



Chief Executive Officer
Position Specification

About the Tech Coalition

The Tech Coalition (TC) **unites** the global tech industry to **protect children** from online sexual exploitation and abuse (OCSEA).

No single company can tackle this issue alone. But the TC is pooling knowledge, identifying threats, and developing solutions to prevent harm. Because children deserve a digital world that's safe to play, learn, and explore.

Who the TC is: The TC is a community of tech companies working together to protect children online.

What the TC does: The TC provides a trusted space for experts across functions—from trust and safety to product, policy, and engineering—to share, learn, and act together.

How the TC works: The TC is collaborative by design. Through working groups, expert consultations, and shared tools, the TC's members turn shared challenges into shared progress.

Why it matters: The result is stronger systems, better responses, and an industry that's continually raising the bar. When the TC does that, they build trust—with users, regulators, and the wider world. Most importantly, the TC helps keep children safer online.

What makes the TC unique: The TC is a peer community built by the tech industry to tackle online child sexual exploitation and abuse at scale. The TC convenes professionals from tech companies of all sizes and regions to collaborate online, meet in person, and have candid one-on-one conversations with experts in the field.

Leadership

- [Board of Directors](#)
- [Tech Coalition Team](#)

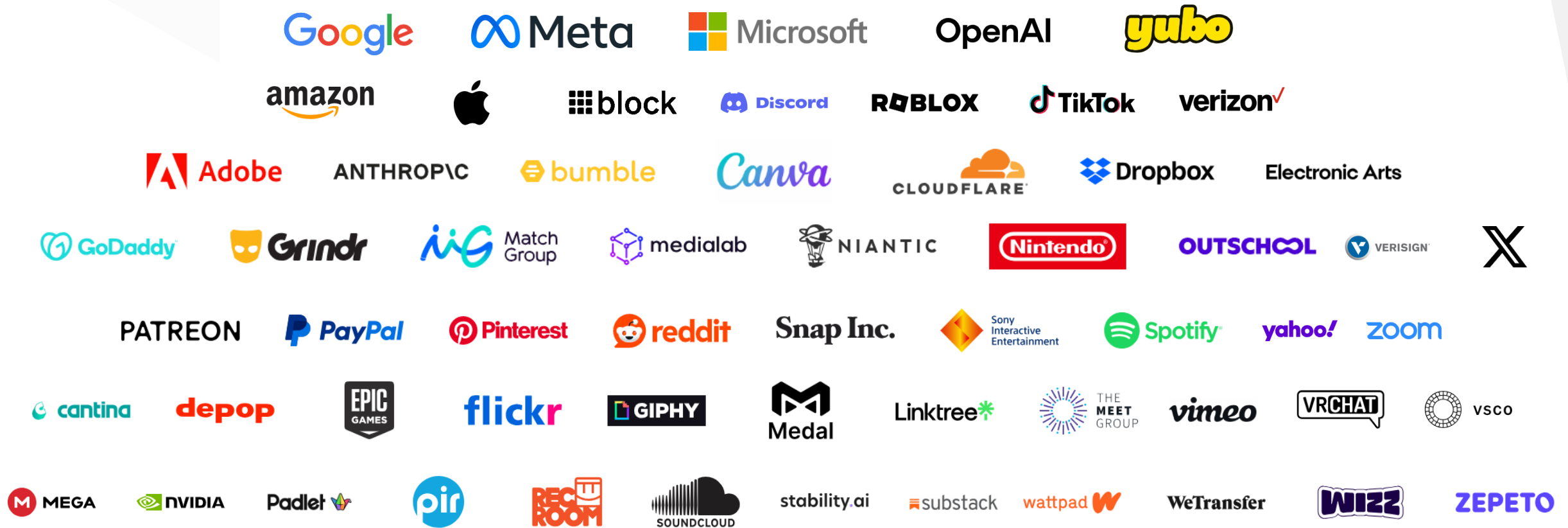
Annual Impact Report

- [2024 Annual Report](#)



Member Organizations

Tech Coalition members vary in size and services, but all share a commitment to building a safer digital world for children. The TC offers several different membership tiers for its 60+ members, listed below.



