determination of potential base compensation at the time of this job advertisement and will be determined based on various factors, including scope of prior roles, level of experience, education, specialty, accomplishments, and budget.

Borderless Team of 2,500 staff worldwide that sees possibility, celebrates moments of abundance, shares new ideas, and strives to do a better thing every day.

Family Friendly – We know that you are a whole person with a life and a family. We honor this. In return, we expect that you will take ownership of your work and follow-through on your commitments; sometimes that means flexing your schedule and we're good with that.

Health, dental, and MedEvac Insurance – We strive to offer the best-in-class healthcare plans to our staff each year. We cover 100% of the cost for your health premium and 75% of the cost for coverage for your spouse/dependents.

Retirement – We contribute 6% of your salary regardless of your contribution amount, after one year of service.

Generous Leave Time – Between vacation days, personal leave days, and holidays, you have ample opportunity to take time off when you need it.

Learning & Development – Access hundreds of free online learning courses to take at your own pace and tailor to your professional goals.

Alight is an Equal Opportunity Employer offering employment without regard to race, color, religion, gender, sexual orientation, gender identity, gender expression, age, national origin, citizenship, physical or mental disability, or protected veteran status. Alight complies with all applicable laws governing nondiscrimination in employment.

Contact

Russell Reynolds Associates (RRA) has been exclusively engaged to lead this search. Interested candidates are invited to submit a resume and cover letter directly to the RRA team at Alight.CEO@russellreynolds.com.

Or submit application directly through our website: wearealight.org/careers

All inquiries and discussions will be considered strictly confidential.



