



*Senior Vice President and Chief Scientific Officer
Seattle Children's and Seattle Children's Research Institute
Seattle, Washington*

Seattle Children's, one of the premier children's health systems in the nation, seeks an innovative, strategic, and collaborative leader to serve as the Senior Vice President and Chief Scientific Officer (CSO) for the Seattle Children's Research Institute (SCRI). Reporting to the CEO of Seattle Children's, Jeff Sperring, MD, the CSO is the principal scientific executive of the health system. The CSO, in concert with Chief Research Operations Officer (CROO) Eric Tham, MD, provides scientific leadership for the SCRI and is a member of Seattle Children's Executive Leadership Team. Seattle Children's serves the largest region of any pediatric health system, covering nearly one million square miles across four states. In 2021, Seattle Children's generated almost \$3 billion in gross revenue and had over 370,000 patient visits. The 407-bed hospital in Seattle anchors Seattle Children's, but care is also provided at 43 outreach sites across the Pacific Northwest.

The SCRI was established in 2006 and is already in the top five for research funding among pediatric research institutes with over \$211 million in extramural awards in 2021. The expansive research portfolio of the SCRI is spread across seven research centers, including the Ben Towne Center for Childhood Cancer Research; the Center for Child Health, Behavior, and Development; the Center for Clinical and Translational Research; the Center for Developmental Biology and Regenerative Medicine; the Center for Global Infectious Disease Research; the Center for Immunity and Immunotherapies; and the Center for Integrative Brain Research. The SCRI hosts a broad range of academic research, including basic, translational, clinical, health equity, and outcomes research.

As the scientific lead for the SCRI, the CSO will build upon the Institute's strengths and successes while executing a vision that continues to push the boundaries of pediatric research. The CSO will be a steward for SCRI resources, investing in its faculty and staff to drive scientific discoveries that impact child well-being. The CSO will also serve Seattle Children's through their role as Senior Vice President, contributing to the overall strategy and achievements of the health system across all missions and initiatives. The CSO will bring a track record of success in advancing their own transformational research, mentoring and developing others, and a dedication to and impact in anti-racist and inclusive practices.

Seattle Children's has retained Isaacson, Miller, a national executive search firm, to assist with this important search. Inquiries, nominations, and applications should be directed in confidence to the firm as indicated at the end of this document.

For more information about Seattle Children's, see Appendix I.

SEATTLE CHILDREN'S RESEARCH INSTITUTE

[The Seattle Children's Research Institute](#), established in 2006, is one of the top five most funded pediatric research institutes in the United States, with over \$211 million in extramural awards, including over \$130 million from the NIH in 2021. The SCRI is organized into research centers, bringing together clinician scientists and PhD researchers to tackle the pressing issues in pediatric care. The research centers include:

- The Ben Towne Center for Childhood Cancer Research
- The Center for Child Health, Behavior, and Development
- The Center for Clinical and Translational Research
- The Center for Developmental Biology and Regenerative Medicine
- The Center for Global Infectious Disease Research
- The Center for Immunity and Immunotherapies
- The Center for Integrative Brain Research.

The SCRI, along with Seattle Children's Therapeutics, make up the Seattle Children's Research Division (SCRD). The SCRD is composed of 296 principal investigators and over 2000 members. The SCRD sits across six research buildings and has approximately 400 active clinical trials per year. Research at Seattle Children's has led to 13 spin-off companies, 19 non-start up commercial partnerships, and coordination of multi-center clinical trials leading to new medications for Cystic Fibrosis and the development of new pediatric cancer therapies.

The SCRI offers a broad range of academic research – basic, translational, clinical, health equity, and outcomes research. The SCRI serves to improve pediatric healthcare by leading and participating in hundreds of research projects ranging from disease mechanism studies to investigational therapy improvement. The Institute is dedicated to recruiting and retaining dedicated researchers while creating the facilities and programs they need to transform important findings into viable, real-world therapies. Focus programs at SCRI include the Treuman Katz Center for Pediatric Bioethics, the nation's first pediatric bioethics center, the Health Equity Research Program based in the Center for Diversity and Health Equity, and the Center for Nursing Research.

Seattle Children's Research Division has become one of the most productive research centers in the Western United States. Seattle Children's Research Division pushes the boundaries of medical research to find cures and therapeutics for pediatric diseases, improving outcomes for children all over the world.

Seattle Children's Research Division is internationally recognized for research in neurosciences, immunology, cancer, infectious disease, injury prevention and much more.

