



Search for the Vice President, SLAC National Accelerator Laboratory

Stanford University
Palo Alto, California

Stanford University, recognized as one of the most prestigious and innovative academic and research institutions in the world, seeks an accomplished, highly collaborative leader to serve as the next Vice President (VP) for SLAC National Accelerator Laboratory (SLAC). Reporting to the President of Stanford University and serving as an integral member of the University's executive leadership team, the Vice President is responsible for the effective management of a critical relationship between Stanford University and the Department of Energy's Office of Science by ensuring the seamless operation and success of SLAC. The VP will accomplish this objective by providing critical oversight over all strategic and operational elements of the day-to-day work of the Laboratory and deepening its research engagement with the University, working in partnership with the SLAC Laboratory Director.

Today, SLAC is one of the seventeen DOE National Laboratories – the most comprehensive research system of its kind in the world – providing strategic scientific and technological capabilities and expertise that cannot be found elsewhere. Within the DOE, SLAC is part of the Office of Science – the nation's largest funder of basic research in the physical sciences, and home to three unique open-access scientific user facilities: the Linac Coherent Light Source (LCLS) X-ray free-electron laser, Stanford Synchrotron Radiation Lightsource (SSRL) synchrotron, and Facility for Advanced Accelerator Experimental Tests (FACET) facility for next-gen accelerator technologies. SLAC is a multipurpose lab whose mission is to explore how the universe works at the biggest, smallest, and fastest scales and invent powerful tools used by scientists around the globe. As evidence of its success and impact, four Nobel Prizes have been awarded to six laureates for research conducted at SLAC.

The strong ties between Stanford and SLAC go back to the lab's founding in 1962. Sitting on Stanford land, SLAC has 1,600 employees today and welcomes 2,700 scientists from all over the world each year to use its three Office of Science user facilities for scientific experiments. The University and SLAC jointly run five joint research institutes and many joint research efforts. Over the years, Stanford has made numerous investments in the laboratory and provides key services that make its operations more efficient. SLAC also plays a key role for Stanford, which benefits from the lab's deep expertise in key areas and its ability to develop and run large-scale research facilities. The combined intellectual power of Stanford and SLAC continues to fuel exciting collaborations between scientists and engineers from a wide range of fields. Leveraging its location in Silicon Valley, strong relationship with Stanford University, and continuing

support from the DOE, SLAC is uniquely positioned to conduct groundbreaking research in the interest of the nation and educate and develop the U.S. scientific workforce in key technological areas.

The VP will work closely with the SLAC Director and senior leaders of the University, serving as the liaison between the Director, the University, and the DOE regarding contract oversight and operational issues. The successful candidate will have significant leadership and organizational management experience in a research environment of similar complexity, knowledge of scientific and operational issues, as well as research-intensive universities, the ability to foster key relationships at all levels, a servant leadership style, and a flexible learning mindset.

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

ABOUT STANFORD UNIVERSITY

Founded almost 150 years ago, Stanford University is one of the world's premier academic and research institutions, with a mission to contribute to the world by educating students for lives of leadership and contribution with integrity, advancing fundamental knowledge and cultivating creativity; leading in pioneering research for effective clinical therapies, and accelerating solutions and amplifying their impact.

As of fall 2023, the University has over 17,000 students who come from 49 states and 76 countries – representing a diverse, global, and dynamic student community, as well as over 2,300 faculty members who are committed teachers, scholars, researchers, and leaders in their various fields – among them includes 20 Nobel laureates who are currently members of the Stanford community. Stanford's research activities, with an annual total budget of \$1.98 billion and over 7,500 externally sponsored projects, span all seven schools and 18 independent labs, institutes, and centers, encompassing life sciences, physical sciences, social sciences, humanities, engineering, and medicine. Known worldwide for its entrepreneurial character, Stanford continues to shape the history of Silicon Valley and fuel innovation across disciplines.

Leadership

In September 2023, Dr. Richard Saller became Stanford University's interim president. Dr. Saller has previously served in several academic leadership roles, including as dean of the School of Humanities and Sciences at Stanford, provost of the University of Chicago, and dean of the Social Sciences Division of the University of Chicago. Stanford's Board of Trustees appointed Dr. Saller to serve as the university's 12th president while the board searches for the University's next president. As president, Dr. Saller's emphasis is on sustaining excellence in Stanford's core mission of teaching and research and maintaining the university's strength across disciplines. He is dedicated to ensuring that faculty have the resources they need to make new discoveries and excel in teaching. He is also committed to ensuring that students have

opportunities to dive deeply into their chosen fields, grow in their knowledge and skills, and build supportive and diverse communities during their years at Stanford.

