



Search for the Director, Center for Child Health, Behavior, and Development
Seattle Children's Hospital and Research Institute
Seattle, WA

THE SEARCH

Seattle Children's, one of the premier children's hospitals in the nation, invites inquiries, applications, and nominations for the Director of the Center for Child Health, Behavior, and Development (CCHBD). Reporting to the Senior Vice President and Chief Scientific Officer, Dr. Vittorio Gallo, the Director will have a broad range of responsibilities, including strategic planning, research leadership and vision, and program administration in support of Seattle Children's, the Seattle Children's Research Institute (SCRI), and the CCHBD.

Seattle Children's serves the largest region of any pediatric hospital, covering nearly one million square miles across four states. The 407-bed hospital in Seattle anchors the health system, with additional care provided at 43 outreach sites across the Pacific Northwest. The SCRI is the fourth largest pediatric research institute in the United States, with 2,400 faculty and staff members across eight centers with more than \$250 million supporting pediatric research efforts.

The CCHBD conducts research that impacts the lives of children everywhere and focuses on disease prevention and optimization of health via multiple research avenues, including but not limited to: community-engaged research, environmental health, health equity, health promotion, patient-centered outcomes, and neurodevelopment. Comprised of researchers who are faculty across 15 different University of Washington School of Medicine divisions and departments, the diverse team of investigators conduct research that impacts children's health in the region and beyond. CCHBD is comprised of 134 faculty and nurse members, 174 Seattle Children's based employees, and almost 150 non-employee researchers, including students and fellows, who collectively conducted \$31 million in extramurally funded research in FY2023.

The Director will engage, lead, and energize the CCHBD, uniting the broad team of researchers to drive collaboration and innovation in child health research. The Director will maintain their own research program while also working closely with researchers and clinicians at Seattle Children's to support the growth of the Center, including facilitating relationships with clinical and community partners to develop and implement innovative evidence-based interventions. The Director must be an internal and external leader, enhancing the visibility of the impactful research emerging from CCHBD and garnering support for

the Center. The Director will be a champion of CCHBD, identifying strategic priorities for investment, supporting an environment that emphasizes equity, inclusion, and belonging, and assuming responsibility for all facets of the Center's finance and administration. The Director will possess an MD or DO, combined MD/PhD, PhD, or equivalent degree in health-related fields and have a record commensurate with appointment as an Associate Professor or Professor at the University of Washington.

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 to the firm in confidence, as indicated at the end of this document.

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 \$253 million in extramural awards, including over \$120 million from the NIH in 2023. 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 Norcliffe Foundation Center for Integrative Brain Research
- The Center for Respiratory Biology and Therapeutics

The SCRI and [Seattle Children's Therapeutics](#) form the Seattle Children's Research Division (SCRD). The SCRD is composed of 340 principal investigators and nearly 2,500 workforce members. The SCRD has approximately 400 clinical trials active per year. Research at Seattle Children's has led to 13 spin-off companies and 19 non-start-up commercial partnerships, and it has coordinated multi-center trials for new therapeutics for cystic fibrosis and the development of new pediatric cancer therapies. Seattle Children's Research Division has become one of the most productive research centers in the Western United States. The SCRD pushes the boundaries of medical research to find cures and therapeutics for pediatric diseases, improving outcomes for children worldwide.

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 devoted to recruiting and retaining dedicated researchers while creating the facilities, infrastructure, and programs they need to transform important research findings into viable, real-world therapies. Besides the main eight research centers, focus programs at SCRI include the Treuman Katz Center for

Pediatric Bioethics and Palliative Care, the Health Equity Research Program based in the Center for Diversity and Health Equity, and the Center for Nursing Research based in the Center for Child Health, Behavior and Development.

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 Fred Hutchinson Cancer Center and the Allen Institute. SCRI generates funding through the federal government, industry collaborations, as well as philanthropy and private donor opportunities. The Research Institute also houses the Joint Scientific and Operations Council (JSOC) and Scientific Leadership Council (SLC). This is a shared governance leadership council composed of all center directors, associate center directors, and Senior Administrative Team members.

THE CENTER FOR CHILD HEALTH, BEHAVIOR, AND DEVELOPMENT

[The Center for Child Health, Behavior, and Development](#) brings together faculty researchers from 15 divisions and departments at the University of Washington School of Medicine to conduct research around optimization of health, including health equity, access to care, prevention, and development. The 134 affiliated faculty and 174 staff conducted \$31 million in extramurally funded research, with almost half coming from NIH funding. The Center also offers Mentored Scholars Awards and the Hearst Endowment Fellowship Award, which help researchers develop skills in clinical research methodology and promote innovative research on improving health in vulnerable populations, respectively. CCHBD supports the Center for Pediatric Nursing Research and partners with the Center for Diversity and Health Equity on research initiatives.

