



Executive Director
American Institute for Medical and Biological Engineering
Washington, DC

The Search

The American Institute for Medical and Biological Engineering (AIMBE) welcomes applications and nominations for its next Executive Director (ED). Founded in 1991, AIMBE is the authoritative voice and advocate for the value of the field of medical and biological engineering. AIMBE is dedicated to advancing scientific discovery, shaping public research policies, improving education and training, and promoting the reputation and contributions of biomedical engineering for the benefit of society. This is a rare and exciting opportunity for an individual to lead a talented and innovative organization whose mission is to provide authoritative science, engineering, research, and related policy advice to the federal government and its member constituents. The ED will play a critical role in promoting communications between the organization, the science/engineering community, the federal government, and the interested public.

AIMBE is undertaking this search at a time of transformative advances in science and engineering, and at a point of urgency and relevancy unmatched in recent history. Harnessing the energy and intellect of the most accomplished biomedical engineers, AIMBE is uniquely qualified to provide objective guidance to decision makers regarding research and the necessity of biomedical engineering. AIMBE is proud of its dynamic membership, financially sound foundation, and dedicated professional staff. As a result, the next ED will be supported in successfully crafting a strategic plan that will continue to maximize the organization's relevance to members, policy makers, and beyond.

The successful candidate will either possess, or be passionate about obtaining, the skills and experience to lead this next chapter of the organization. They will be business-minded, committed to developing and communicating a strategic vision for the organization, and willing to explore and identify innovative revenue models that support AIMBE's mission. As the visible public representative of the organization, the candidate will possess the ability to enthusiastically and persuasively forge meaningful partnerships as well as advocate for AIMBE among the scientific community, policy makers, industry groups, and funding organizations.

AIMBE has retained Isaacson, Miller, a national executive search firm, to assist in this important recruitment. All inquiries, nominations, and applications should be directed in confidence to the search firm as indicated at the end of this document.

American Institute for Medical and Biological Engineering

The American Institute for Medical and Biological Engineering (AIMBE) is a nonprofit honorific membership organization of over 2,000 of the most accomplished biomedical engineers. AIMBE is comprised of four pillars, or operating bodies, that support the organization's mission: the [College of Fellows](#), the [Academic Council](#), the [Council of Societies](#), and the [Industry Council](#). The College of Fellows represents the distinguished membership base, while the three councils represent the academic, industry, and scientific society partnerships AIMBE has fostered. The Academic Council is comprised of over 90 universities, and the Council of Societies encompasses approximately 50,000 people.

AIMBE members come from universities, government, industry, clinical practice, and scientific societies. As an honorific organization, membership is granted to the most expert level scientists and engineers. Candidates are invited via nomination from an existing member; nominations are typically extended to candidates who have made impactful contributions to medical and biological engineering and research, representing the top 2% of scholars in medical and biological engineering in the country. Nominations are evaluated by a review committee consisting of AIMBE members, and qualified candidates are placed on a ballot for consideration and election by the College of Fellows.

History, Mission, and Purpose

Since its founding in 1991, AIMBE has advocated for public policies and initiatives that support ongoing advancement of and investment in medical and biological engineering. Within the first ten years of AIMBE's founding, the organization saw great success in advocating for biomedical engineering to have a home in the National Institutes of Health. The organization's efforts led to the establishment of the NIH National Institute of Biomedical Imaging and Bioengineering (NIBIB), an institute that aims to improve the understanding of disease and disease prevention, including detection, diagnosis, and treatment, in 2000. To date, this has been one of AIMBE's proudest accomplishments and one of the most tangible outcomes of AIMBE's diligent and meaningful advocacy work.

AIMBE is an organization that provides informed, objective, and expert advice on some of the most pressing biomedical challenges facing society. An indispensable voice, AIMBE champions a mission of fostering government decision making and public policy, advancing public understanding, and encouraging investment in medical and biological engineering research. To ensure the growth and success of the field, AIMBE takes actionable steps toward involving, educating, and inspiring young people to engage with biomedical engineering while simultaneously recognizing existing leaders making significant contributions through research and innovation.

AIMBE accomplishes its mission through educational and advocacy-based events and programs. Capitol Hill Day and Congressional Briefings are signature programs that allow for AIMBE members to receive advocacy training before interfacing with lawmakers and educating Congress members and their staffers on the recent contributions and innovations in biomedical engineering, respectively. AIMBE's largest program of the year is its Annual Event which serves as an induction ceremony for new members, an annual meeting space for the three Councils, a networking space, and another opportunity to meet with lawmakers. AIMBE invites speakers and panelists to participate in their Annual Event to continue the education and dissemination of knowledge the organization is motivated to advocate for.