At the forefront of pediatric medical research, SCRI is one of just 30 exclusively pediatric research institutes in the world and is among the top five in National Institutes of Health funding, generating \$211 Million dollars in extramural awards. SCRI serves to improve pediatric healthcare by leading and participating in hundreds of research projects ranging from disease mechanism studies to investigational therapy improvement. The Institute is dedicated to recruiting and retaining dedicated researchers while creating the facilities and programs they need to transform important findings into viable, real-world therapies.

Supported by Center Support Services (CSS), researchers in the centers collaborate closely with one another, as well as with their colleagues within Seattle Children's Therapeutics, healthcare providers at Seattle Children's Hospital, and researchers at partner institutions such as the University of Washington and Fred Hutchinson Cancer Center. SCRI generates funding through federal government, industry collaborations, as well as philanthropy & private donor opportunities. The Research Institute also houses the Center Director and Administrator Council (CDAC). This is a shared governance leadership council composed of all center directors, associate center directors, and Senior Administrative Team members.

ROLE OF THE SENIOR VICE PRESIDENT AND CHIEF SCIENTIFIC OFFICER

The Senior Vice President and Chief Scientific Officer will function in a highly matrixed environment, reporting to the CEO of Seattle Children's, Dr. Jeffrey Sperring, and to the Chair of Pediatrics at the University of Washington School of Medicine/Senior Vice President and Chief Academic Officer at Seattle Children's Hospital, Dr. Leslie Walker-Harding. The CSO serves in a dyad leadership structure with the CROO to oversee the SCRI. This position is responsible for providing leadership and strategic direction for all seven research centers within the SCRI. As Senior Vice President, the CSO also serves as a member of the Executive Leadership Team, providing key insights for the strategy and operations of Seattle Children's.

OPPORTUNITIES AND CHALLENGES

Seattle Children's is at a critical inflection point, and the institution is primed for growth. The CSO will be instrumental in this evolution. Partnering with the CROO to lead the SCRI, the CSO is expected to address the following opportunities and challenges:

Collaboratively develop a cohesive and comprehensive scientific vision for the SCRI

The SCRI has experienced years of rapid expansion, and the CSO must think about the next phase of strategic development. The CSO will assess the strengths and opportunities for the SCRI, considering the expertise present in each of its research centers and the needs of the pediatric healthcare community.

Working with center directors and other senior leaders, the CSO will synthesize this information and set forth an inclusive vision that continues to invest in the Institute's strengths while simultaneously identifying and prioritizing growth areas, optimizing the research potential for investigators. The vision will encompass all aspects of the SCRI and inform allocation of resources, ensuring that the SCRI remains at the cutting edge of pediatric-focused research.

Support a vision and measurable strategy for equity, diversity, and inclusion that aligns with the SCRI strategic plan

The successful candidate will have a history of engaging in anti-racism, diversity, equity, and inclusion initiatives, with a demonstrated track record of impact. The CSO will advocate and champion the Health Equity and Anti-Racism Action Plan, overseeing and executing on SCRI-specific projects or programs and prioritizing increasing the diversity of faculty, staff, and research participants.

Assist in the recruitment, retention, and development of exceptional faculty and staff

The CSO will serve an important role in recruiting, retaining, and mentoring faculty and staff at the SCRI in partnership with the SVP and Chief Academic Officer/University of Washington Chair of the Department of Pediatrics. Beyond providing support to the Center Directors, the CSO will play a vital role in attracting top talent at all career stages and ensuring their success through active mentorship and support. The CSO will establish a culture that encourages investigators to pursue high impact projects, establish cross-disciplinary collaborations, and advance their research to clinical applications.

Serve as a partner with the Chief Research Operations Officer to streamline operations within the SCRI

The CSO works in tandem with the CROO to ensure the SCRI is functioning as efficiently as possible, while supporting best research practices. The CSO will be attuned to the needs of researchers, helping identify pain points and contributing to solutions to improve operations, ensuring that resources are available and allocated equitably to advance all missions of the SCRI. The CSO will also be accessible to SCRI faculty and staff, providing transparent leadership and communicating the goals and successes of the SCRI throughout the organization.

Manage and expand upon existing partnerships and establish new collaborations with other scientific organizations

While the SCRI is housed in a stand-alone children's hospital, investigators also maintain appointments and affiliations with other organizations, including the University of Washington and the Fred Hutchinson Cancer Center. These partnerships provide incredible opportunities for scientific collaborations, in addition to access to world renowned scientists, cutting edge approaches, and top-of-the-line equipment. Maintaining strong ties to the greater Seattle research community will advance research faster and farther

for all organizations, and the CSO will play a central role in continuing to develop and foster these relationships.

