

COUNCIL *on* FOREIGN RELATIONS

Director, Richard Haass Center for Education
Council on Foreign Relations
New York City & Washington, DC

THE SEARCH

The Council on Foreign Relations (CFR), one of the world's preeminent voices on foreign policy, international relations, national security, and transnational issues, seeks a strategic, innovative, and collaborative leader as the inaugural Director of the Richard Haass Center for Education (Haass Center). Established in June 2025, the Haass Center was created to honor Richard Haass's 20 years as CFR's president and his profound commitment to civic education and global affairs literacy, both of which are critical to understanding and engaging effectively in the public sphere today. As conceived, the Center will centralize and significantly expand the reach of CFR's educational work, ensuring the creation of best-in-class educational resources that are widely and readily available to educators and learners in secondary and postsecondary classrooms across the country. Importantly, in this fraught political moment, the Center will also equip educators to teach their students about global affairs through civil discourse and respectful dialogue.

Today's interdependent global economy and geopolitical landscape connect the United States' interests more than ever to the actions and interests of other countries and their citizens. At the same time, the political system within the U.S. is defined by entrenched polarization. The inaugural Director will provide leadership in establishing three verticals across the Center that leverage the Council's existing strengths and realize new opportunities: (1) provide leadership on civic education, civil discourse, and global affairs literacy, (2) scale content production for educators and students and help nurture new distribution channels for these resources, and (3) continue to expand national outreach and engagement with educators and educational administrators. Together, these efforts will build on years of important foundational work led by [CFR Education](#), which was an EdTech Awards 2025 Finalist, winner of the Tech & Learning Awards of Excellence 2024 – Back To School, and highlighted in Common Sense Media's 10 Best Tools for High School and the American Association of School Librarians' Best Digital Tools for Teaching and Learning.

The Haass Center's Director will report to CFR President Michael Froman and will be part of a team of approximately 15 staff. To date, the Center has amassed more than \$40 million in pledges, with \$10 million already invested in the organization's endowment. The outpouring of philanthropy for the Center is a

testament to the CFR community's enthusiastic support for the broad mission of education and provides a solid financial foundation upon which to build the new Center.

The inaugural Director will leverage the decade of success achieved by CFR Education and the horsepower of CFR's first-rate thought leadership to broaden and deepen the Council's leadership within foreign affairs-focused civic education. The Center has a multi-pronged mandate: to be a center of excellence in global affairs literacy, the locus of all CFR work targeted at student and educator populations, and a model for active engagement in civil discourse. The Director will be a seasoned educational leader who will ensure that the Haass Center's materials, programming, operations, communications, and thought-leadership strategies work harmoniously to sustain and grow its reach, impact, and visibility. The Director will embrace their role as an intellectual leader, facilitating conversations within and beyond CFR about the importance of global affairs literacy and civil discourse. They will also be an attentive and skilled administrative leader, an effective liaison between the Haass Center and peer departments, and a seasoned manager committed to promoting a culture of inclusivity, teamwork, and respect.

THE COUNCIL ON FOREIGN RELATIONS

Founded in 1921, the [Council on Foreign Relations](#) is a nonpartisan, independent national membership organization, think tank, educator, and publisher, including of *Foreign Affairs*. It generates policy-relevant ideas and analysis, convenes experts and policymakers, and promotes informed discussion – all to have an impact on the most consequential issues facing the United States and the world. CFR is headquartered in New York City, with a second office in Washington, D.C., and employs a staff of about 400. In FY2025, CFR had a budget of approximately \$100 million.

CFR Education

Richard Haass, CFR's president from 2003 to 2023, developed the idea for CFR Education as a means to expand CFR's audience and more meaningfully engage students and younger consumers. Over the past decade, the idea has evolved from a small special-projects unit into a full-fledged education department that has produced over 800 (and counting!) free and nonpartisan teaching and learning resources to help students gain the knowledge, skills, and perspective necessary to navigate today's interconnected world. CFR Education has been featured in *The New York Times*, *The Washington Post*, *The Hill*, *Education Week*, *Edutopia*, and the American Federation of Teachers' *American Educator*.

The multimedia content produced by CFR Education is specifically designed to meet grade-level standards, making content accessible for specific age cohorts and complementing existing curricular materials used in high school and undergraduate courses. Content is produced in formats that are uniquely useful to students and their teachers, in the form of simulations, lesson plans, and other classroom-specific materials, and includes virtual and in-person events. CFR Education has established relationships with the American Museum of Natural History, National Geographic, Global Cities, the *Financial Times*, Girl

Scouts/Girl Guides, and International Baccalaureate and has recently expanded learners' access to its content through partnerships with Coursera and Arizona State University.

