



**An invitation to apply for the position of Executive Director  
Baptist Clinical Research Institute  
Memphis, Tennessee**

The Baptist Clinical Research Institute system seeks a strategic, creative leader to serve as Executive Director (ED). Distinguished by its faith-based commitment to advancing healthcare, the BCRI stands at the forefront of clinical research, developing comprehensive clinical trials and innovative research in the heart of one of America's largest and most diverse patient populations. Dually reporting to Dr. William Cloud, Vice President & Chief Medical Officer and the BCRI Board of Directors, the ED will provide leadership and operational oversight for the research infrastructure and strategic clinical research initiatives that support the ambitious agenda of the BCRI.

Dedicated to improving health outcomes in the Mid-South region, Baptist Memorial Health Care Corporation (Baptist), headquartered in Memphis, Tennessee, serves as the largest Medicaid provider in the area and is renowned for its commitment to excellent patient care, clinical research, and education. Baptist is a comprehensive network of 24 hospitals, a cancer care network, rehabilitation centers, urgent care clinics, imaging centers, ambulatory services, and a large physician network. The Baptist Memorial Health Care Corporation includes several key components, including Baptist Clinical Research Institute (BCRI), Baptist Health Sciences University (BHSU), Baptist Medical Group (BMG), and the Baptist Memorial Health Care Foundation, each dedicated to meeting the health needs of the community.

The Baptist Clinical Research Institute (BCRI), formerly known as the Baptist Clinical Research Center (BCRC), opened in 1989. The Institute has a reputation built on experience and an unwavering commitment to the highest quality standards in research. The Institute is dedicated to advancing care by conducting inpatient and outpatient Phase I through IV clinical trials, with a total research revenue of \$4.2 million. The BCRI is currently structured to optimize research outcomes through two primary arms of research: a 22 FTE oncology-focused research group as well as a nine FTE multi-specialty research group. The BCRI holds a central core support group which encompasses grant management, budgets, regulatory compliance, and quality assurance across both the oncology and multidisciplinary research arms. Currently, the BCRI boasts a diverse research portfolio, which includes 57% industry clinical trials, 26% federal clinical trials,

and 17% other research areas such as health services research, public health research, and epidemiology research. BCRI staff collaborate with physicians, pharmaceutical companies, the National Institutes of Health, the National Cancer Institute, the Gynecologic Oncology Group, and other research organizations to evaluate original concepts, new medical equipment and technology, and medications.

Baptist Health Sciences University (BHSU) is set to launch the Baptist University College of Osteopathic Medicine (BUCOM) with its inaugural class beginning in the fall of 2024. BUCOM aims to train future physicians and scientists who are committed to improving the health of patient populations in the Mid-South Region, encompassing Tennessee, Arkansas, and Mississippi, with a special emphasis on primary care in urban, underserved, and rural areas. Baptist serves as the clinical partner for BUCOM students.

### **The Opportunities and Challenges for the Executive Director**

The ED of the BCRI will be responsible for the fiscal and administrative health of the Institute, ensuring that the systems, processes, and organizational structures in place maximize the potential of the Institute. The BCRI is fortunate to consist of truly top-tier physician scientists who are passionate about advancing BCRI's mission. The ED will lead this group in its existing endeavors, as well as growing clinical trials and advancing health research in emerging areas for the Institute such as health equity, data science, implementation science, and basic research.

The successful candidate will be an institutional thinker, collaborative leader, and superb communicator with a successful track record of managing science faculty and staff, proven entrepreneurial skills (including building teams, institutes, programs), and a deep understanding of clinical science and translational research. This leader will be joining a highly complex and matrixed organization, thus must demonstrate a proven capacity to partner and collaborate with leaders across all levels of the system to advance the strategic and operational goals of the BCRI, while maintaining the flexibility to grow and adapt with this role as the Institute continues to define the next chapter in its long history. Above all, the ED will fulfill this role while embracing Baptist Memorial Health Care Corporation's commitment to inclusive excellence.

The Executive Director will address the following specific opportunities and challenges:

- **Collaboratively develop and implement a strategic plan for BCRI:** The incoming ED will be expected to take stock of the existing structures and processes and ensure that the BCRI is organized in a way that maximizes its potential and impact. In this exercise, the ED

will work with others across BCRI to collaboratively develop and implement both short and long-range strategic plans focused on supporting and growing BCRI's world-class research. This will demand innovative and out-of-the-box strategies to forecast future funding trends, mapping those with the wide range of research possibilities at BCRI.