The affiliation with the University of Washington is particularly important, as faculty also receive appointments there. The CSO will work with the Chief Academic Officer at Seattle Children's and with other leadership at the University of Washington to ensure that faculty are well-served by both organizations and have a clear understanding of the role each plays as they advance in their careers.

Diversify and expand grants and philanthropic giving for the SCRI

While the SCRI continues to grow, resources available through the NIH and other governmental funding agencies are not rising at the same trajectory. While NIH grants will continue to be a high priority for SCRI investigators, the CSO will also be an advocate for other streams of research revenue, including private foundation grants and philanthropic giving, to support the research mission. Working closely with the new Senior Vice President and Chief Development Officer and the Seattle Children's Foundation, the CSO will help to execute on the plans to build an SCRI endowment, securing donations to advance pediatric research.

Serve as an external-facing leader and spokesperson, building the reputation of the SCRI locally, nationally, and internationally

The CSO will be the face of the SCRI, interacting with the community and advocating for and articulating the groundbreaking research happening at Seattle Children's to national and international audiences, including to both scientists and non-scientists. The Seattle research community is exceptional in its depth and breadth, and the CSO will ensure that the SCRI's earned place in that community is seen and appreciated by the entire research community.

QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will be a leader with vision and a dynamic, inclusive, and enterprising style. The candidate will have the intellectual stature, record, and vision to integrate, lead, and inspire a top-tier pediatric research institution. A strong dedication and commitment to diversity, equity, and inclusion, as well as a vision for the future of scientific training, is essential. In addition, the candidate must have experience with complex academic medical centers, university-based medical schools, or children's hospitals. Successful candidates for this position will possess many, if not all, of the following characteristics:

- PhD, MD, or equivalent, and ten years of increasing management responsibility and experience in academic research.

- A track record of excellence and innovation in academic research, as evidenced by success in obtaining significant grants and publishing high impact papers.
- Demonstrated ability to provide strategic leadership in multi-disciplinary and academic research and scholarship and strong skills in planning, communication, and organization.
- A track record of experience managing individuals with differing backgrounds and experience with a passion for developing talent and fostering opportunity and growth and in a workplace culture that is inclusive and equitable.
- Experience leading equity, diversity, inclusion, and anti-racism initiatives.
- Broad knowledge of the healthcare industry, research, academic medicine, health policy and regulation, and finances.
- The ability to enhance the educational and research mission by creating further opportunities for global collaboration among researchers, students, and faculty.
- A transparent, collaborative leadership approach that brings constituents together across multiple roles and perspectives.
- A commitment to the mission of Seattle Children's, to provide hope, care and cures to help every child live the healthiest and most fulfilling life possible.

SALARY AND BENEFITS

The estimated total cash compensation for this position is \$510,000 - \$660,000 annually, which is inclusive of an annual target incentive. Offers are crafted using multiple factors including equity, related skills, experience, and qualifications. This role also comes with relocation and signing bonuses. Ranked as one of the top children's hospitals in the country by *U.S. News & World Report*, [Seattle Children's](#) offers a generous [benefits](#) package, including medical, dental, and vision, retirement, life insurance, paid time off, tuition assistance, and more.

TO APPLY

Seattle Children's has retained Isaacson, Miller, a national executive search firm, to assist in this search. Screening of complete applications will begin immediately and continue until the completion of the search process; for best consideration, please apply by **February 15, 2023**. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/seattle-childrens/senior-vice-president-and-chief-scientific-officer>. Electronic submission of materials is required.

Courtney Wilk-Mandel, Nicholas Strand, and Jasmine Miller
Isaacson, Miller
1925 Century Park East
Suite 1700
Los Angeles, CA 90067
Phone: 310-405-0048

Our community welcomes diverse experiences, backgrounds, and thoughts as this is what drives our spirit of inquiry and allows us to better connect with our increasingly diverse patients and families. Our organization recruits, employs, trains, compensates, and promotes without regard to race, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics.

The people who work at Seattle Children's are members of a community that seeks to respect and celebrate all the qualities that make each of us unique. Each of us is empowered to be ourselves within this community, which cultivates and promotes equity, diversity, and inclusion at all levels. Seattle Children's is proud to be an Equal Opportunity Workplace and Affirmative Action Employer.

APPENDIX I

ABOUT SEATTLE CHILDREN'S

We provide hope, care and cures to help every child live the healthiest and most fulfilling life possible.