Member Services

Being part of the TC means more than joining a network—it means tailored, high-value services that help members stay ahead of child safety threats, build effective programs, and make measurable progress.



Working Groups

A forum to exchange experiences, share solutions, and learn from one another.



Tech Innovation

The TC helps members strengthen their detection and prevention capabilities.



Resources

The TC hosts an exclusive online Member Resource Center, a library of practical guidance and tools.



Briefings

The TC delivers policy updates through written briefings and webinars.



Mentorship

The TC's peer mentorship service connects members with experienced professionals who've tackled similar trust and safety challenges.



Benchmarking

Independent, tailored assessment of a member's current child safety approach with actionable milestones to guide improvements.



Events

The TC's events connect members with the people, insights, and ideas shaping the fight against online child sexual exploitation and abuse.



Public Affairs

The TC helps amplify industry insights in global policy discussions by ensuring external stakeholders are aware of the voluntary steps industry is taking to address these challenges.

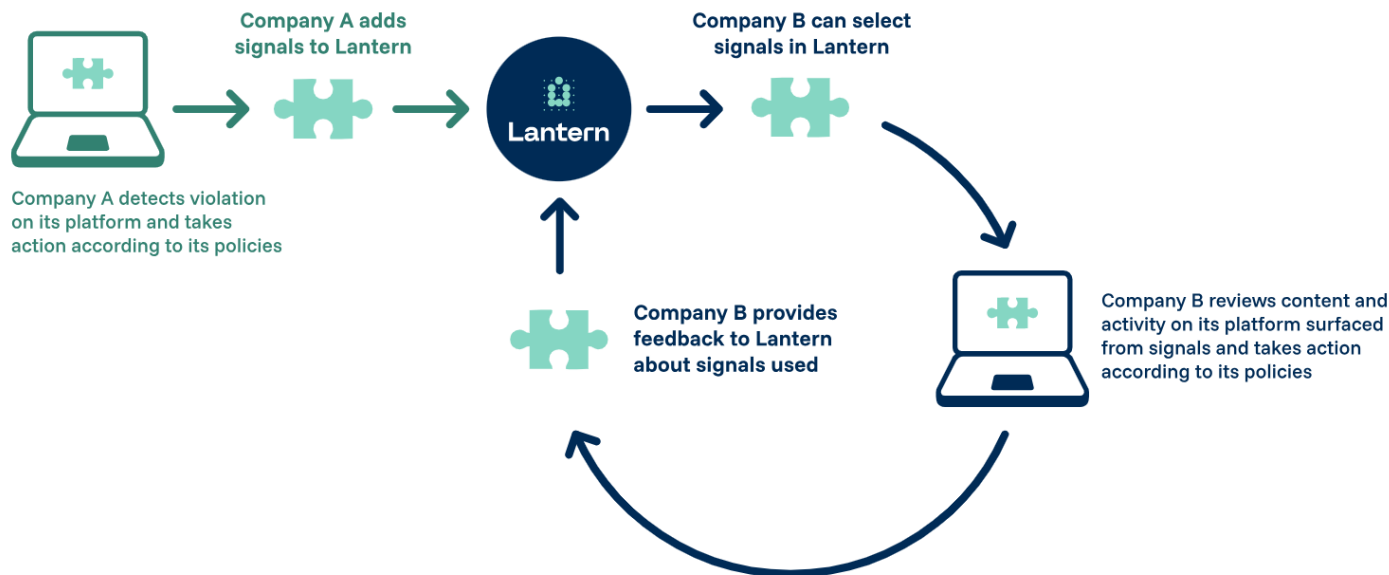
Examples of the TC's Impact Through Collaboration

Lantern: Advancing child safety through signal sharing

Every day, the world's leading tech companies share critical intelligence on threats to child safety through [Lantern](#), using that information to make their platforms safer, removing abusive material and bad actors.

Companies share signals—identifiers such as usernames, hashtags, and URLs linked to suspected abuse or abusers—through Lantern, producing tangible outcomes to detect and disrupt online child sexual exploitation and abuse (OCSEA) across platforms.