In addition to the content it produces, CFR Education offers a range of professional development opportunities for states, school districts, and individual schools to prepare educators to teach global affairs in middle school and high school. Virtual and in-person sessions feature expert facilitation that helps teachers prepare students to succeed in an increasingly globalized world. CFR Education-hosted workshops offer forums for educators to share best practices on teaching complex topics such as the 2024 U.S. presidential election, conflicts in the Middle East and Eastern Europe, and climate change. For educators seeking to deepen their expertise, CFR offers the Education Ambassador program, an eight-month engagement that connects educators across the country with free educational resources, professional development activities, and a vibrant network of like-minded professionals. The 2024-2025 academic year saw a record number of program participants.

Currently housed within CFR's Outreach department, but to be part of the Haass Center, CFR's Students and Educators Initiative connects college and university students and educators with programming centered on teaching and learning about international affairs, utilizing CFR and *Foreign Affairs* publications and digital education products. The Initiative participates in numerous external events and conferences and offers two webinar series: Global Affairs Expert Webinars for college and university students and educators, and the CFR Higher Education Webinar series for college and university leaders, administrators, and professors. The program has been a tremendous success, with a nationwide scope and demonstrable impact at the postsecondary level.

THE RICHARD HAASS CENTER FOR EDUCATION

The establishment of the Haass Center is an investment in the overall educational mission of CFR and in the broader mission of global affairs literacy. Global affairs literacy strengthens democracy and national security by curbing mis- and disinformation, elucidates connections between the global and the local, equips students with the essential knowledge and skills to compete in a global workforce, and informs students so that they can advocate for effective policies. Additionally, in today's highly polarized political environment, where respectful discourse has dramatically coarsened, the Haass Center can play a role not only in teaching young people about foreign policy but also in teaching them how to engage in conversation civilly and disagree respectfully. By unifying all education programming under the Haass Center, CFR will strengthen its reputation as a provider of thought leadership on global affairs literacy and civil discourse and will fill a market opportunity in foreign affairs-focused civic education.

The following CFR departments will be the Haass Center's closest partners.

- **The David Rockefeller Studies Program**, CFR's think tank, analyzes pressing global challenges and offers actionable steps that policymakers and citizens can take to address them. More than 80 full-time and adjunct fellows cover the world's major regions and significant foreign policy issues.
- **CFR Digital** leads CFR's online presence, produces expert-informed and context-rich Explainers on critical topics, organizational newsletters, innovative data and design products, and a breadth of video content.
- **The Meetings Program** brings a wide range of foreign officials to speak with CFR members and engage in substantive not-for-attribution and on-the-record discussions. The nonpartisan programming extends invitations to leaders across the political spectrum. In FY2025, CFR hosted over 200 events in New York and Washington, D.C.
- **The National Program** connects the plurality of CFR members who live outside New York and Washington, DC, by offering in-person events and interactive virtual roundtables to discuss pressing foreign policy issues and contribute to CFR's research.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DIRECTOR

Establish the Haass Center as the national leader in civic education and global affairs literacy.

The inaugural Director will join the Haass Center in its planning phase and will lead the development of an ambitious, actionable strategy that builds awareness of CFR's unique expertise in global affairs literacy and adds the dimension of strengthening respectful civil discourse. The Director will build on the foundational work of CFR Education, including its robust repository of educational materials, educator professional development offerings, partnerships, external events, and publications, and will bring new perspectives, expertise, and creative ambitions to strengthen CFR's education mission. In collaboration with teams across CFR, the Director and the Haass Center will produce an action plan to educate a non-expert audience about the institutions, actors, and forces that shape global affairs today.

Oversee the development of high-quality, accessible, and engaging educational materials and programs.

Under the inaugural Director, the Haass Center will expand upon CFR's existing library of educational materials, overseeing the creation of written curricula, simulations, and other resources and exploring innovations in teaching and learning products as they emerge. For example, the Director will assess the efficacy and utility of online course production, as well as the employment of AI to adjust current CFR content to meet audience needs. To ensure that all materials and programming produced by the Center meet CFR's editorial and quality standards, the Director will work closely with the Studies department and other key partners to establish a robust quality assurance program. The Director will also invest in CFR's

suite of professional development and workshop opportunities for educators, expanding reach, participation, and impact.

Effectively represent the Haass Center to external constituencies and ensure that its educational materials are embraced in classrooms nationwide.

The Director will be responsible for significantly increasing the use of CFR's supplemental learning resources at a wide range of educational institutions and increasing participation in the Students and Educators Initiative. They will build upon ongoing efforts to connect with high-level education decision-makers at the state and district level, the leadership of large systems of higher education, and social studies and civic educators nationwide, particularly those outside the Acela Corridor. As part of this strategy, the Director will develop a sustainable digital content strategy in collaboration with CFR's Digital team, work closely with CFR's Meetings and National teams on events, publish thought leadership pieces in national publications, and skillfully address the challenges associated with marketing educational materials in a highly atomized education system.

