



UMass Chan
MEDICAL SCHOOL

Director, Drugs of Abuse Laboratory
University of Massachusetts Chan Medical School
Worcester, Massachusetts

THE SEARCH

The University of Massachusetts Chan Medical School (UMass Chan) seeks a highly skilled forensic science professional with strong operational leadership experience to serve as Director of the Drugs of Abuse Laboratory. Reporting to the Associate Vice Chancellor for Administration, the Director provides strategic and operational oversight of a critical forensic laboratory that supports the Massachusetts criminal justice system. This role leads a team of forensic scientists responsible for the secure handling and analysis of legal evidence and serves as the primary laboratory liaison to the Massachusetts State Police and District Attorney's Office.

The ideal candidate will bring deep technical expertise in forensic science, strong leadership skills, and the ability to implement innovative solutions to complex challenges. The Director will ensure the highest standards of scientific integrity, guide daily operations, and contribute to the development of laboratory methods, policy, and staff expertise.

UMass Chan has engaged Isaacson, Miller, a national executive search firm, to assist in this search. Applications, inquiries, and nominations may be submitted as indicated at the end of the document.

UMASS CHAN MEDICAL SCHOOL

Founded in 1962, the University of Massachusetts Chan Medical School is the Commonwealth's only public medical school. It is perennially ranked in U.S. News & World Report as one of the nation's best in primary care training, providing high-quality, affordable medical education to state residents with a focus on increasing the number of primary care physicians practicing in underserved areas of Massachusetts. Its mission is to advance the health and well-being of the people of the Commonwealth and the world through pioneering developments in education, research, and healthcare delivery. The institution is

committed to enhancing health and science education, ensuring community health, building a diverse workforce, and enriching lives through extensive community outreach.

Following a \$175 million donation from The Morningside Foundation in 2021, UMass Medical School became the UMass Chan Medical School. The transformative gift has allowed the medical school to recruit renowned and innovative faculty, conduct more breakthrough biomedical research, offer financial support to highly qualified and diverse students, and be ever more expansive in fulfilling its public service mission.

UMass Chan is home to three graduate schools: the T.H. Chan School of Medicine, the Morningside Graduate School of Biomedical Sciences, and the Tan Chingfen Graduate School of Nursing. In total, there are more than 3,000 faculty and 1,200 students at UMass Chan. The intellectual climate, collaborative culture, and growth of the medical school have consistently allowed UMass Chan to attract the best and the brightest to the faculty at all levels. Unique among all medical schools, UMass Chan is home to [Commonwealth Medicine](#), a healthcare consulting division that partners with Massachusetts, other states, and countries in delivering health services to vulnerable populations. The medical school also houses [MassBiologics](#), the only publicly owned, non-profit, FDA-licensed manufacturer of vaccines and other biologic products in the United States.

ROLE OF THE DIRECTOR

Reporting to the Associate Vice Chancellor for Administration, the Director provides both strategic and operational leadership for the Drugs of Abuse Laboratory, an essential forensic unit that plays a critical role in supporting the Massachusetts criminal justice system. Leading a dedicated team of forensic scientists, the Director oversees the secure handling and scientific analysis of legal evidence and ensures that all laboratory operations adhere to the highest standards of accuracy, integrity, and legal compliance. The Director also serves as the primary liaison to the Massachusetts State Police and the District Attorney's Office, maintaining effective communication and coordination across agencies.

This role requires deep technical expertise and the capacity to develop innovative solutions to complex forensic challenges. The Director will have significant autonomy in exercising sound judgment and applying relevant laws, policies, and scientific standards to ensure the consistent delivery of scientifically sound and legally defensible results. In addition to overseeing day-to-day operations, the Director will contribute to the advancement of forensic science within the laboratory, developing new methodologies, informing policy, and serving as a key technical advisor to the forensic science team.

QUALIFICATIONS AND EXPERIENCE

The Director will be an experienced leader with an earned degree in a relevant field. They will bring most, if not all, of the following professional qualifications and experiences to the role:

- Bachelor's degree or higher in a natural science discipline such as Chemistry, Analytical Chemistry, or Forensic Science;

- At least five years of professional, full-time experience as a bench chemist or forensic scientist in a crime laboratory or similar setting, with demonstrated proficiency in an accredited forensic laboratory specializing in seized drug analysis or a related field;
- Proven experience providing expert testimony in court or other legal proceedings;
- Strong foundation in analytical chemistry, particularly as it relates to the identification and analysis of controlled substances;
- Effective verbal and written communication skills for collaboration with colleagues, external agencies, and stakeholders.
- Demonstrated experience in supervising, training, and developing staff within a laboratory or technical environment;
- Proficiency in managing complex projects, including planning, execution, and oversight of timelines and deliverables;
- Applied understanding of research design and methodology, including the ability to implement scientifically sound studies;
- Familiarity with Massachusetts criminal justice and legal systems, including relevant criminal and civil codes, regulations, and procedures related to forensic science and analysis;
- Comprehensive understanding of maintaining the chain of custody for criminal evidence in compliance with legal and procedural standards;
- Technical knowledge of laboratory instrumentation, including calibration, maintenance, and troubleshooting in accordance with manufacturer specifications and industry best practices;
- Awareness of current developments, resources, and emerging technologies within the forensic science community and ability to integrate innovations into practice;
- Ability to collaborate with research professionals to develop experimental designs and contribute to grant applications and research proposals;
- Personable and collaborative working style, with the ability to foster trust, open communication, and a positive working dynamic
- Educational credentials consistent with accreditation standards required for conducting forensic seized drug analysis.

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/university-massachusetts-chan-medical-school/director-drugs-abuse-laboratory>.

Dan Rodas, Partner
Damla Williams, Senior Associate
Isaacson, Miller

As an equal opportunity and affirmative action employer, UMass Chan recognizes the power of a diverse community and encourages applications from individuals with varied experiences, perspectives, and backgrounds.