



**Shared Executive Director
American Pediatric Society & Society for Pediatric Research
Remote Position**

THE SEARCH

The American Pediatric Society (APS) and the Society for Pediatric Research (SPR) (the Societies) seek a shared Executive Director. Over the past decade, the Societies have expanded significantly, each articulating new mission statements, developing new strategic plans, and launching new or expanded educational programs, collaborations, and awards. The incoming Executive Director will capitalize on this momentum to propel the Societies to their next eras of greatness.

Both Societies operate in a mission-driven manner, confer awards to honor distinguished achievement, and offer various educational and networking programs for members. Established in 1888, the mission of the APS is “shaping the future of academic pediatrics through engagement of distinguished child health leaders to represent the full diversity within the field”. The APS has more than 1,800 members who are esteemed leaders in academic pediatrics in North America. Established in 1929, the mission of the SPR is “to create a multi-disciplinary network of diverse researchers to improve child health”. The SPR’s approximately 4,000 members are active pediatric researchers, most of whom also provide patient care at academic medical centers in the United States. There are also many pediatric clinician-scientists who are members and loyal to both organizations.

Although they are separate 501(c)3 organizations with distinct missions, strategies, and identities, the APS and SPR pursue similar goals and have a long history of close collaboration and joint programming. Together the Societies are two of the four partner societies of the Pediatric Academic Societies (PAS) which produces the PAS Meeting. This annual scientific conference is a four-day program of scientific & educational sessions which draws approximately 8,000 physicians, researchers, and allied health professionals from across 60+ pediatric and academic pediatric specialties and groups to share and advance pediatric research. The Societies are also two of the three society owners of the scientific journal, *Pediatric Research*.

The Societies desire to continue offering new or enhanced programs to address the interests and needs of members. APS is eager to extend its reach across all of North America while mentoring future generations of leaders (and future APS members) as well as attending to the special late career stage needs of current members. SPR has undergone tremendous growth in programming over the past decade. This growth brings recognition its programs must continue to evolve – or be created – to address early- and mid-career member needs as well as respond to changes in the business models of academic medical centers and pediatric research.

As the Chief Executive Officer of the Societies, the Executive Director is tasked with supporting these ambitions. To do so, this leader must drive a strategic visioning and planning process with each society, enhancing their respective reach, value propositions to members, and member engagement. The Executive Director must also diversify revenues and generate new revenue sources, including through fundraising. The incoming Executive Director will also steward board relations, and lead and inspire a talented and diverse staff under a unique shared services model. Above all, this leader will serve as a unifying force for the Societies, respecting their unique missions while fostering unity and a shared sense of commitment to advancing health for all children.

The Societies have retained Isaacson, Miller, a national executive search firm, to assist with this important recruitment. Inquiries, nominations, and applications will be treated confidentially and should be directed to the firm as indicated at the end of this document.

THE SOCIETIES

While the Societies operate using a shared services model (described on page three of this document), they are unique but complementary in their missions, membership, and awards.

	APS	SPR
Vision	Advance child and adolescent health and well-being through an engaged, diverse, inclusive, and impactful community of pediatric thought leaders.	Connecting, collaborating and catalyzing the conduct of pediatric research.
Mission	Shaping the future of academic pediatrics through engagement of distinguished child health leaders to represent the full diversity within the field.	Creating a multi-disciplinary network of diverse researchers to improve child health.
Background	Founded in 1888 as the first pediatric society in North America.	Founded in 1929 to support and advocate for pediatric researchers.
Membership	More than 1,800 members, primarily in North America. Admission to membership follows an extensive nomination and vetting process and is regarded as a high honor conferred in recognition of extraordinary achievement.	More than 4,000+ physician-scientist members (including junior members) actively engaged in all phases of basic, clinical, and translational research necessary to advance child health.
Publication	<i>Pediatric Research</i>	
Foundations	Pediatric Research Foundation and the International Pediatric Research Foundation which oversees <i>Pediatric Research</i> , the journal owned by APS, SPR, and the European Society for Pediatric Research (EuroSPR).	
Conference	Member organizations of the Pediatric Academic Societies, Inc., which owns and operates the Pediatric Academic Societies (PAS) Meeting. The PAS Meeting draws approximately 8,000 physicians, researchers, and allied health professionals from across 60+ pediatric and academic pediatric specialties and groups. SPR also supports four annual regional academic events.	

THE SOCIETIES' SHARED SERVICES MODEL

Historically, a shared Executive Director led the APS and SPR (25% per society) and the PAS (50% effort). This was a successful model for more than three decades. However, due to the growth of all three organizations, the APS SPR Board and the PAS Board have recently agreed to separate the PAS Executive Director position from the shared APS and SPR Executive Director position. Under the new arrangement, the APS and SPR will continue operations under a full-time shared Executive Director (50% APS, 50% SPR).

A shared services model has traditionally supported operations for the Societies and the PAS. This shared services model is expected to continue; only the shared Executive Director role is being modified at this time. As such, the APS and SPR Executive Director is expected to work in close collaboration with the PAS Executive Director to ensure a highly cooperative and mutually satisfactory oversight and sharing of staff and services.

