

POSITION AND CANDIDATE SPECIFICATION



Cancer Prevention & Research Institute of Texas

EXECUTIVE DIRECTOR

Prepared by: Ira J. Isaacson, M.D.
Mimi Hancock, Ph.D.
Anne Neubauer
Kelly Smith

Assignment: 51167-001

Date: October 2008

Amsterdam
Atlanta
Barcelona
Beijing
Bogota
Boston
Brussels
Budapest
Buenos Aires
Calgary
Chicago
Dallas
Dubai
Frankfurt
Geneva
Hong Kong
Houston
Johannesburg
Leeds
London
Los Angeles
Madrid
Manchester
Melbourne
Mexico City
Miami
Milan
Minneapolis/St. Paul
Montreal
Mumbai
Munich
New York
Orange County
Paris
Philadelphia
Prague
Rome
San Francisco
Santiago
Sao Paulo
Shanghai
Silicon Valley
Singapore
Stamford
Stockholm
Sydney
Tokyo
Toronto
Vienna
Warsaw
Washington, D.C.
Zurich

SpencerStuart

POSITION SPECIFICATION

Client Company

In November 2007, Texas voters approved Proposition 15, the constitutional amendment that allows the State of Texas to issue \$3 billion in general obligation bonds over ten years to fund grants for cancer research and prevention. HB 14 created the Cancer Prevention and Research Institute of Texas and provided for the merger of the Texas Cancer Council (Council) into the Institute assuming all duties, powers, obligations, and appropriations of the Council.

The Institute currently promotes collaborative planning and service development, and is responsible for the *Texas Cancer Plan*, the state's comprehensive cancer control plan. The agency awards and monitors contracts to address cancer needs throughout Texas. For this fiscal year, the Institute has funded approximately sixteen prevention programs that focus on public and professional education, early detection, information and referral, access to care and survivorship.

Looking forward, the vision for the Institute is to become a world-class leader in cancer research and prevention by collaborating with all who are committed to the war on cancer. The Institute will invest in cancer research grants and clinical trials and continue to educate citizens about ways in which their risks of developing and dying from cancer can be reduced. The Institute will not only bring high quality jobs to Texas, but also will enhance the potential for medical and scientific breakthroughs in cancer prevention, detection and treatment. The investment of \$3 billion of state funds and any other funds received will be strategically allocated to fund projects and research infrastructure that add value to current efforts and resources as well as spur new opportunities.

The Institute is governed by an Oversight Committee consisting of nine members who are appointed by the Governor, Lieutenant Governor, and the Speaker of the House. The Attorney General and the Comptroller of Public Accounts are also members. These appointments were completed at the first official meeting in June.

Additional information regarding the Institute's history and operations can be found on the agency's web site at www.cprit.state.tx.us

Position Summary

The Executive Director will act as the chief executive of the Institute and will oversee the many aspects of managing the Institute to meet the goals of HB 14. This position requires a visionary and highly committed individual whose leadership can transform the Institute into a catalyst not only for funding leading-edge research, but also for ensuring that this research leads to more expansive prevention, diagnostics, therapeutics, and potential cures that enhance the lives of cancer patients. Specific duties to carry out this mission

SpencerStuart

include: working with the Oversight Committee/governing board to create and implement a strategic vision to optimize achievement of the mission; recruit an exceptional team of leading scientific and medical minds for the Institute's working groups and advisory boards; develop and manage a talented and cohesive executive and administrative operating team for the Institute; and develop recommendations and mechanisms for the grant of research monies from the Institute as well as a corresponding licensing and intellectual property framework.

The Executive Director must be a highly accomplished and well-regarded scientist/physician executive, ideally in the cancer field. The Executive Director must also have solid senior executive level experience in managing and operating a successful, robust corporate organization, preferably in the healthcare industry. This person will have exceptional leadership skills, unassailable integrity and ethics, an appreciation of the financial and business aspects of scientific research, a sense of urgency and ability to deliver results, ability to function/operate in a public environment, and must be impartial and unbiased. He or she must also have superb communication skills, and will be highly adept at working with a board or other oversight body

The Executive Director is responsible for the overall management and performance of the Institute in accordance with applicable state laws and rules. The Executive Director of the Institute serves at the will of the Oversight Committee and is exempt from the State of Texas position classification plan.