- **Oversee daily operations:** The ED will administer, direct, and coordinate all operational functions for the BCRI working in close collaboration with Baptist's Vice President-Chief Medical Officer. Responsibilities will include standardization of operations, establishment of internal controls, financial oversight for BCRI operations, development of action plans to increase patient, physician and employee satisfaction and engagement, and administration of operating plans/goals. The ED will work closely with the BCRI management team on team member engagement and performance management activities, including serving as the decision maker on employee relations issues and disciplinary actions when necessary. Using the Baptist Management System and other improvement methodologies, the ED will drive change, integration, and efficiencies. The ED will ensure legal compliance with all regulatory agencies, implementing and ensuring consistent application of policies/procedures, programs and practices within the BCRI in collaboration with corporate services in areas of human resources, information technology, finance, compliance, etc.
- **Build a highly effective and diverse research group:** The ED will spearhead the effort to optimize the performance and success of the oncology and multispecialty research arms by leading targeted recruitment efforts and enhancing professional development opportunities for staff. The ED will make sure the BCRI is staffed appropriately and organized efficiently to maximize the effectiveness and impact of the researchers and the staff.
- **Maximize the utilization of a uniquely large and diverse patient catchment area:** The ED has a unique opportunity to leverage BCRI's extensive patient population (all of which are on EPIC), which features a wide range of pathologies and represents diverse geographic and socioeconomic backgrounds. This volume of patient data is highly attractive to industry sponsors and government agencies, thus an invaluable asset for attracting future cutting-edge research projects and interdisciplinary collaboration.
- **Partner across the Baptist ecosystem to achieve the Institute's goals:** The ED will work closely with the other leaders across the system to partner and advance the mission. The ED has a rare and exciting opportunity to collaborate with Baptist Health Sciences

University and their budding Baptist University College of Osteopathic Medicine (BUCOM) to integrate clinical research and services. The ED will support BUCOM's educational objectives, enhance research partnerships between the two entities, and ensure that both groups effectively pool resources and expertise to drive advancements in both clinical research and education.

- **Expand strategic external partnerships:** The ED of BCRI will have the ability to build collaborative relationships throughout the Mid-South with affiliated hospitals in Tennessee, Arkansas, and Mississippi. This leader will be charged with actively strengthening existing relationships and optimizing collaboration opportunities with surrounding key universities including the University of Memphis, University of Tennessee Health Sciences Center, and Vanderbilt University.
- **Champion a culture of core Christian ethics and values:** In partnership with Baptist, one of the nation's largest faith-based healthcare systems, the BCRI is committed to Christian ethics and values. While embracing a specific religion is not a requirement, preserving a culture of diversity, equity, and inclusion, reflective of a faith-based mission and where students, faculty, and staff can serve, lead, and learn without concerns of discrimination is imperative. The ED must uphold these values personally and professionally, inspiring a culture at the Institute that lives these ideals.

### Qualifications and Characteristics

While it is understood that no single candidate will have all of the ideal qualifications, Baptist Clinical Research Institute seeks candidates with the following experience and abilities:

- A distinguished record of administrative achievement;
- Extensive experience growing research, including familiarity with industry sponsored research, government grants, and commercialization efforts;
- Significant experience fostering successful clinical research in a healthcare setting;
- Strong record of administrative, managerial, and operational oversight of clinical research;
- A proven capacity to partner and collaborate with other leaders at both the strategic and operational levels;
- Commitment to promoting a culture that fosters diverse forms of inquiry and scholarship;
- Strong interpersonal and communication skills;
- Evidence of effective management of an organization's capital and fiscal resources;

- A track record of being a good listener with the ability to cultivate the development of others within the organization;
- Strong commitment to inclusive excellence; and
- Promotes and assures ongoing physician and staff engagement.

#### **TO APPLY**

The BCRI has retained the national executive search firm Isaacson, Miller to assist in this search. All applications, nominations, and inquiries should be sent in confidence to:

Randi Herrick, Partner  
Ibaad Nazeer, Associate  
Maya Menon, Search Coordinator  
Isaacson, Miller

<https://www.imsearch.com/open-searches/baptist-clinical-research-institute/executive-director>