Develop a strong portfolio of programming that highlights the necessity of productive civil discourse.

The Director will establish CFR as the platinum standard convener of respectful conversations among those who hold diverse points of view around global affairs issues. The Center will create engaging events that promote respectful civil discourse, serving students, educators, CFR members, and many others. The Director will also ensure that Center staff and other CFR colleagues receive training on the art of building respectful discourse so that they, in turn, can help educators build those skills as they teach about complex global affairs issues.

Build out the Haass Center's staff team and administrative infrastructure.

The Director will develop the Haass Center's formal infrastructure and oversee its administrative functions, including budgeting, strategic financial planning and reporting, and ensuring operational efficiency and accountability. The Director will work with existing staff and hire new staff as needed, investing in their professional development and well-being. The Director will ensure that staff have the necessary resources and support to flourish and will foster a positive and collegial work environment.

Ensure the long-term financial sustainability of the Haass Center.

Although the Haass Center has an endowment and a solid reserve of resources, the Director will work with the President, the Vice President and Chief Development Officer, and other institutional leaders to seek new funding for the Center's innovative work.

QUALIFICATIONS AND CHARACTERISTICS

While no individual will possess every quality, the successful candidate will bring many of the following qualifications, professional experiences, and personal attributes:

- Commitment to advancing global affairs literacy as a critical component of a well-rounded education and an appreciation of how global affairs affect nearly every aspect of life in the U.S.
- Demonstrable and unwavering commitment to the value of civil discourse and the appetite to help individuals, particularly young people, “disagree better.”
- Experience as an educator in a secondary or higher education institution; nonprofit or nongovernmental organization; city, county, state, or federal government body; or another context requiring knowledge of pedagogical best practices.
- Exposure to the United States’ education market and the methods by which educational material is distributed to various learning audiences and introduced into curricula.
- Demonstrated success in an organizational leadership role that approaches the magnitude and complexity of the intellectual and administrative responsibilities of the inaugural Directorship.
- Experience with strategic planning and successfully orienting an entity to thrive in continuously evolving social, economic, and policy environments. Expertise in translating a vision and strategy into a practical plan with concrete implementation methods and outcome measures.
- Demonstrated ability to thrive in a collaborative environment and the ability to work effectively with various constituencies and achieve consensus among differing opinions.
- Experience with and commitment to recruiting, inspiring, and nurturing the development of expert, diverse staff, and success in fostering a healthy, dynamic, inclusive, and equitable work environment.
- Evidence of building and sustaining fruitful partnerships with various external constituencies. Exceptional communication skills, including public speaking and interpersonal skills, that allow the Director to persuasively convey the urgency and value of the Haass Center’s mission to various audiences.
- Experience raising funds for mission-driven organizations.
- Integrity, intellectual curiosity, collegiality, emotional intelligence, and a collaborative yet decisive approach to leadership.
- Comfort with uncertainty and the ability to make decisions without complete information as the Center develops. Willingness to assume appropriate risk and put forth innovative ideas without prompting.

EMPLOYMENT DETAILS

Salary Range: \$275,00-\$300,000.

Location and In-Person Commitment: There is a strong preference for the Director to be based in CFR's New York City office, though working out of the Washington, DC office may also be considered. This role requires a consistent presence in the office as well as regular travel.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Nominations, inquiries, and applications, including resumes/CVs with cover letters responding to the opportunities and challenges outlined above, should be submitted to the search team via the link below. Screening of applications will begin immediately and continue until the search process is completed. If you require reasonable accommodation in completing an application, interviewing, or otherwise participating in the candidate selection process, please direct your inquiries to Drew Chang at dchang@imsearch.com.

Sean Farrell, Katie Rockman, Tatiana Oberkoetter, and Drew Chang
Isaacson, Miller

Council on Foreign Relations Richard Haass Center for Education Director Search

The Council on Foreign Relations (CFR) is committed to fostering a foreign policy community in the United States that is more representative of American society, recognizing that diverse backgrounds and perspectives contribute to broader, more informed participation in the foreign policy debate and lead to an enhanced understanding of the world and the United States' role therein. To that end, CFR is dedicated to continuing to advance diversity, equity, and inclusion throughout its work and workplace by building a more diverse membership and staff, producing and dispensing thoughtful analysis on a broad range of foreign policy issues, and developing relevant, wide-reaching programming that also serves to expand the foreign policy talent pipeline to underrepresented populations.

This document has been prepared based on the information provided by the Council on Foreign Relations. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by CFR would supersede any conflicting information in this document.