



Vice President of Board Relations
The American Board of Pediatrics
Chapel Hill, North Carolina

THE SEARCH

The American Board of Pediatrics (ABP) seeks a respected and accomplished leader to serve as its Vice President of Board Relations (VP). As a key leader in the execution of the ABP's strategic plan, the VP will play a critical role in fulfilling the organization's vision of advancing the health of all children through mission-driven initiatives that uphold the highest standards of excellence in the certification of pediatricians.

The Vice President of Board Relations is a key member of the Senior Leadership Team, responsible for advancing the organization's mission of certifying pediatricians who meet standards of excellence and are committed to continuous learning and improvement through strategic engagement, governance oversight, and external relations. This role provides leadership in shaping and executing initiatives that strengthen the ABP's relationships with key stakeholders, enhance communication strategies, and ensure alignment with the organization's core values of excellence and collaboration.

A central component of this position is the oversight of The American Board of Pediatrics Foundation (ABPF), a supporting 501(c)(3) organization. The VP will develop and implement a comprehensive strategy for the Foundation, ensuring that its initiatives—such as convenings, research and program support, and community collaborations—align with the broader strategic priorities of the ABP. This includes fostering partnerships that promote a diverse and inclusive workforce and advancing critical issues in pediatrics, medical education, and physician certification.

The Vice President of Board Relations also plays a crucial role in constituent engagement, leading efforts to enhance interactions with patient and family groups, volunteers, and the general public as well as collaborating on efforts to engage trainees and diplomates. Through cross-functional collaboration, this individual ensures that the ABP maintains a meaningful and visible presence at key national meetings and

within the broader pediatric and medical education communities. Additionally, the VP oversees the ABP's professional services, meeting planning, and communications functions, ensuring the organization's messaging and outreach effectively support its mission.

As a senior leader, the Vice President of Board Relations represents the ABP in national and international forums, fostering collaborative relationships with peer organizations and contributing to the overall governance and strategic direction of the ABP. The VP will be a visionary leader with the ability to build consensus, drive impactful initiatives, and uphold the ABP's commitment to improving child health through excellence in pediatric certification.

The ABP has retained Isaacson, Miller to assist in this recruitment. A complete list of the qualifications and characteristics desired in the VP can be found at the conclusion of this document, along with information on how to apply.

ABOUT THE AMERICAN BOARD OF PEDIATRICS

The ABP is an independent, nonprofit organization, and its certificate is recognized around the world as an assurance to the public of physician competence. It is one of the 24 certifying boards of the American Board of Medical Specialties (ABMS), and as one of the three primary care boards, together with Internal Medicine and Family Medicine, it is among the largest and most influential of the certifying boards.

Since its inception, The American Board of Pediatrics has awarded more than 145,000 certificates in general pediatrics and more than 35,000 certificates in the pediatric subspecialties. In 2024, the ABP certified 3,711 diplomates in General Pediatrics and 2,546 diplomates in a pediatric subspecialty. More than 92,000 diplomates maintain their certification through the ABP's continuing certification programs.

The governance of the organization resides in a 15-person Board of Directors. The ABP's physician Directors must be diplomates of The American Board of Pediatrics. The Board of Directors for the ABPF consists of nine (9) Directors representing expertise in child health research and/or policy and matters relating to children and health affairs. Two (2) of the Directors of the ABPF are public members, representing professions other than physician.

Staff and Finances

The ABP staff has grown significantly over the last decade, and today the organization employs 112 individuals, contracts a small number of positions, and has 1 intern.

Reporting directly to the President and CEO is the Senior Leadership Team (SLT), which will be comprised of the following positions, four of whom are MDs: Executive Vice President, Credentialing & Initial Certification; Vice President, Continuing Certification; Vice President, Competency-Based Medical Education; Vice President, Board Relations; Vice President, Finance & CFO; Vice President, Assessment; Vice President, Information Technology & Informatics; and Vice President, Organizational Effectiveness.

