

NUCLEAR FUTURES FELLOWSHIP

The Nuclear Futures Fellowship is a joint venture between Ploughshares and Horizon 2045. It is designed for new and incumbent leaders who want to develop the adaptive leadership practices, tools and relationships necessary to help the nuclear field succeed in a dramatically changing landscape. Nuclear Futures Fellows will not only have the opportunity to implement what they learn in their day to day work, but also to showcase their skills in meetings + briefings that they plan throughout their capstone project. This Fellowship will help sustain the field's efforts through present challenges while also creating future opportunities to mitigate the threat of nuclear weapons. Through their participation, Fellows will contribute to building and strengthening the field.

We invite you to lead the way on anticipating the evolution of nuclear challenges and building the future of this field.

Overview: How the Fellowship Works

Nuclear Futures Fellows make a commitment from June 2025 - June 2026, consisting of several coaching sessions on Zoom, an in person four-day intensive the week of July 14 - July 18, and the completion of a capstone project. The Fellowship builds on an applied learning model where participants develop the ability to interpret shifts in the operating environment and anticipate pathways for nuclear field advancement. Horizon 2045's foresight training immediately connects to participants' existing or desired work, making it practical from day one. By mastering strategic foresight techniques, Fellows enhance both their leadership abilities and their capacity to contribute to field-building—equipping them to identify emerging challenges and opportunities in the strategic landscape. Throughout the program, participants work closely with Ploughshares' Director of Field Building to apply these insights within their organizations and across the broader nuclear weapons threat

reduction field, ultimately strengthening their capacity to lead meaningful change.

You can read more about Ploughshares' [field building focus here](#). This Fellowship will be limited to a total of 8 - 10 people.

The Intensive

In the first phase of the Fellowship, the cohort convenes in person in Washington, DC, July 14 - 18, for a four-day intensive during which we will cover, among other things:

- **[The Horizon 2045 Nuclear Systems Map](#)** (*scroll down to link to the map and related documents*): What it is and isn't, the findings that it has produced, and how the map can be used to identify opportunities, decrease duplication of effort, and plan cooperatively.
- **Strategic foresight:** Frameworks and methods for understanding the nature of change, planning in a time of uncertainty, and using strategic scenarios to anticipate alternative futures.
- **Three levers for change:** The evolution of legal rules and norms; the power of technology to disrupt power and authority dynamics; and shifting mental models.

Adaptive Leadership

In this program, participants will sharpen their skills to navigate challenging conversations and problem-solving scenarios effectively. Sessions will emphasize resilience and the use of data-driven practices to measure impact. Fellows will develop crucial leadership skills necessary for driving meaningful change within their organizations and communities.

Commitment

The Fellowship runs from June 2025 - June 2026. Fellows' presence and full participation in all convenings and meetings is essential and required, as are your goodwill, orientation toward collaboration, and bias toward optimism. All fellows will be asked to adhere to Ploughshares' Code of Conduct. Participation in the Fellowship is competitive, so please be sure you are able to commit completely to the program before applying. **Dates to hold for in-person workshop:** July 14 - 18. Remaining **virtual sessions** will be scheduled once the Fellowship begins.

Resources

All travel and incidental costs of participation will be covered by Ploughshares. With the aim of integrating the learnings from this Fellowship, Ploughshares will provide \$10,000 to the Fellow's organization for the fellow to complete a capstone project. How this is spent will be determined by the Fellow, their manager, and Ploughshares' Field Building Director. Examples of a capstone project would be applying learned tools such as the systems map, the foresight radar, or levers for change to their current topic or area of focus at their organization; collaborative projects that apply these tools with Fellow cohort members; or continued coaching.

Application Process

1. **To apply for the Fellowship** fill out the application form [here](#). Applications are due by 11:59 PM PT Thursday, April 17. Your application will include questions about the ways you think about leadership, problem-solving and field-building and must also include both a brief professional biography or resume (1 page) and a 250-word statement of interest that tells us "why this, why you, and why now?"
2. We also request two "Statements of Support" from two colleagues who recommend you for this fellowship. These statements can be no longer than 250 words and should highlight:
 - Characteristics that make you a good candidate for a program that prioritizes collegiality, curiosity, follow-through and rigor
 - Your positive contributions to collaborative projects and teams
 - Leadership potential in the nuclear weapons threat reduction field.Please share [this form](#) with two colleagues or former supervisors to submit on your behalf.

NOTE: Applications that do not include the required information will not be considered.

3. The shortlisted applicants will be notified in early May about their status. If you are a finalist, we will schedule an interview with you for mid-May. Final decisions will be shared by the end of that Month.

Selection Criteria

Applicants must meet the following criteria:

- Able to make the full commitment of 1-year

- Able to attend all in-person meetings and regular virtual meetings (minor exceptions can be made, but attendance and accountability is required)
- Commitment to building a more collegial, more equitable, more effective field

Successful candidates will bring:

- Aptitude for collaboration
- Openness to new ideas and ways of working
- Eagerness to develop professionally
- Adaptability, collaboration and emotional intelligence
- Tolerance for risk and ambiguity
- Desire to be part of a high-performing team

Additional attributes that are a bonus include a strong network in the field, facilitation experience, a high degree of self-awareness, and good communication skills.

Confidentiality

All applications are kept confidential.

Please apply [HERE](#) by 11:59 PM PT Thursday, April 17.
