Role Specification

President and Chief Executive Officer,
The Jackson Laboratory

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Organization Background

Established in 1929, The Jackson Laboratory (JAX) is a world-leading, independent nonprofit biomedical research institution with a bold mission – to discover precise genomic solutions to disease, and to empower the global biomedical research community in the shared quest to improve human health. JAX is dedicated to discovering the genetic and genomic basis of diseases to extend our lives, improve our health and, ultimately, provide personalized therapies to help treat, cure, and prevent disease. JAX employs more than 2,400 employees and faculty worldwide.

With $100M+ a year in federal and foundation research grants and philanthropy, a $400M+ endowment and a $500M+ annual operating budget, JAX faculty study a wide range of diseases including cancer, the microbiome, neurodegenerative diseases, dementia, and aging. JAX is also the definitive source for critical data resources, genomics education, and specialized mouse models and services that accelerate scientific research, drug discovery and patient care around the world. JAX® Mice Clinical and Research Services (JMCRS) provides a major source of revenue for the organization, distributing over three million JAX mice annually to organizations in over 90 countries. Most recently, JAX has expanded its research and mouse model and services operations to China and has become truly global in nature. JAX also has a strong translational science component, connecting its cutting-edge, world-class science with new strategic collaborators, helping to accelerate the development of new treatments and diagnostics, and advance JAX’s mission. Finally, JAX’s education arm delivers genomic courses and educational materials around the world with over 1000 students, researchers and physicians attending JAX courses, conferences, and workshops annually.

JAX is at an exciting inflection point in which it can pair and power its deep experience in mammalian genetics and human genomics with advances in digital technologies - artificial intelligence, multiple types of machine learning, cloud computing and new computational platform designs. The coming decade will witness an intense period of growth for the laboratory as the institution combines its extensive genetic expertise, large-scale research capacity, analytical power and data science, together with its entrepreneurial prowess, to better provide scientists with new insights into predicting, curing and even preventing disease.
Organization Background

Areas of Discovery

JAX researchers combine extensive experience in mammalian genetics and human genomics to shape a unique and integrated approach to personalized medicine. There are no faculty departments. Instead, scientists work collaboratively across disciplines to interrogate disease from all angles, leveraging diverse expertise in cancer, immunology (including diabetes), neurogenetics (including dementia), lifecycle biology (including development, stem cells, aging, and regenerative medicine), the microbiome, and computational biology.

- The Laboratory employs approximately 65 faculty members who lead independent research programs, apply for external funding, and educate and train students and postdoctoral fellows within their research laboratories. The number of research teams is projected to expand to 75 teams by 2022.
- More than 400 staff members hold PhD, MD, DVM or DSc advanced degrees.
- JAX has been recognized as NIH centers in critical research areas including cancer, aging, dementia, addiction biology, precision genetics, and 3D genomics. Since 1983, JAX has been a National Cancer Institute-designated Basic Cancer Center, one of only seven institutes in the United States that has received this designation for its focus in basic and fundamental cancer research. The JAX Cancer Center emphasizes innovative approaches in cancer immunology, cancer genomics, systems biology and pharmacology to enable innovative advances in cancer treatment and prevention. Current research efforts include: identifying molecular mechanisms in glioblastoma; deciphering the genetics of immune checkpoint therapeutic efficacy and toxicity; detailed dissection of the influence of the tumor microenvironment on cancer progression and therapeutic effectiveness; precise mapping of cancer cell evolution and the development of therapy resistance at the single cell and systems genomics levels; and exploring transcriptional genomics as both a signature and a target for new cancer therapeutics. JAX’s Nathan Shock Center of Excellence in the Basic Biology of Aging, Alzheimer’s Disease Precision Models Center (MODEL-AD), Center for Precision Disease Modeling, and Center for Systems Neurogenetics of Addiction all focus on the systems genetics underlying human health and disease. These centers underscore the collaborative nature of the institution.
- The Laboratory provides a wide array of advanced technologies managed by over 160 professional scientists and technicians to support the research needs of the faculty, and to enhance the operations of JMCRS. These include high-throughput sequencing and gene expression technologies that include augmented technologies such as long read sequencing, epigenetics, and 3D nucleome mapping; histology and surgical services; pathology; murine phenotyping including complex behavioral assessments; advanced microscopy, in vivo pharmacology that encompass preclinical cohort studies, genetic diversity panels; complex genetic engineering; comprehensive mouse model creation, computational analytical services; biorepositories; and scientific writing.
Organization Background