The ABP maintains a strong financial position, with a combined operating and capital budget of \$43M for FY2025. Revenues, generated from fees for initial certification and continuing certification enrollment, are the primary sources of revenue. The ABP strives to keep its initial certification fees in line with those of other boards and has kept these fees relatively flat since its inception when adjusted for inflation.

The American Board of Pediatrics Foundation

Established in 1986, the ABP Foundation funds research that advances knowledge and supports new strategic initiatives undertaken by the ABP. Past projects have focused on understanding the current and future trends in the pediatric workforce, as well as the implementation of competency-based medical education.

In accordance with the current ABP strategic plan, the ABPF can impact numerous areas of children's health, assessment, education, and medical certification.

ROLE OF THE VICE PRESIDENT OF BOARD RELATIONS

The Vice President of Board Relations reports directly to the President and CEO of the ABP, Dr. Michael Barone. The VP is responsible for intentionally cultivating relationships related to ABPF board members, patients and families and their supporting networks, and the general public. The VP will also develop and nurture key professional relationships with select external societies and organizations, ensuring strong alignment and partnerships. The VP will work with members of the senior leadership team to ensure that the ABP remains relevant and accountable to its stakeholders and external organizations, establishing relationships and external communications practices that align with the organization's core mission, vision, and values.

The VP will be responsible for supervising and developing two direct reports (a Director of Professional Services and a Director of Communications) and an overall team of eight.

KEY OPPORTUNITIES AND CHALLENGES FOR THE VICE PRESIDENT OF BOARD RELATIONS

Working closely with the Senior Leadership Team, the Vice President of Board Relations will effectively direct and inspire the ABP in proactively responding to and addressing the following opportunities and challenges:

Provide strategic leadership to align the ABP Foundation with the organization's mission while thoughtfully assessing its future role.

The Vice President of Board Relations will be a strategic and collaborative leader, guiding the ABP Foundation through a critical period of evaluation and alignment with the ABP's overarching priorities. This individual will work closely with leadership, staff, and external partners to ensure that the

Foundation's activities meaningfully advance the ABP's mission, particularly in areas such as research and program-related support, meaningful engagement of patients and families, and ABP convenings.

Recognizing the evolving needs of the organization, the VP will lead a structured and inclusive process to assess how the Foundation can best contribute to the ABP's long-term impact. Whether through strengthening its role as a distinct supporting entity or integrating key priorities and initiatives more within the ABP's core operations, this leader will foster transparent discussions that honor the Foundation's history while positioning it for future effectiveness. Throughout this process, the VP will engage diplomatically with stakeholders, providing clarity and vision while building consensus around the most effective path forward.

Serve as a visible, collaborative representative, strategically strengthening the ABP's external partnerships while fostering internal collaboration.

The Vice President of Board Relations will serve as a visible and credible representative of The American Board of Pediatrics, building and sustaining meaningful relationships with key external partner organizations, including groups dedicated to advancing diversity, equity, inclusion, and equitable health service delivery in pediatric care. By serving as a connector between the ABP and its external stakeholders, the Vice President will enhance the organization's influence, visibility, and ability to collaborate effectively on shared priorities.

Internally, this individual will work to ensure alignment and clarity around external engagement responsibilities, recognizing the importance of both historical relationships and emerging opportunities. By fostering a spirit of collaboration and coordination among senior leaders, the VP will support a unified, strategic approach to external representation while acknowledging existing partnerships and expertise. This role will balance institutional priorities and promote a shared vision that maximizes the ABP's impact.

Champion a robust communications strategy to articulate the ABP's mission effectively, enhancing credibility and engagement with key stakeholders.

The Vice President of Board Relations will play a pivotal role in refining and advancing the ABP's internal and external communications, ensuring clear, consistent, and mission-driven messaging to diplomates, trainees, patient and family groups, and the broader pediatric community. Through the alignment of communications with strategic priorities, this individual will help reinforce the ABP's role as a trusted leader in pediatric certification and advocacy.