ABOUT SLAC NATIONAL ACCELERATOR LABORATORY (SLAC)

SLAC is a vibrant multi-program laboratory whose mission is to explore how the universe works at the biggest, smallest, and fastest scales and invent powerful tools used by scientists around the globe. As a U.S. Department of Energy (DOE) national laboratory, SLAC research helps solve real-world problems and advances the interests of the nation. SLAC is the world-leading laboratory in X-ray and ultrafast science due in large part to our X-ray user facilities: the Stanford Synchrotron Radiation Lightsource (SSRL) and the Linac Coherent Light Source (LCLS). LCLS is the world's first hard X-ray free electron laser (XFEL), a revolutionary tool for chemistry, materials sciences, biology, atomic physics, plasma physics, and matter in extreme conditions.

Since the laboratory's founding in 1962, SLAC has made breakthrough discoveries that have established its leadership in high energy physics. SLAC continues to lead major scientific advances toward understanding the universe at the largest and smallest scales, from contributing to the search for new particles and forces at the Large Hadron Collider, where the Higgs was recently discovered, to building the LSSTCam, the world's largest digital camera for the widest, deepest survey of the night sky ever taken. With six decades of excellence in accelerator physics, SLAC is the leader in advanced accelerator concepts and drives the development of critical accelerator technologies with a broad range of applications, including medicine and industry. Many threads of SLAC research also come together in the quest for clean, sustainable energy sources. Researchers use the advanced suite of tools at the lab to understand how plants make energy from sunlight, customize chemical reactions to generate cleaner fuels, and design more efficient and effective materials for batteries.

As stewards of renowned user facilities, SLAC hosts, supports, and collaborates with more than 4,000 U.S. and international researchers – including many students – at SSRL, LCLS, advanced accelerator-based facilities such as the Facility for Advanced Accelerator Experimental Tests II (FACET-II), and world-class cryogenic electron microscopy (cryo-EM) facilities, revolutionary tools for exploring tiny biological machines, from viral particles to the interior of the cell.

The next decade represents an inflection point to dramatically increase SLAC's impact as a national laboratory located adjacent to a world-class university and at the heart of the leading innovation ecosystem. At the heart of this ecosystem is a world-renowned brain trust of engineers, scientists, researchers, and staff that are poised to join in the advancement of a compelling scientific vision that builds upon SLAC's core mission while strategically leveraging growth that is important. Through continued diversification of its research programs, SLAC aims to harness the lab's incredible talent and facilities to support the broader DOE mission, the mission of other federal agencies, and expand its collaboration with industry.

Leadership

Dr. John Sarrao became SLAC's sixth director in October 2023. He came to SLAC from Los Alamos National Laboratory (LANL) in New Mexico, where he served as the deputy director for science, technology, and engineering. In that role, he led multiple directorates, including chemistry, earth and life sciences, global security, physical sciences, and simulation and computation. He also stewarded technology transitions and served as LANL's chief research officer in support of its national security mission. Before becoming deputy director, he also served as associate director for theory, simulation, and computation and division leader for materials physics and applications at LANL. Dr. Sarrao won the 2013 Department of Energy's E.O. Lawrence Award and is a fellow of the American Association for the Advancement of Science, the American Physical Society, and Los Alamos National Laboratory. Dr. Sarrao's research and technical leadership have emphasized national security science, from plutonium physics research to advanced materials design and discovery and stewardship of high-performance computing resources and simulation capabilities.

The laboratory director of SLAC reports to the President and the Provost of Stanford University.

ROLE OF THE VICE PRESIDENT

Reporting directly to the President of Stanford University, the Vice President is an integral senior member of the University's leadership team. Working closely with the Lab Director of SLAC, the Vice President will be responsible for exercising strategic leadership and marshaling support for the University's management of SLAC and for the scientific and technical vision of the laboratory.

