

## Statement on Talent

Demand for freedom is universal and stronger than ever. Yet democracy is under assault around the world. At NED, we believe in the right of all people to chart their own democratic path. As staff, it is our responsibility to support those at the forefront of advancing fundamental freedoms, justice, and human rights. Our efforts to defend freedom and spread democracy requires team members who are:

- **Purpose-driven**, *with an enduring belief in freedom*: You have a calling for NED's mission, are passionate about the work, and consider it consequential and urgent, even as you recognize the long-term nature of the struggle demands an unshakable resolve.
- **Reliable**, *able to build and sustain relationships of trust*: You understand that core to our approach is forging partnerships built on trust. Those we support know we have their back, honor their agency, and respect their vision. Your colleagues know you will show up for them. Our stakeholders know we call it straight. You value your reputation of working hard to deliver on your commitments. You recognize the responsibility we have as stewards of taxpayer funds.
- **Experts**, *who know their business*: You bring top notch capabilities, knowledge, and skills to our work. You are well informed, globally fluent, and intellectually astute subject matter experts capable of communicating your ideas well. If you're at the beginning of your career, you bring critical thinking and a strong desire to grow, develop, and contribute as a future expert.
- **Respectful**, *who show up with integrity and lead with grace*: You honor the agency of our partners by engaging those with whom we work, including each other, with respect, humility, collegiality, and understanding. You embody strong ethics and morals that foster a welcoming, growth-focused work environment. You recognize diverse views are inherent and healthy in democracy.
- **Curious**, *with a learning mindset*: You are committed to life-long learning and innovation, given the environment in which we work is dynamic and unpredictable. To succeed at NED, you are open to new ideas, adaptable, and eager to continuously improve.
- **Results-oriented**, *who get stuff done*: You are a motivated and results-driven self-starter. You take initiative, see projects through to completion, and exhibit a strong work ethic.
- **Optimistic**, *whose positive outlook is anchored in reality*: You believe that our and our partners' contributions can make a difference. You recognize the great challenges to democracy and our partners, yet are a happy warrior fighting for a better world, one in which people are free to live in dignity.

NED is committed to creating an environment that fosters continual growth, professional development, and employee engagement by challenging you to perform at the top of your field during a career-defining experience. We believe a high-performing work environment, a workplace that allows all team members to be their authentic selves, and a culture of respect and appreciation for all drives our success in advancing shared values. If this resonates, we invite you to apply to join our team at a consequential moment for democracy around the world.