Major Contributions to Science

To date, 26 Nobel Prizes are associated with JAX research, education programs and resources. JAX professor George Snell, PhD won the 1980 Nobel Prize in Physiology or Medicine for providing an in-depth understanding of the immune system’s major histocompatibility complex, making organ transplants possible. Three graduates of the JAX’s prestigious Summer Student Program have gone on to win the Nobel Prize, and another two dozen Nobel Prizes have been awarded for research conducted using JAX® Mice.

- In 2020, JAX was awarded 242 new grants totalling $108.2 million in new research funding and education funding. Laboratory scientists publish their research in national and international peer-reviewed scientific journals, and their work is frequently cited by other researchers. In 2020, research personnel published 308 articles in peer-reviewed journals. These scientific publications include numerous articles in high-impact journals, such as Nature, Nature Genetics, and Science. Laboratory researchers have been recognized by prestigious awards, including a Nobel Prize and Lasker Award, won by emeritus faculty in 1980 and 2010, respectively.

- In 2019, JAX researchers launched the “The Cube Initiative,” a two-year project with an initial focus on type II diabetes. JAX researchers recognized that with the progress of biology in recent years, significant challenges remained. The vast complexity of many diseases makes it difficult to predict disease onset or develop precise and effective therapies and cures. JAX researchers are building a digital platform for the next generation of scientific research, taking the power of data and creating predictive models. By integrating mouse and human data within a singular digital ecosystem, researchers will identify and translate key genetic markers and their functions, so that every aspect of what causes or prevents disease can be explored. Eventually, these “predictive biology” discoveries will lead to the development of new therapeutics and diagnostics to improve human health.
Organization Background

JAX faculty maintain numerous external research collaborations and partnerships. In 2020, Jackson Laboratory scientists published research with collaborators at 245 institutes, centers or schools in 30 other countries and in 38 states in the United States. The Laboratory’s independent research is further supported by collaborations with other research institutions to share scientific services, genetic and bioinformatics resources, and conduct joint training and education programs.

- JAX’s culture has always been highly collaborative and deeply interactive. Our center for the Knockout Mouse Project (KOMP) exemplifies the importance of JAX as a resource hub for all academic laboratories in North America by creating, phenotyping, and distributing panels of critical knockout mice to the consortium. As the sole provider of mouse genomic informatics, our MGI group enables global researchers in their work on mouse models. Our roles as the coordinating center for the PDXNet and the 4D Nucleome program show the importance of JAX as leaders in critical consortia. Our substantive collaborations with Rocky Mountain Laboratories (RML) investigating the pathophysiology of SARS-CoV2 infection; Medical College of Wisconsin on Type 2 Diabetes; and Indiana University in our Alzheimer’s program are a few examples of deep and lasting interactions making an impact.

- JAX leads the Maine Cancer Genomics Initiative (MCGI), an alliance of Maine oncology providers, aimed at making precision medicine, innovative clinical trials, and access to targeted therapies and novel technology available for cancer patients throughout Maine. MCGI brings innovative cancer genomic testing, education and drug access infrastructure to Maine, with nearly every oncology practice in the state as a partner. Initially driven by the need for greater availability of cancer genomic testing for Maine’s cancer patients, MCGI has become a model for community precision oncology, or personalized cancer care, in a rural setting.