How Lantern works



2024 Lantern Impact:

- 296,336 new signals uploaded to Lantern
- 1,064,380 cumulative number of uploaded signals
- 102,082 accounts receive enforcement actions
- 135,077 OCSEA URLs were blocked or removed
- 81 instances of contact offenses flagged
- 45 trafficking instances flagged

All in addition to actions taken by the original signal uploader.

Examples of the TC's Impact Through Collaboration

Pathways: Strengthening child safety foundations across the tech industry

[Pathways](#) is a free program designed to help tech companies—especially startups and small-to-medium-sized platforms—build or strengthen their child safety programs. Since launching in 2024, Pathways has supported 40+ companies.

Participants in Pathways receive:



Customized guidance: Tailored consultations to address each company's unique challenges and opportunities.



Practical tools and resources: A curated library of resources designed to be immediately useful, developed with and by industry experts.



Knowledge sharing: Connection with a network of professionals dedicated to advancing child safety.

Key Capabilities Built through Pathways:



Child safety program foundations: Starting child safety programs, drafting content policies, and understanding global regulatory requirements.



Detection and reporting infrastructure: Leveraging hashing and matching technologies for OCSEA detection and reporting mechanisms.



Emerging threat response: Addressing new harms such as financial sextortion and safety considerations for generative AI models.



Operational readiness: Implementing good safety practices for developers and building law-enforcement outreach and response teams.

A Critical Mission, and Moment

The internet has opened new opportunities for education, information sharing, and connecting people in ways that were unimaginable even a generation ago. Children today are no longer limited by walls or bound by borders. The internet provides them with opportunities to learn, connect, create, be entertained, and explore their identities and interests, wherever they are, and with only a few keystrokes.

Those seeking to harm children are similarly not bound by walls or borders and can exploit the power of the internet to reach children. As the internet's reach rapidly grows and evolves, the opportunities for online child sexual exploitation and abuse evolve along with it, in new and complex ways that require coordinated and targeted action.

Online child sexual exploitation and abuse (OCSEA) refers to the usage of the internet or communication technologies to facilitate the sexual abuse of children and adolescents. Examples of child sexual exploitation and abuse can exist in many forms - grooming, sexual extortion, sexting, live-streaming, perceived first-person (often called "self-generated"), and child sexual abuse materials (CSAM). Although there is no single legal definition for online CSAM, this term - which is still legally known as child pornography in the U.S. - generally refers to sexually explicit imagery involving a child.

No single company can tackle the enormity of OCSEA alone; it takes coordinated, industry-wide effort. The Tech Coalition unites the global tech industry to protect children from online sexual exploitation and abuse through practical, impact-focused approaches: specifically, through sharing signals, tools, and expertise across members. In just a few years, the TC has grown from a largely volunteer effort into a professional, member-driven organization that fosters collaboration to strengthen industry-wide efforts against OCSEA.

As the sector grows and as technology evolves, tackling the shape-shifting nature of OCSEA will require innovation, agility and vision. Members will increasingly rely on the TC to enable collaboration to stay ahead of emerging threats; to raise the bar on safety practices; and to demonstrate meaningful, collective progress to the industry, to policymakers, and to the public. Recognizing the truly global nature of this issue: the TC is undertaking a global expansion, particularly in Europe and Asia.

The next Chief Executive Officer will build on the organization's strong foundation: leading a mission-driven team; guiding the evolution of the TC's programs, geographic footprint, and business model; and serving as vigilant champion to make the internet safer for children everywhere.



The Position

Title Chief Executive Officer

Reports to [Board of Directors](#)

Location Remote, with preference for Washington, D.C. or San Francisco, California

The Role The Tech Coalition seeks a Chief Executive Officer to lead a member-driven alliance of 60+ technology companies, united to protect children from online sexual exploitation and abuse (OCSEA).

Reporting to the Board of Directors, the CEO will be a strategic, globally minded leader with relevant organizational leadership experience and mission credibility in child protection or related fields. They will drive the TC's strategy to evolve and grow its impact, which includes supporting and growing core offerings such as Lantern, Pathways, and working groups. As thoughtful resource allocation and development are necessary to do this critical work: the CEO will oversee revenue diversification as well.