Governance Structure and Leadership

AIMBE is a Washington D.C.-based nonprofit, nonpartisan 501(c)(3) organization with a talented team driving its mission forward. The Board of Directors, in collaboration with the ED, is responsible for directing the organization's program of work and long-term vision. The Board of Directors is composed of elected volunteer members with ex officio members (some elected, some appointed) and has primary responsibility for AIMBE. The ED's role is to work in partnership and alongside the Board to identify strategic goals and initiatives. Currently, there are 12 Board members, including the President, and five ex officio Board members. The professional staff includes the Executive Director, the Director of Public Policy and Strategic Partnerships, and the Director of Operation and Member Services. The ED is supervised by the Board President, and the two Directors report to the ED. AIMBE's annual operating budget is \$800,000, with current assets of \$3,365,000. Revenue is generated exclusively through membership dues at this time.

Because AIMBE's Board and President rotate regularly, the ED provides essential continuity in developing and implementing long-term plans. Their success depends on the ability to present compelling options to the Board, facilitate the group's decision making, and implement its plans with minimal oversight. Continuous collaboration and investment in the relationship between the Board and ED will be critical in ensuring the growth and success of the organization.

The AIMBE President serves a two-year term. The current President is Joyce Wong, PhD, a professor of biomedical engineering and materials science and engineering at Boston University. She is the inaugural director of ARROWS (Advance, Recruit, Retain, and Organize Women in STEM), an initiative whose mission is to integrate programs designed to advance women in the STEM community at Boston University.

Leadership Opportunities and Challenges for the Executive Director

The next ED will assume leadership of AIMBE during an exciting juncture. There has yet to be a more topical time for biomedical engineering in recent history than that of the last few years. The increasing relevancy--coupled with rapidly accelerating advances in STEM and an evolving synergy between industry, academia, and government--positions AIMBE to operationalize the most accomplished scholars in biomedical engineering to meet the growing demands of society. The next ED, in collaboration with the staff and the Board of Directors, will define a strategic direction for the future of AIMBE, expand AIMBE's influence, and provide the organization with strong and consistent leadership.

Success for the ED will be measured by how well they meet the following opportunities and challenges:

Lead advocacy efforts and position AIMBE as an influential voice in Washington

The ED will be responsible for developing and advocating for national policies, federal research funding, and biomedical programs that further the organization's mission to support biomedical research and innovation for the benefit of society. As the key representative of AIMBE with elected officials and the administration, the next ED should take care to follow congressional and administration policies and programs impacting biomedical research, innovation, and public health. Because AIMBE identifies as an advocacy-based organization, it will be essential that the new ED encourage members to participate in advocacy efforts in Washington. The ED will be creative in their approach to educating and involving members in advocacy work, expanding upon existing workshops and initiatives while also identifying new methods of engagement.

Develop a strategic plan that ensures AIMBE's growth and vitality

The incoming ED will be instrumental in shaping and guiding a strategic plan that maximizes AIMBE's impact in society. The ED will establish strategic priorities in alignment with AIMBE's identity as an advocacy-based organization and mission to benefit society. Many of the most pressing and relevant issues facing the modern world require the scholarship and innovation of biomedical engineering, and the ED will ensure that AIMBE rises as an authoritative voice and resource nationally for objective research and excellence. Standing on the shoulders of the successful establishment of the NIH National Institute of Biomedical Imaging and Bioengineering (NIBIB) in 2000, the Board has expressed interest in identifying the organization's next "moon shot". The next ED will play a key role in identifying this next big opportunity for growth that excites members, garners recognition from peers, and has a tangible impact on the field of medical and biological engineering and society at large.

Serve and engage the Board of Directors and larger membership base

AIMBE's vitality and influence depend on the motivation, engagement, and action of both the Board of Directors and larger membership base. The ED should connect the value of AIMBE to the careers of

medical and biological engineers, both in academia and industry. AIMBE represents the interest of its members to the federal government, and as such, conducts advocacy on their behalf. However, there is immense potential for the new ED to engage more productively with its members. The ED must listen, experiment, and innovate to ensure that members have tangible ways to feel engaged with, and connected to, the overall mission of AIMBE. By providing greater clarity on initiatives and programs, fostering collaboration and idea sharing amongst members and the Board, capitalizing on critical peer partnerships, and delivering clear strategic goals and priorities, the ED can better harness the impressive membership of respected scholars that make up AIMBE. The next ED will use creativity and intentionality to strengthen communication between AIMBE and its membership.