CCHBD research is intertwined with the community, and researchers work collaboratively with families, schools, providers, and policymakers to translate findings into action. The Behavior and Development Lab is available to all CCHBD investigators and provides shared space and equipment to support the development of therapies to improve outcomes for children with autism, depression, obesity, attention problems, and a variety of other conditions. The Center also supports the Acti-Core, which supports sleep-wake cycle research in CCHBD and the Center for Clinical and Translational Research.

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 its patients, workforce, community, and trusted expert leaders on anti-racism work, equity, inclusion, and diversity. Seattle Children's executive leaders 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 that represents 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.

Through the Research Division Anti-Racism Committee (RARC) and Seattle Children's Center for Diversity and Health Equity (CDHE), 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 provides funding to support investigator and staff time working with operational owners to dismantle structural barriers to equity and inclusion. The Center for Diversity and Health Equity provides funding support for research projects and research teams that focus on health equity issues, along with programs to build robust pathways into successful research centers for individuals from backgrounds underrepresented in medicine.

Seattle Children's is dedicated to reducing health disparities and improving the lives of all patients, families, research participants, and its community. Seattle Children's actively creates community partnerships to promote equitable participation opportunities for diverse communities and equitable career pathways for diverse faculty and staff through the Research Division Research Anti-Racism Committee and Center for Diversity and Health Equity.

ROLE OF THE DIRECTOR, CENTER FOR CHILD HEALTH, BEHAVIOR, AND DEVELOPMENT

Reporting to the Senior Vice President and Chief Scientific Officer, the Director represents the CCHBD within the SCRI and externally. This position is responsible for providing long-term institutional strategy and day-to-day operations of the Center. The Director is responsible for the Center's administration, faculty development, and scientific development. The Director oversees the Center's overall budget, sets financial goals in partnership with SCRI's leadership, participates in the annual budgeting process, reviews and recommends pilot and bridge funding requests, and monitors and reconciles the Center's budget in partnership with administrative leaders. The Director also sits on the Joint Scientific and Operations Council (JSOC) and Scientific Leadership Council (SLC), which oversees the strategic plan for the SCRI.

OPPORTUNITIES AND CHALLENGES

The Director will address the following key opportunities and challenges detailed below:

Set the strategic path for the Center

CCHBD possesses a strong and dedicated team of investigators with impactful research and a desire to positively impact the community. The Director will assess the existing strengths within the Center and evaluate potential areas for growth within CCHBD, maximizing the opportunities to improve child health regionally, nationally, and internationally through expanded community-based and prevention research. Building upon the strategic plan for Seattle Children's and the SCRI, the Director will collaborate with

researchers and clinicians to build pathways that facilitate innovative interventions and leverage excellent clinical care to drive new lines of research.

Support and enhance an inclusive and diverse community culture

The Director will be committed to promoting anti-racism within CCHBD, SCRI, and Seattle Children's. They will ensure that diversity, equity, inclusion, and belonging are part of the Center's everyday work, driven by a vision that understands the importance of representation and fosters an equitable and inclusive culture and community. CCHBD partners with the Center for Diversity and Health Equity on research initiatives, making it particularly attuned to the anti-racism and health equity work within Seattle Children's. The Director must be an advocate for this work, fostering and maintaining an environment of respect and inclusion. The Director will be expected to sustain a workplace that values and appreciates the talents and experiences of its employees and ensures that diverse perspectives are incorporated into daily work. The Director will partner with the Research Division Anti-Racism Committee as well as the SCRI Diversity Recruitment Ambassador when appropriate and will be expected to hold faculty and the Center accountable for exhibiting professionalism and equity in their work and in the workplace.

Continue the development and stewardship of impactful connections with internal and community stakeholders

Seattle Children's plays an important role in the community. Between its care for children, affiliation with the University of Washington, and collaborations with numerous clinical and research entities, Seattle Children's impacts the lives of many in the region. CCHBD has the opportunity to increase its specific role in Seattle's research and healthcare ecosystem, and the Director will identify and implement creative approaches to collaborate with community partners. There are also opportunities to grow CCHBD's influence and impact within Seattle Children's, and the Director will work closely with other Center Directors and clinical leaders to expand the breadth and depth of clinical research that will directly impact our patients.