SpencerStuart

CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA

Ideal Experience

The successful candidate will have some combination of the following:

- Track record of setting, and effectively communicating a compelling and far-reaching vision for a large research and/or human health organization.
- Demonstrated excellence in managing a science-based, or research-funding-based organization in academia or industry.
- An MD, PhD or MD/PhD with extensive experience in cancer or related research that has led to a world-class reputation.
- A background in translating basic or applied research into clinical trials and/or the development of successful diagnostics, therapies or relevant technology would be ideal.
- Track record of identifying and, ideally, developing top-tier talent in an academic, corporate or related setting.
- Experience growing and evolving an organization, including the development and management of the infrastructure to facilitate an innovative, high-functioning, and rapidly growing scientific, commercial or public enterprise.
- Public speaking experience communicating complex subjects to both professional and non-technical audiences, and comfort with and tolerance of managing diverse and conflicting opinions and input.
- Track record of innovation in grant-making and/or grants administration.
- Experience managing or developing academic research institution and industry collaborations.
- Professional experience in complex working environments, such as multi-disciplinary, matrixed or virtual organizations.
- Exposure to or direct experience in a public environment with high standards of disclosure and transparency.
- Knowledge and experience in working with government-based organizations and the political savvy to navigate among the complexities of partisan agendas.

SpencerStuart

Critical Competencies for Success

- *Strategic Scientific Leadership:* An executive who has demonstrated the ability to provide strategic leadership, vision, and insights in an area of rapidly evolving science, medicine or technology by identifying early and important trends and driving success in an organization by enabling successful research and development. Evidence of these abilities will be apparent from prior successes in academia, industry, government or established research institutions where the individual was responsible for shifting, guiding and growing an organization's strategy to capture the advantage of newly available technologies, techniques or trends, ideally helping to translate scientific research into the development of successful therapies, diagnostics and/or programs to prevent and treat disease.
- *Collaborative Skills:* The ideal candidate will work as effectively through influence and collaboration as through direct authority. He or she will initiate and forge alliances that lead to synergistic scientific and organizational collaborations. This will be driven through strong relationships within the scientific and government communities. The Executive Director will be comfortable sharing responsibility and engaging others to arrive at joint decisions. To be successful, the candidate will show an awareness of sources of conflict and an ability to constructively manage the issues and stakeholders in order to arrive at mutually beneficial outcomes and to generate consensus. Experience in successfully overcoming cultural, historical or political barriers in forging new relationships or teams, or a leadership role in aligning disparate and/or competitive stakeholders in establishing innovative partnerships is particularly valued.
- *Team Leadership Abilities:* Evidence of an ability to create and inspire high-performance teams is sought in the ideal candidate, as seen in a history of identifying, developing and retaining top-tier talent, removing barriers to success, providing resources to accomplish agreed-upon objectives, and using a variety of techniques to facilitate the subordination of individual needs in order to achieve a common goal. Exemplary leadership will have been demonstrated by having overcome significant complexity in forging a team-based culture.

Other Personal Characteristics

- A leader recognized for leveraging vision and passion to accomplish great things.
- An individual motivated primarily by the opportunity to have a significant impact on relieving the suffering of individuals through new medical and scientific advances.
- An inspiring presence; confident, yet low-ego.
- A personable, inclusive style of interaction.
- A high degree of personal and professional integrity and credibility.

SpencerStuart

Location

The position is to be located in Austin, Texas.

Compensation

The Institute is committed to providing a competitive compensation package commensurate with the experience and accomplishments of the new Executive Director and the challenges of managing a significant institute.

Closing Date

Open until filled.

Other

- Travel is required in this position. The successful candidate should anticipate some travel during evenings, weekends and occasional holidays.
- The state of Texas is an equal opportunity employer working in full compliance with the regulations set forth by the EEOC.
- Candidates will be required to fill out a State of Texas employment application.
- Please send all applications and inquiries to Kelly Smith (Spencer Stuart) by email at ksmith@spencerstuart.com or by phone at 415.495.4141.