- The Laboratory also has collaborations with the University of Connecticut (“UConn”), UConn Health, Connecticut Children’s Medical Center, Yale University, MDI Biological Laboratory, Hartford Hospital, the University of Rhode Island, and St. Francis Hospital. The Laboratory has a formal agreement with Beth Israel Deaconess Medical Center Cancer Center in Boston to explore the establishment of a comprehensive academic, research, and service relationship. The Laboratory is also a translational research partner of Southwest Oncology Group (“SWOG”), a National Clinical Trials Network cooperative oncology group designated by the NCI. The Laboratory collaborates with the Cancer Center at the University of California at Davis (“UC Davis”) for the development and growth of the PDX Tumor Bank Consortium. UC Davis was the founding member of the Consortium that has grown to include 20 other institutions around the country. Additionally, the Laboratory joined the Tufts Clinical and Translational Science Institute (“CTSI”) in 2018.
Organization Background

Tools and Resources

JAX empowers the global biomedical community through curation of data and provision of critical research models and services. Of its approximate 2,400-person workforce, approximately 1,500 employees are associated with JAX® Mice, Clinical and Research Services (JMCRS). JMCRS, with approximately $400mm in annual revenue in 2020, is a primary source of revenue to the Laboratory, followed by grants and philanthropy.

- JAX is the world’s source for nearly 12,000 strains of genetically defined mice, with JMCRS distributing about 3 million JAX Mice to more than 1,900 organizations in 75 countries.
- JAX hosts the Mouse Genome Informatics databases, the world’s source for information on mouse genetics and biology.
- JAX’s Clinical Knowledge Database (CKB) is a dynamic, digital encyclopedia with sophisticated search capabilities that allow both researchers and clinicians to interpret complex cancer genomic profiles.
- JAX provides in vivo drug efficacy testing, reproductive services, and husbandry in a wide range of therapeutic areas for biomedical researchers.

Education Programs

- JAX offers educational programs for scientists throughout their careers—from STEM education for high school students and training for science and math teachers to courses and conferences (both in person and online) for experienced researchers defining the cutting edge of genomics research and specialized training for physicians interested in incorporating genetics and genomics into their practices. The renowned JAX Summer Student Program has brought thousands of talented high school and college students to JAX for mentoring.

- The Predoctoral and Postdoctoral Training Program is central to the Laboratory’s mission. Participants are exposed to an array of academic scientific experiences as well as opportunities to engage with leading scientists by participating in JAX GE’s courses and conferences. The Laboratory maintains two cooperative PhD programs in mammalian genetics, with the Graduate School of Biomedical Science and Engineering at The University of Maine, and with the Tufts Graduate School of Biomedical Sciences. The Laboratory’s well-established Postdoctoral Program prepares PhD, MD and MD/PhD scientists for independent scientific careers. The program typically has about 50 trainees at any time, equally distributed at both campuses and in all research areas.
Organization Background

**Intellectual Property and Technology Transfer**

As of December 31, 2020, the Laboratory’s published patent portfolio consisted of 128 patent families, with 521 published patent applications in the United States and foreign jurisdictions and 112 granted patents worldwide. The Laboratory filed 23 new applications for technologies in 2020.

As of December 31, 2020, the Laboratory had issued 785 active non-exclusive licenses, including 184 new licenses signed between January 1 and December 31, 2020. Laboratory technologies have been key to the development of two new companies. For 2020, gross licensing revenue totaled approximately $10.7 million.
Organization Background

Growing JAX Footprint

JAX employs approximately 2,400 employees in multiple locations in the US and abroad:

- Researchers at the JAX headquarters and mammalian genetics campus in Bar Harbor, Maine study the fundamental genetics underlying cancer, diabetes, Alzheimer’s and many other diseases. Additionally, JAX’s extensive and unique mouse models, database resources, educational programs and clinical research services empower and enable the work of scientists across the globe. The Bar Harbor facility consists of 784,000 SF of buildings located on 156 acres, adjacent to the Gulf of Maine and Acadia National Park, approximately one mile from downtown Bar Harbor.