Recruit, retain, mentor, and inspire the next generation of faculty and leadership

The Director's primary role is to support the Center's people and foster an environment that allows them to deploy their talents, attain their professional goals, and advance scientific discovery in pediatric care. The Director is responsible for faculty mentorship and career development. A crucial measure of the Director's success will be the recruitment and retention of faculty and the development of a diverse talent pipeline. With researchers across 15 divisions and departments, the Director must partner with the appropriate Department or Division leaders to jointly recruit new faculty scientists who will thrive in the CCHBD and Seattle Children's. The Director will identify and support all CCHBD researchers as they advance in their academic careers. This mentorship will include the full spectrum of investigator experience, from K to R transitions to establishing collaborations that lead to Program Project Grants.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate for this position will possess many of the qualifications and characteristics below:

Requirements

- MD or DO, combined MD/PhD, PhD or equivalent degree in health-related fields; individuals who will be actively involved in patient care will have to be fully licensed and credentialed as an attending staff physician, psychologist, or nurse scientist on the medical staff of Seattle Children's Hospital;
- Ten years prior experience in leading an extramurally funded research program;
- Academic record sufficient to merit appointment as an Associate Professor or, preferably, Professor at the University of Washington;

Preferred Qualifications and Characteristics

- Demonstrated excellence and productivity in scholarship established by scholarly activity resulting in the development and dissemination of new knowledge or insight that has resulted in a seminal contribution in a field of research, using novel and creative investigational methods;
- Familiar with state-of-the-art research methods and active participant in setting national agenda in their specific research discipline as evidenced by membership in national committees, society boards, or the like;
- Involvement in the mentorship of faculty at all levels of experience;
- Proven leadership abilities with experience supervising multiple direct reports ranging from trainees to senior scientists, with excellent interpersonal as well as written and verbal communication skills;
- A strong commitment to innovation, interdisciplinary collaboration, clinical and translational research, and education;
- Demonstrated engagement and effectiveness in the areas of diversity, equity, inclusion, and anti-racism initiatives;
- Vision and experience to promote communication and collaboration across and outside the organization, catalyze new ventures, and build consensus around strategic priorities for academic research, scholarship, education, and outreach;
- Experience in working with large or complex budgets or leadership training in this area;
- A commitment to the mission of Seattle Children's and the University of Washington School of Medicine partnership to provide hope, care, and cures to help every child live the healthiest and most fulfilling life possible.

SALARY AND BENEFITS

While the leadership position resides within Seattle Children's, the Center Director is hired as a faculty member by the University of Washington School of Medicine. The base salary range for this position will be: 225,000-\$500,004 annually (\$18,750-\$41,667 monthly), commensurate with experience and qualifications, or as mandated by a U.S. Department of Labor prevailing wage determination. If the Center Director will have clinical responsibilities, their salary will be from the Children's University Medical Group (CUMG) practice plan and the University of Washington. This range may be inclusive of base salary provided through the Children's University Medical Group (CUMG) practice plan, in addition to base salary provided by the University. Please note that only compensation provided by the University is included in University benefit determinations and calculations. Compensation provided by Children's University Medical Group (CUMG) practice plan may provide eligibility for separate benefits offered by that organization.

Other compensation associated with this position may include clinical incentive through Children's University Medical Group practice plan. Additional administrative responsibilities may be offered to a specific candidate with appropriate experience and qualifications which may result in an administrative supplement (ADS).

TO APPLY

Seattle Children's Hospital has retained Isaacson, Miller, a national executive search firm, to assist in this faculty leader search. All inquiries, nominations, and applications should be directed in confidence to:

Rebecca Kennedy, Partner (she/her)
Courtney Wilk-Mandel, Partner (she/her)
Nicholas Strand, Managing Associate (he/him)
Ellen Egitton, Senior Associate (she/her)
Cortnee Bollard, Senior Search Coordinator (they/them)

<https://www.imsearch.com/open-searches/seattle-childrens-hospital-and-research-institute-center-child-health-behavior-and>

All candidates must also submit their applications, including cover letter and diversity statement, through the UW portal linked below:

<http://apply.interfolio.com/150564>

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

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 of caring 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 children's unique physical, emotional, and developmental needs from infancy through young adulthood. Serving patients across five states and nearly one million square miles, Seattle Children's generated over \$3.8 billion in gross revenue and had over 390,000 patient visits in 2023. Seattle Children's is anchored by the 407-bed hospital in Seattle while providing care at 48 outreach sites across the Pacific Northwest, serving the country's largest region of any pediatric hospital. Seattle Children's has over 10,000 employees, with more than 1,000 faculty physicians and researchers working at Seattle Children's that are employed by the University of Washington and/or Children's University Medical Group (CUMG), the faculty practice plan which is a joint venture between Seattle Children's and the University of Washington.