Each of the Societies maintains separate budgets and accounts. Staff costs are allocated based on effort allocation. Five positions are shared, two are assigned full-time and exclusively to APS, and three are assigned full-time and exclusively to SPR. Infrastructure costs are shared based on utilization. The three organizations share a small, leased headquarters office in The Woodlands, Texas. In 2021, the Central Office transitioned to a "Home & Hub" model with staff working exclusively remotely from home offices and visiting the headquarters office as needed.

OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE DIRECTOR

Reporting to the APS SPR Board of Directors, the Executive Director serves as the Chief Executive Officer of the APS and the SPR and is responsible for the administration of the Societies' operations (excluding scientific conference production which is conducted by the PAS). The following are the specific opportunities for the next Executive Director.

Work with the leaders of APS and SPR to develop and support each Societies' ambitions and value propositions

The Executive Director will work collaboratively with the Executive Councils and Councils to develop long-term strategic visions and plans that will enhance brand recognition, increase value to members, and support the financial sustainability, growth, and impact of current or new society programs. This leader will inherently have a customer service mentality, being able to continuously improve service quality, as evidenced by the member and stakeholder engagement and satisfaction. This includes developing key strategic relationships with stakeholders and sponsors, expanding benefits to members, expanding/developing programs that grow member engagement, and ensuring a diverse membership. Externally, the Executive Director will promote the Societies and influence partnerships and opportunities to increase brand awareness and advance the mission, vision, and strategic priorities of APS and SPR.

Diversify and increase revenues for the Societies

The Executive Director works with the Chief Financial Officer and is responsible for collaborating with the Societies' Executive Councils, Councils, and staff to develop and recommend annual budgets and multi-year business plans supportive of strategic initiatives that foster long-term financial sustainability. The Societies have historically relied on the traditional three-part funding model – dues, conference revenue, and subscriptions. In recent years the Societies have added new revenue streams including advertising, career centers, and, in the case of APS, charitable donations, but more support is needed. The incoming Executive Director must be an excellent steward of fiscal resources and understand ways to generate and diversify revenues, including through creating a fundraising campaign and seeking endowments for the various awards the Societies grant.

Oversee and manage a central administrative office

The Executive Director works with the Central Office Leadership Team to oversee the Shared Services Model, ensuring shared team members and infrastructure are deployed efficiently. As the Shared Services Model will be continued the APS SPR Executive Director is expected to work in close collaboration with the PAS Executive Director to ensure a highly cooperative and mutually satisfactory oversight and sharing of staff and services. The Executive Director will review Societies' infrastructure and determine strategies, tactics, and technologies/tools that will help the organizations meet their respective and joint operational goals. This leader will be responsible for developing succession plans; overseeing personnel policies, processes, and guidelines; evaluating bylaws and policies, making recommendations for changes as needed; and recruiting, retaining, and mentoring a diverse staff. Above all, the Executive Director will set the tone for the Societies, promoting a performance and goal-oriented work environment that values professionalism, timeliness, and accuracy, but also a culture that inherently promotes kindness, inclusivity, and collegiality where staff members at all stages of their careers are valued, heard, and have the necessary resources for professional development.

Promote board development and relations

The Executive Director will guide and support the Board, Executive Councils, and Councils in realizing the mission, vision, and strategic goals of the Societies. This leader will support Board and Council operations designed to promote effective and efficient governance; spearhead Board and Council member orientation, succession, and transitions; and lead Board and Council development and evaluation. Notably, the Executive Director will nurture an open, productive, and respectful collaboration among the Board, Executive Councils, and Councils.

QUALIFICATIONS AND CHARACTERISTICS

To achieve this broad mandate, the successful candidate for this position will meet the requirements and possess many, if not all, of the following characteristics.

- Demonstrated ability to identify strategic opportunities, articulate a strategic vision, and lead groups to realize these.
- Proven capacity to enhance organizational brand and value proposition, increase financial sustainability through revenue growth and diversification, and create and advance business development plans.
- Ability to think creatively and problem solve.
- Excellent written and verbal communication skills and ability to build productive collaborative relationships among diverse stakeholders.
- Understanding of and commitment to the value of research and academic pediatrics to children's health and the challenges and issues impacting the current academic pediatrics environment.
- Demonstrated ability to recruit, retain, lead, and directly manage teams through successful delivery of organizational goals.
- A personal and professional commitment to mentorship, diversity, equity, and inclusion.

TO APPLY

The Societies have retained Isaacson, Miller to assist in its identification and review of candidates. Screening of applications will begin immediately and will continue until the search is successful or closed. Inquiries, referrals, and resume and cover letter should be sent in confidence via: <https://www.imsearch.com/open-searches/american-pediatric-society-and-society-pediatric-research/executive-director>

APS & SPR are committed to a diverse and inclusive workforce and fully support the principle of equal employment opportunity in every aspect of the employment relationship. APS & SPR will not discriminate in employment on the basis of an individual's race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, genetic information, citizenship status, marital or familial status, military or veteran status, status as a victim of domestic violence, assault, or stalking, arrest record or any other characteristic protected by law.