- Researchers at JAX Genomic Medicine in Farmington, Connecticut seek human genomic solutions to disease through a variety of areas, including computational biology, immunology, the microbiome, and cancer. Located adjacent to UConn Health Center, JAX Genomic Medicine integrates research with the clinic, and provides the human complement to mammalian studies in Maine. Opening in 2012 with significant financial support from the State of Connecticut, JAX Genomic Medicine is situated on a 16.2-acre parcel and occupies approximately 185,000 SF with expansion opportunities.

- JAX staff in Augusta, Maine manage the activities of The Maine Cancer Genomics Initiative (MCGI), a special alliance of cancer experts, clinicians, and researchers from JAX who are focused on improving outcomes for cancer patients across Maine. The Laboratory maintains an office at Maine General Medical Center’s Harold Alfond Center for Cancer Care.

- The Charles E. Hewett Center in Ellsworth, Maine, currently under expansion, is a state-of-the-art mouse vivarium that enables wider access to vital JAX® Mice resources for the worldwide biomedical research community.

- JAX professionals in Sacramento, California provide genetically unique mouse models, scientific testing, and data analysis services to pharmaceutical, life sciences and medical research communities. The Sacramento facility includes a state-of-the-art vivarium and is located on 6.1 acres of land with a single building totaling 227,000 SF.

- Technical and customer support staff in Shanghai, China facilitate access to premium quality JAX® Mice, researcher support and knowledge sharing for the Chinese scientific community.
Organization Background

**JAX Culture and Values**

At JAX, **PEOPLE** are at the heart of everything we do. We are **ONE TEAM**, working together to transform science and medicine. We understand that **INTEGRITY** is imperative, and we believe in careful **STEWARDSHIP** of our resources and relationships. We strive for **EXCELLENCE** in all aspects of our work, driving **INNOVATION** through curiosity, creativity, and ingenuity.

At JAX, these values are the foundation of our culture. They inspire our intrepid spirit and our collaborative science. They inform our every decision, at both the individual and organizational level. They guide the supportive and inclusive culture of our JAX community and drive us to make a difference in the places we live and work. Our values advance our mission to empower the world of biomedical science and change the future of human health.
Organization Background

**JAX Diversity, Equity and Inclusion**

At JAX, diversity drives our science. We celebrate diversity of thought and inclusion of all people, for these are key to understanding and mastering the biologic complexity of human health. We are steadfast in our belief that all employees and students must feel valued, included and empowered in order to do their best work. We recognize that each individual’s unique experiences, perspectives, and viewpoints add value to our ability to create and deliver the best research, programs, and services. Given that our individual social and cultural identities shape and influence our experiences and perspectives, JAX will do its best work by ensuring diversity in our workforce, faculty, and student body and by practicing inclusivity with how we work with one another.

To help achieve these aspirations, we have formed the JAX Diversity, Equity & Inclusion Council. The Council is comprised of employees in various positions and representing departments across all JAX locations. Members and the Council chairperson are appointed by and report directly to the President & CEO.
Organization Background

Finances
The Laboratory is funded by revenue from the sale of genetic resources and services; federal, state and foundation grants; philanthropy; and distributions from its endowment. The Laboratory paces the expansion of its research efforts to match the resources available from JMCRS, philanthropy, investment income and other funding sources. JMCRS is a capital-intensive program and requires ongoing investment to assure state-of-the-art facilities and to expand capacity to serve the research community and the Laboratory’s research mission. Normal upgrade and replacement of JMCRS and other research facilities are typically funded through internally generated funds. Major expansions beyond what may be internally funded require identification of additional funding sources, including debt, grants, and philanthropic support. Net operating surpluses, if any, are used to fund Laboratory needs or are deposited into treasury cash or investment accounts.