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 Seattle Children's-based physicians hold appointments at the UWSOM and are employed by CUMG. UWSOM is ranked as the 13th-best research program and 10th-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 early 2015, the Seattle Children's Board of Trustees named Dr. Jeff Sperring as the CEO. Dr. Sperring is currently responsible for overseeing the Seattle Children's Hospital, Research Institute, Hospital and Research Foundation, and Guild Association. He continues to push forward Seattle Children's incredible reputation for world-class pediatric care and research work and 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 children's unique physical, emotional, and developmental needs 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.

THE UNIVERSITY OF WASHINGTON SCHOOL OF MEDICINE

Founded in 1946, the University of Washington School of Medicine is one of the top-ranked medical schools in the United States. UWSOM has a rich history of research excellence, including five Nobel Laureates, 34 National Academy of Sciences members, and 34 National Academy of Medicine members. UWSOM is ranked in the top 20 for medical school research, with more than \$350 million in NIH funding, and maintains strong connections to Seattle Children's and the Fred Hutchinson Cancer Center. UWSOM has 31 academic departments and more than three dozen research centers and institutes, advancing knowledge and health innovations with groundbreaking discoveries.

THE UNIVERSITY OF WASHINGTON DEPARTMENT OF PEDIATRICS

The Department of Pediatrics at the University of Washington School of Medicine is a national leader and has a global presence in advancing the science of childhood health, disease prevention, and cures. The Department is redefining how healthcare can be delivered effectively to diverse communities and how a diverse department can create a vibrant workplace as well as a rich academic environment. Over 250 Pediatric residents and fellows are trained annually by 650 faculty. The Department of Pediatrics serves the Northwest region of the United States with clinical and training programs that span Washington, Wyoming, Alaska, Montana, Idaho, and internationally in Kenya. The Department is committed to an integrated clinical and research environment. Through discoveries and advances, UW Pediatrics is improving health outcomes for children worldwide.

LEADERSHIP

Vittorio Gallo, PhD, joined Seattle Children's as the inaugural Senior Vice President and Chief Scientific Officer for Seattle Children's Research Institute, serving as a member of the Seattle Children's Executive Leadership Team. Dr. Gallo most recently served as the interim Chief Academic Officer at Children's National Hospital and the Interim Director of the Children's National Research Institute.

Eric Tham, MD, MS, FAAP, FAMIA, is Senior Vice President and Chief Research Operations Officer for Seattle Children's Research Institute. He is an affiliate associate professor in the University of Washington's Department of Biomedical Informatics and Medical Education.

Leslie Walker-Harding, MD, FAAP, FSAHM, is Senior Vice President and Chief Academic Officer for Seattle Children's Hospital. She is also the Ford/Morgan endowed professor and Chair of the Department of Pediatrics as well as associate dean for the University of Washington.

The Research Institute also houses the Joint Scientific and Operations Council (JSOC) and Scientific Leadership Council (SLC). This is a shared governance leadership council composed of all Center Directors, Associate Center Directors, and Senior Administrative Leadership Team members.

ABOUT THE UNIVERSITY OF WASHINGTON

The [University of Washington](#) (UW) is one of the world's preeminent public research universities and is a significant contributor to the cultural and economic vitality of the nation and the workforce needs of the state of Washington and the Pacific Northwest. Its impact on individuals, the region, and the world is profound.

It is recognized as a top 10 global university according to U.S. News & World Report's "Best Global Universities Rankings" and is second in external research support among all national universities, with over \$1.89 billion in sponsored grants and contracts in FY2021. Comprising three campuses in Seattle, Bothell, and Tacoma, along with an expanding presence in Spokane, a world-class academic medical center, and a global network of programs and outreach, the UW employs more than 4,000 faculty and educates more than 56,000 students annually. The University's articulated vision is to be the greatest public university in the world, as measured by impact.

Under President Ana Mari Cauce's leadership, the UW is advancing all areas of its educational, research, and service missions, with initiatives focused on innovation, race and equity, and population health. The UW's annual budget is \$10.4 billion. As of 2021, the UW's endowment was over \$4.7 billion. The University recently completed the *Be Boundless* capital campaign with a goal of \$5 billion. Thanks to the generosity of more than 380,000 donors, the campaign, which was the largest of any public university in history, reached its goal two years ahead of schedule and ultimately raised over \$6 billion.

Recognized as a leader in research impact and funding, the UW has received more federal research funding than any other U.S. public university since 1972. Since 1989, seven UW faculty members have won Nobel Prizes. Five have won Nobel Prizes in medicine since 1990, more than any other institution during that time. There are over 281 specialized research centers at the UW.