The VP will chair the SLAC Board of Oversight, a group composed of senior officials from the University, knowledgeable external laboratory managers, and science leaders in the relevant fields, both from the University and around the world. The Board is charged with assuring that SLAC's science, technology, and operations strategies are sound and that SLAC is delivering on its missions. The Board has two primary objectives: 1) to oversee and assess whether SLAC is reasonably fulfilling critical contractual requirements and sponsor expectations and (2) to provide strategic recommendations and insight to SLAC and University leadership on SLAC institutional risks and opportunities and on the successful operation of the Laboratory. The Vice President is also responsible for developing strategies that increase the mutual benefit and enhance the relationship between Stanford, SLAC, and the DOE.

The VP acts on behalf of the President in overseeing the SLAC contract and serves as Stanford's responsible corporate official and primary interface with the DOE regarding all management and operations matters under the guidance of the Lab Director, including interactions with the DOE site office and headquarters. The VP is responsible for leading the development and implementation of Stanford's oversight and governance role as the prime contractor for SLAC and ensuring that SLAC management meets contractual commitments to the DOE. This role requires sophisticated relationship-building skills at all levels, including but not limited to working with University and SLAC leadership to advance research and infrastructure

partnership opportunities between Stanford, SLAC, and the DOE; supporting SLAC on issues where the DOE expects regular contractor engagement from Stanford; providing an interface to the General Counsel's office regarding key contractual matters between Stanford and the DOE; and coordinating and interacting with peer contractor leadership.

Overall, the VP has a critical role in providing strategic advice, recommendations, and insights to the laboratory director and university leadership on opportunities to increase the scientific and technological impact of the laboratory, especially as it relates to partnerships and collaborations with Stanford University.

Qualifications and Characteristics

Stanford University seeks an accomplished, agile, and collaborative problem-solver with exceptional leadership, management, and communication skills. The successful candidate will bring many of the following skills, experiences, and qualities:

- An advanced degree in a field of relevance to the DOE mission; at least 15 years of relevant experience or an equivalent combination of education and experience that demonstrates the conceptual, analytical, managerial, and communication skills necessary for leading a complex organization.
- Required knowledge of the scientific and operational issues associated with managing a major research enterprise.
- Required knowledge of research-intensive universities, academic units, and the various operational and functional units within the higher education system.
- Preferred knowledge of the national laboratory system and experience working with the Department of Energy and Congress.
- Excellent relationship management skills, with the ability to manage through influence and persuasion at all levels of an organization.
- A proven track record of effective team- and relationship building, managing people, communicating across functions and levels, and a willingness to broadly engage with and listen to members of the community.
- A sophisticated understanding and appreciation of the services and operational missions provided by various functional units, including human resources, legal, finance, safety programs, communications, etc.
- A significant physical presence at Stanford University, as well as significant travel for relationship development with other contractors, is expected.

Compensation

The Vice President will be an employee of Stanford University. The expected salary range for this position is \$670,500-\$745,000 annually and is commensurate with related experience and qualifications. Stanford

University provides an extensive range of benefits and rewards to its employees. Learn more at <https://cardinalatwork.stanford.edu/benefits-rewards>.

Location

Located 35 miles south of San Francisco and 20 miles north of San Jose, Stanford University is in the heart of Northern California's dynamic "Silicon Valley," home to Apple, Facebook, Google, VMWare, Zoom, and many other cutting-edge companies. Although the University is virtually a community unto itself and even has its own zip code—94305—it calls the City of Palo Alto home. Downtown Palo Alto is a short walk from campus and includes many attractions, as well as shops and restaurants. Additionally, Stanford has recently made its first significant expansion beyond the main campus to Redwood City. The new campus includes four modern office buildings, a café and outdoor promenade and plazas, a childcare center, a parking garage, and an employee wellness center, providing workspace for about 2,700 employees - including three of the university's eight vice presidents.

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 for the search: <https://www.imsearch.com/open-searches/stanford-university/vice-president-slac-national-accelerator-laboratory>. Electronic submission of materials is required. All correspondence will be held in strict confidence.

Rebecca Kennedy, Partner (she/her)
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Silvia Cheng, Senior Associate (she/her)
Elizabeth Arvanitis, Search Coordinator (she/her)
Isaacson, Miller

Stanford is an equal employment opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other characteristic protected by law. Consistent with its obligations under the law, the University will provide reasonable accommodation to any employee with a disability who requires accommodation to perform the essential functions of their job.