Mission Statement, Seattle Children's

[Seattle Children's Hospital](#) was founded in 1907 with the goal to care for children regardless of race, religion, gender, or a family's ability to pay, a vision that continues to guide Seattle Children's to this day. Over the ensuing years, Seattle Children's Hospital has cemented itself as one of the world's top centers for pediatric medicine, specializing in meeting the unique physical, emotional, and developmental needs of children from infancy through young adulthood. Serving patients across four state and nearly one million square miles, Seattle Children's generated almost \$3 billion in gross revenue and had over 370,000 patient visits in 2021. Seattle Children's is anchored by the 407-bed hospital in Seattle while also providing care at 43 outreach sites across the Pacific Northwest, serving the largest region of any pediatric hospital in the country. Seattle Children's has over 8,700 employees, and more than 1,000 faculty physicians and researchers work at Seattle Children's and are employed by the University of Washington or Children's University Medical Group (the faculty practice plan which is a joint venture between Seattle Children's and the University of Washington), increasing the footprint of the health system. Seattle Children's has nearly 60 pediatric subspecialties, providing inpatient, outpatient, diagnostic, surgical, rehabilitative, behavioral, emergency, and outreach services to patients.

Nationally ranked in 10 pediatric specialties by *U.S. News & World Report*, Seattle Children's is the primary teaching, clinical, and research site for the University of Washington School of Medicine's (UWSOM) Department of Pediatrics. Through this affiliation, most of Seattle Children's-based physicians hold appointments at the UWSOM and are employed by Children's University Medical Group (CUMG), the Seattle Children's and UWSOM joint practice plan. UWSOM is ranked as the 9th best research program and 6th best pediatric program by *U.S. News and World Report*, providing additional opportunities for Seattle Children's faculty to collaborate across the missions of academic medicine.

In 2015, Seattle Children's Board of Trustees named Dr. Jeff Sperring as the CEO and he is currently responsible for overseeing Seattle Children's Hospital, Research Institute, Hospital and Research Foundation and Guild Association. Dr. Sperring continues to push forward Seattle Children's incredible reputation for world-class pediatric care and research work, as well as the ability to provide care for kids across a very large region.

Over the ensuing years, Seattle Children's Hospital has cemented itself as one of the world's top centers for pediatric medicine, specializing in meeting the unique physical, emotional, and developmental needs of children from infancy through young adulthood. Through the collaboration of physicians in nearly 60 pediatric subspecialties, Seattle Children's provides inpatient, outpatient, diagnostic, surgical, rehabilitative, behavioral, and emergency and outreach services, regardless of a family's ability to pay.

DIVERSITY, EQUITY, INCLUSION, AND ANTI-RACISM

Seattle Children's is dedicated to being an anti-racist and equitable health organization. Seattle Children's has adopted a long-term, comprehensive [Health Equity and Anti-Racism Action Plan](#). This plan was designed with the guidance and support of patients, workforce, community, and trusted expert leaders on anti-racism work, equity, inclusion, and diversity. Seattle Children's executive leaders will hold themselves and their teams accountable for fostering an inclusive work and care environment, emphasizing that racism is not tolerated. Seattle Children's recruiting efforts must ensure it attracts and retains a workforce who represent the diversity of its patients. The institution must examine and dismantle organizational policies and systems that allow racism to persist and replace them with new systems that create racial equity.

Seattle Children's is dedicated to reducing health disparities and improving the lives of all patients, families, research participants, and community. Through the Research Division Anti-Racism Committee, Seattle Children's is actively creating equitable participation opportunities for diverse communities and equitable career pathways for diverse faculty and staff. The Research Division Anti-Racism Committee also provides funding support for research projects and research teams that focus on health equity issues.

SEATTLE CHILDREN'S FOUNDATION

[The Seattle Children's Foundation](#) was initially founded and run by a group of philanthropic women more than 100 years ago. Their generous spirit can be seen today in the support of thousands of donors and guild members, ultimately creating better futures for Seattle Children's patients. The strong philanthropic support of the community is evident in the success of the Foundation, which is among the top fundraising organizations within pediatric healthcare today. In FY2019, the Foundation raised more than \$200 million, reaching that milestone for the first time. In FY2021, the Foundation is poised to surpass this, putting the campaign on track to reach its \$1.35 billion goal. The pillars of the campaign include support for clinical and research programs in immunotherapy and neurosciences, as well as ongoing support for community health and access to care for every child in the region. The Foundation has been the beneficiary of numerous gifts, including a \$50 million commitment by the Aldarra Foundation from the Boeing estates.