The CEO will be an effective, compelling communicator and passionate ambassador for the TC's work, able to manage the organization's work on OCSEA with care, cultural sensitivity, and resilience. They will serve as a respected and public-facing representative for the TC: proactively engaging child-protection and civil-society organizations and other key partners. They will be a credible ambassador across media and high-profile forums, elevating the TC's influence as a trusted voice for the tech industry on OCSEA issues.

The CEO will understand how to drive impact and progress while stewarding and aligning a diverse membership on a critical path. They will support and develop a remote, mission-driven team, fostering collaboration, trust, and accountability.

The Position

Roles & Responsibilities

- In partnership with the Board and membership, set and refine organizational strategy that delivers clear value for members and advances measurable improvements in child safety.
- Provide the Board with timely insight on the TC's performance, risks, and opportunities, engaging them effectively on governance, mission, and long-term direction.
- Lead and empower staff to deliver high-quality member services and programs (including Lantern, Pathways, and working groups), evolving the operating and membership models as the industry and membership needs shift.
- Grow and diversify revenue by strengthening and expanding membership and developing revenue-generating opportunities that reinforce the TC's mission and align with member priorities.
- Build and maintain strong relationships with leaders at member and prospective member companies, as well as key partners in civil society, philanthropy, government, and multistakeholder forums, positioning the TC as a trusted, solutions-oriented voice on OCSEA.
- Steward and elevate the TC's reputation, serving as a respected ambassador on the TC's impact in combatting OCSEA.
- Cultivate a mission-driven, collaborative culture across a fully remote team, grounded in accountability, transparency, safeguarding, and effective communication.
- Considerable domestic and international travel will be required.

The Person

Pivotal Experience & Expertise

Strategic Growth Leadership

Develops and drives organizational strategies; builds and adapts organizational capabilities, structures, and resources to deliver impact and value.

Stakeholder Engagement

Partners with and motivates diverse stakeholders, bringing relevant networks to the role. Ability to navigate, deepen, and grow relationships while diplomatically balancing organizational priorities. An authentic and compelling communicator, with the ability to build consensus and serve as a credible, respected organizational spokesperson.

Mission Credibility

Global experience relevant to child protection and/or Online Child Sexual Exploitation and Abuse (OCSEA) prevention. The ability to translate this experience to issues and opportunities within the tech sector.

Organizational Leadership

Experience leading an organization of relevant scale and global scope. Leads teams toward successful outcomes against identified metrics and strategy with clear direction, proper planning, and accountability.

The Person

Culture Impact

Mission Driven

A genuine commitment to the Tech Coalition's global work against Online Child Sexual Exploitation and Abuse (OCSEA), in deep partnership with the tech industry. Alignment with the TC's values of being: committed to one another and the work; capable of purposeful and thoughtful leadership; creative in their approaches, and kind in all that they do.

Collaborative

Humble, low-ego, and service-oriented. Leads with open communication, dependability, and integrity that builds trust and collaboration across membership and staff. Fosters a mission-driven team culture that values collaboration, listening and communication, and customer service.

Impact-Driven

Prioritizes quality delivery and member needs, creating and deepening the TC's value to its membership and the industry. A motivational leader who cultivates a culture of impact amongst the team with clear goals, direction, and accountability for results.

Global Sensitivity

Ability to lead with care and consideration on global OCSEA sensitivities, mindful of operating within a wide range of cultural and geographical contexts.

Engagement Team

The Tech Coalition has engaged the Social Impact Practice at Heidrick & Struggles to conduct the search for its next Chief Executive Officer.

Jackie Zavitz
Partner, CEO and Social Impact Practices
jzavitz@heidrick.com

Alissa Fernandez
Engagement Manager, CEO and
Social Impact Practices
alfernandez@heidrick.com

Applications and nominations can be directed to: TechCoalitionCEO@heidrick.com.

The Tech Coalition is an equal opportunity employer and encourages candidates of all backgrounds to apply. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Compensation for the role will be determined based on experience and skill set, with an anticipated base salary range of \$350,000-\$450,000.