Recap of 2020
JAX emerged from the pandemic on a strong financial footing. In early 2020, the Laboratory began to address the COVID-19 pandemic in a two-pronged approach. The Laboratory’s Mouse Repository received donated vials of sperm from the “hACE2” mice developed by the University of Iowa to study the 2002 severe acute respiratory syndrome (“SARS”) outbreak. This mouse (the “hACE2” mouse) is susceptible to infection by SARS-CoV-2, the virus that causes COVID-19. The Mouse Repository, through in vitro fertilization, began offering the hACE2 mouse strain to laboratories across the world to aid in the study and development of COVID-19 vaccines. Additionally, in the spring of 2020, the Laboratory announced a partnership with the State of Connecticut to mobilize the Laboratory’s specialized Connecticut laboratory, which is certified under the Clinical Laboratory Improvement Act (“CLIA”) (a federally approved “CLIA” laboratory and is also accredited by the College of American Pathologists (“CAP”). Under this partnership, the Connecticut laboratory tests human specimens for the virus that causes COVID-19. Since that announcement, the Laboratory has partnered with over 70 institutions in Connecticut and Maine and has processed over 1,000,000 patient COVID-19 tests.

Website/ https://www.jax.org/
The Role

Job Purpose

JAX has dramatically increased the prominence of its scientific research while establishing JMCRS as the market leader for mouse research tools and services. Having established powerful capabilities for continued growth, JAX seeks in a new CEO a visionary leader who can leverage the organization's research and commercial strengths into a clear, integrated strategic direction for long term success. The next President & CEO will shape the vision, impact and strategic direction of the organization. They will consider the interplay of JAX’s expertise in genetics and genomics, its research, educational and commercial strengths, as well as the evolving ecosystem of biomedical research. While honoring JAX’s unique culture and history, the President & CEO will drive the organization forward with insight and creativity to a bold vision of its future, while also leading with clarity and a strong "human" touch.

The President & CEO will be responsible for the overall administration of the organization, establishing key strategic goals and setting organizational performance expectations. They will create the necessary environment, processes and infrastructure for the senior management and faculty of JAX to discuss and make critical strategic, financial, and scientific decisions. The President & CEO will reinforce the scientifically oriented culture of the organization and exemplify its values. They will also serve as the external face of JAX, developing strong relationships with existing and potential donors, working to provide JAX with the necessary funding to continue to grow and prosper. In 2022, JAX expects to launch the public phase of a comprehensive philanthropic campaign, which will be led by the President & CEO.
The Role

Key Accountabilities

- Establish the vision and strategic direction of JAX, developing short-, medium- and long-term plans with concrete objectives and goals
- Foster and inspire innovation in all facets of the organization: Research, JMCRS, education and administration
- Ensure fiscal and operational excellence and continued growth within the JMCRS business and the growth of federal, foundational and corporate support
- Inspire and lead the activities of the research faculty, ensuring a culture of innovation, risk-taking and the pursuit of meaningful scientific breakthroughs, including translational opportunities, exploiting IP, and pursuing opportunities to get closer to “the clinic”
- Maximize synergies and continue to drive a collaborative and integrative relationship between research and JMCRS
- Craft a digital transformation strategy for JAX, encouraging further research in fields such as computational biology, data science, machine learning and artificial intelligence
- Embrace the “One JAX” culture by balancing and integrating initiatives and strategic goals of both the scientific research and commercial arms of the organization; ensure the “One JAX” culture applies equitably to all stakeholders across all JAX campuses
- Actively pursue partnership opportunities with research institutions, hospitals, universities, and other organizations and maximize the utility of existing partnerships and collaborations
- Lead fundraising and philanthropic opportunities for the organization
- Drive the expansion of JAX as it grows as a global enterprise

Size of Team

The President & CEO will lead the entire JAX organization and have the following direct reports:
Role Location

The President & CEO will be expected to maintain a primary office in either Farmington, CT or Bar Harbor, ME, and have active physical presence on all sites. Extensive travel is required.