In partnership with the communications team, the VP will foster a culture of collaboration, innovation, and continuous improvement to enhance the effectiveness and impact of the ABP's messaging. Recognizing the team's critical role in advancing organizational goals, this leader will support efforts to refine processes, strengthen engagement strategies, and ensure that communications are both timely and strategically aligned. Through thoughtful leadership and partnership, the VP will help elevate the ABP's voice, reinforcing its credibility and strengthening its connection with key stakeholders.

Foster cross-functional collaboration to enhance strategic alignment and operational effectiveness.

The Vice President of Board Relations will play a key role in strengthening cross-departmental collaboration, ensuring that The American Board of Pediatrics initiatives—spanning research, professional services, communications, certification standards, and trainee and diplomate assessment—are strategically aligned and mutually reinforcing. Through the integration of these critical areas, the VP will help streamline efforts, maximize organizational impact, and ensure that the ABP's work is greater than the sum of its parts.

Recognizing the importance of role clarity in a complex organization, the VP will work closely with senior leaders to establish clear, well-communicated responsibilities that support both efficiency and collaboration. With a thoughtful and inclusive approach, this individual will work to nurture an environment where departments work together effectively to achieve shared goals. The VP will champion a culture of teamwork, ensuring that the ABP's collective efforts are coordinated, impactful, and aligned with the organization's mission.

QUALIFICATIONS AND CHARACTERISTICS

An influential advocate for the ABP, the ideal candidate will be a forward-thinking, creative, solutions-oriented leader who fosters and strengthens relationships essential to the organization's success. A terminal degree (MD, DO, PhD, or EdD) is strongly preferred, with board certification required where applicable; in the absence of a terminal degree, a master's degree (MPH, MPP, MHA, MBA) is required. Additionally, the candidate should bring at least 15 years of progressive leadership experience in pediatrics, with a background of leadership in research, policy, academic medical centers, or roles in undergraduate and/or graduate medical education.

While no one candidate will embody every quality, the successful candidate will bring many of the following professional qualifications and possess these personal characteristics, attributes, and values:

- A naturally respectful, consultative, and accessible leadership style with the ability to lead decisively, energize teams, and inspire action—even in the absence of consensus.
- Strong strategic planning and execution skills, aligning initiatives with organizational goals for measurable impact.
- Proven ability to build trust across organizations, fostering collaboration and cohesion in complex environments.
- Demonstrated professionalism, diplomacy, and integrity, maintaining a high ethical standard in all interactions.
- A deep understanding of the service mission of the ABP, recognizing that its primary constituency is the public, and its programs are accessed by physicians who expect excellence.
- Highly developed written and verbal communication skills, with the ability to clearly and positively communicate the ABP's mission and initiatives across diverse audiences.
- Extensive experience in senior-level communications, stakeholder engagement, and external relations.

- Familiarity with board governance, strategic advisory roles, or executive-level reporting.
- A willingness to stand firmly for the principles of the ABP and the ABP Foundation, even in the face of vocal criticism or opposition.
- A powerful commitment to diversity, equity, and inclusion, with a demonstrable track record of individual action and institutional leadership to advance DEI efforts.
- Experience supporting and engaging diverse and inclusive constituent groups, including diplomates, trainees, patients, and families.
- Strong project management skills, overseeing complex initiatives, managing competing priorities, and driving results.
- Experience in nonprofit, membership, assessment, and certification organizations, with a deep understanding of their operational and strategic complexities.
- Expertise in overseeing event planning and management, ensuring high standards of execution for meetings, conferences, and special events.
- Previous experience in research grant program building, including grant application and review.
- The ability to navigate and thrive in a dynamic and evolving organizational landscape, demonstrating flexibility and adaptability in response to shifting priorities.
- Drive and stamina, accompanied by exceptional emotional intelligence, grace, and warmth in leadership interactions.
- Ability to travel as required (up to 15%)

LOCATION

The American Board of Pediatrics follows a hybrid work model, with employees working on-site at its Chapel Hill, NC office on Tuesdays, Wednesdays, and Thursdays, and having the option to work remotely on Mondays and Fridays.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/american-board-pediatrics/vice-president-board-relations>. Electronic submission of materials is strongly encouraged.

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The American Board of Pediatrics is an Equal Opportunity Employer.