Increase awareness of engineering and its contributions to the field and society

Communicating the value and impact of biomedical engineering to constituents and policy makers will be of the utmost importance for the incoming ED. Both a strong relationship builder and effective storyteller, the new ED will be a champion and advocate for biomedical engineering, effectively positioning the field as a priority for intellectual and financial investment. It is critical that the incoming ED take care to understand what biomedical organizations do and what their potential impact on society can be to successfully bring that narrative to the forefront of AIMBE's advocacy and partnership efforts. Many of the recent advances seen in science today were enabled by advances in biomedical engineering, and it will be the responsibility of the ED to ensure their contributions do not go unnoticed and are instead recognized and celebrated by peers, constituents, and policy makers.

Lead, develop, and manage a small but dedicated team of staff

An effective and committed staff of three, including the ED, anchors AIMBE's work. In conjunction with the Board of Directors, their experience and expertise are vital for advancing the mission of AIMBE. With an inclusive and collaborative approach, the ED will further develop the team and maximize the staff's capability to contribute to operational success and long-term planning. The ED will continue to promote a culture of teamwork and empower the staff to grow in their own professional development.

Cultivate existing partnerships with peer organizations while forging new relationships

AIMBE represents some of the most accomplished individuals in medical and biological engineering, a field that continues to advance and prove its relevancy in the scientific community. The field is forecasted to continue expanding and with that is the increasing potential for AIMBE to partner with leading corporations, foundations, societies, and government agencies. The ED should evaluate the health and strength of the organization's strategic partnerships while exploring the potential to forge new alliances with groups that share mutual legislative and policy concerns. The new ED will simultaneously distinguish and clarify AIMBE's identity from peer organizations while pursuing partnerships with groups that complement AIMBE's goals and agenda.

Generate and diversify revenue that will sustain the mission of the organization

For AIMBE to achieve and maintain a budget that has enough sustainable revenue to support its programs, it must grow both the primary revenue source of membership dues while expanding into untapped sources of revenue. The ED will bring rigor both in assessing opportunities to invest resources and in controlling costs to strategically steward resources. Bringing strong business acumen to the role, the next ED will attract the support needed to carry out the strategic goals critical to AIMBE's success.

The Ideal Candidate

The successful candidate will bring many of the following professional qualifications and personal qualities and be willing to learn and grow with the position over time to fill in gaps in prior experience:

- Exceptional communication, interpersonal skills, and listening ability.
- Excellent judgment and impeccable integrity.
- Leadership, management, and evidence-based decision-making experience with direct accountability for results at an organization of comparable size and/or complexity.
- Successful track record leading and shaping organizational strategy.
- Entrepreneurial spirit, creativity, and appetite for strategic, calculated risk-taking to grow AIMBE.
- Demonstrated leadership in and evidence of outcomes-based work to promote diversity, equity, and inclusion.
- Previous experience in, or working with, scientific organizations; specific knowledge of medical and biological engineering is a plus but not required.
- Ability to work collaboratively and effectively with highly accomplished scholars in a professional membership organization preferred, but not required.
- A successful track record of motivating, empowering, and mentoring high-performing teams.
- Ability to identify and develop revenue generation opportunities.
- Strong financial acumen and budgeting skills.
- Informed understanding of, and passion for, science and research policy, at the state or federal level.
- An advanced degree in a relevant (scientific) field is preferred, but not required.

To Apply

AIMBE has retained Isaacson, Miller, a national executive search firm to assist in this recruitment. Review of candidates will begin immediately and continue until the position is filled. Nominations, inquiries, and applications, including a letter of interest describing the individual's qualifications for the position and curriculum vitae, should be sent electronically and in confidence to:

Andrew Lee, Managing Partner
Courtney Cabansag, Associate
Isaacson, Miller
1800 K Street, NW, Suite 750
Washington, DC 20036

To apply, please visit: <https://www.imsearch.com/open-searches/american-institute-medical-and-biological-engineering/executive-director>

The American Institute of Medical and Biological Engineering is an Equal Opportunity Employer (EOE). AIMBE is committed to diversity and inclusion in the workplace and prohibits discrimination based on race, color, sex, sexual orientation, national origin, gender identity, ability, or any other protected characteristic as outlined by federal, state, or local laws.