The ideal candidate must be comfortable engaging with staff and colleagues remotely or in satellite offices.
Reporting to

The President & CEO will report to the Board of Trustees:

David Roux, Chairman of the Board of Trustees

David J. Roux, of Upperville, Virginia, is co-founder and senior director of private equity firm Silver Lake, where he previously served as Chairman and co-CEO. He was formerly Chairman and CEO of Liberate Technologies, Executive Vice President at Oracle Corporation and Senior Vice President at Lotus Development.

Mr. Roux began his technology career as co-founder and CEO of Datext, Inc., the first commercial CD-ROM publishing company. Previously, Mr. Roux was a board member of Intelsat, Business Objects S.A., Gartner, Inc., Serena Software, Symantec, Thomson, UGS Corp., and was the Chairman of the Board of Seagate Technology and Avaya. In addition to the JAX Board of Trustees, which he has chaired since 2015, he serves on the boards of the Institute for Health Metrics and Evaluation, National Audubon Society, and Bowdoin College.

A graduate of Harvard College, Mr. Roux holds an MBA from Harvard Business School and an MPhil from King’s College, Cambridge University.

LinkedIn / [https://www.linkedin.com/in/david-roux-a97206122/](https://www.linkedin.com/in/david-roux-a97206122/)
Reporting to

The Board consists of 15 to 30 members, including the President & CEO and the chair of the Board of Scientific Counselors (see below), who serve as ex officio members. There are presently 24 members. Terms are for three years and each member may serve up to four consecutive three-year terms. The Board meets at least four times each year. The members of the Board and their affiliations and terms, as of January 1, 2021, are as follows:

Other Board Members:

- Adaora A. Adimora, MD, MPH
- Thomas C. Barry
- Otis Brawley, MD
- Carla Brodley, PhD
- Kathleen A. Corbet
- Timothy D. Dattels
- Julie Hembrock Daum
- Steven B. Fink, JD
- Jeffrey Friedman, MD, PhD
- John A. Gibbons, Jr.
- Melissa C. Guzy
- Charles F. Hewett, PhD
- Jean Hoffman
- John Lowry
- Neal B. Milch, JD
- George Montgomery
- Frank Moss, PhD
- Dennis Paustenbach, PhD
- Jenny Rooke, PhD
- John C. Schimenti, PhD
- Geoffrey W. Smith, JD
- Joan Steitz, PhD
- Mary Kate Wold, JD

A Board of Scientific Counselors (“BSC”) provides advice to the President & CEO on the Laboratory’s scientific activities, including research, education, training, and genetics resources programs. The BSC also advises the President & CEO on recruitment and promotion of scientific staff and scientific collaborations, as needed. The BSC is composed of at least nine members. The President & CEO and Senior Vice President of Research appoint BSC members. Members of the BSC serve for three-year terms and work with the President & CEO and senior vice president of research to conduct regular faculty reviews. The Chair of the BSC is elected by the members of the BSC in consultation with the President & CEO.
## Key Experiences & Competencies

- At least 10 years of leadership experience at scale, complex scientific organizations (e.g. research institutions and biopharmaceutical companies)
- Impeccable reputation and thought leader in the scientific/research community
- Understanding of key scientific disciplines relevant to JAX with the ability to quickly get up to speed in a given area
- Keen understanding of business, key trends of the biomedical research ecosystem and how they relate to JAX and its future
- Mission/values-driven, purpose-led, servant leader who models and demonstrates consistently high standards of professional ethics and integrity as embodied in JAX’s values.
- Ability to recruit, retain and develop world-class scientific and operational talent
- High energy, visionary and bold mindset and ability inspire the organization; high level of emotional intelligence and empathy
- Demonstrated impact as an entrepreneurial leader; willing to take calculated risks while protecting the Lab’s reputation; ability to “pivot” and be adaptable
- Personal commitment to diversity, equity, and inclusion
- PhD in a biologically relevant scientific field and/or MD

## Preferred Additional Experiences

- Representation of diverse communities
- Proven track record of establishing and fostering external partnerships and collaborations
- International experience
- Fundraising experience with philanthropy/non-profits
Leadership Competencies

The successful candidate for this role will demonstrate the following critical competencies:

**Shaping the Future with Innovative Thinking**

The ideal candidate is curious and a life-long learner, who enjoys exploring new scientific fields and considering their implications. The ideal candidate has a sophisticated ability to synthesize complex information and identify key trends and opportunities that yield strategies that define the future strategic vision for JAX that unites and focuses the organization. They can clearly anticipate longer-term opportunities and threats and can develop options and plans in the context of commercial and scientific trends. Importantly, the ideal candidate can work with their leadership team to develop action-oriented goals and plans. Recognizing important trends in the biomedical research community, the President & CEO will help guide the direction and integration of research activities at JAX. They will be an entrepreneurial thinker, have a bold vision and curiosity for innovation, and will proactively invest in new platforms and technologies that will be beneficial for the organization in the future.

**Team Leadership, Attracting Talent and Developing People**

The new leader will bring a track record of establishing an environment and reputation that attracts excellent scientific and operational talent, and develops and inspires this talent in a global organization. They have an ability to lead diverse groups, with an ability to communicate a clear vision. They will be able to nurture and develop a culture of collaboration, embrace the values of diversity, equity, and inclusion, and will continue to build on a culture of success, growth, and innovation across JAX.

**Business Acumen**

Commercial agility will be key to effective leadership of JAX. The President & CEO will balance scientific stewardship with commercial and operational success, while carefully navigating the many nuances of such a complex organization. Candidates will have a track record of making successful strategic, financial, and investment decisions and making difficult resource allocation decisions that are consistent with the long-term goals of their organizations. They will recognize the business value of strategic partnerships and collaborations. The President & CEO needs to be able to assess risks and present credibly to the business community and stakeholders generally.

**Result Orientation**

They will be able to identify and capture scientific and operational synergies, not only within the organization, but as importantly through a complex web of collaborations. The President & CEO will understand how to set milestones and goals that motivate and challenge an organization, while holding others accountable for meeting and exceeding those goals. The candidate will act decisively under pressure and exercise effective judgement across a range of decisions associated with leading a large and complex research organization.
Leadership Competencies

Collaboration and Influencing

The role calls for an executive with a drive to work with peers, partners and others who are not in the line-of-command in order to improve performance and meet goals. This person has a track record of encouraging and overseeing multiple successful relationships with academic institutions and partners. They will be able to anticipate and recognize potential sources of conflict and work to discuss and resolve them, at the same time seeking common ground and sources of agreement between him/herself and other stakeholders in order to do the best for all. They will elicit the input of diverse perspectives and experiences in order to shape and inform decisions and outcomes. A superior communicator with distinctive emotional intelligence, the President & CEO will have the self-awareness to understand how others perceive them and the emotional range to modulate their approach for the situation and/or audience.
About Egon Zehnder

Egon Zehnder is the world’s preeminent leadership consulting firm, sharing one goal: to help people and organizations transform. We know what great leaders can do and are passionate about delivering the best solutions for our clients. As One Firm, our more than 500 Consultants in 68 offices and 40 countries combine our individual strengths to form one powerful collaborative team. We partner closely with public and private corporations, family-owned enterprises, and non-profit and government agencies to provide a comprehensive range of integrated services: Board advisory, CEO search and succession, executive search, executive assessment, leadership development and organizational transformation.

Our leadership solutions cover individual, team and organizational effectiveness, development and cultural transformation. We work with world-class partners including Mobius Executive Leadership, a transformational leadership development firm. In addition, we have partnered with Paradox Strategies, co-founded by Harvard University Professor Linda Hill, to develop the Innovation Quotient (IQ), a proprietary culture diagnostic.

Our goal is that the work we do contributes to successful careers, stronger companies – and a better world.

For more information, visit www.egonzehnder.com and follow us on LinkedIn and Twitter.