

Position and Candidate Specification



American Society of Human Genetics

Chief Executive Officer

PREPARED BY:

Leslie Hortum

Philip Jaeger

Katherine Stellato

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The American Society of Human Genetics (ASHG or the Society) is the world's largest professional organization for human genetics and genomics, one of the most dynamic and essential drivers of progress in research, biotechnology, and health. The Society envisions a future in which people everywhere realize the benefits of human genetics and genomics research and works to advance human genetics and genomics in science, health, and society through excellence in research, education, and advocacy. Founded in 1948, it is the primary professional membership organization for human genetics and genomics specialists worldwide, including a vibrant and diverse community of 8,000 researchers, academicians, clinicians, laboratory practice professionals, genetic counselors, and others with an interest in human genetics. Over time, the Society has grown, integrating new communities and specialties within human genetics. Today, the human genetics and genomics community spans scientific and clinical disciplines, reaches worldwide, and engages public and private sectors.

ASHG marks its 75th anniversary in 2023 with the motto "One Humanity, Many Genomes." Over the three quarters of a century since its founding, there have been countless breakthroughs in research, diagnostics and treatment, collaborations around the world, and lives changed for all people due to genetics and genomics research. Genetic discoveries have transformed fundamental understanding of DNA structure and function and propelled revolutionary tools and therapies, enabling new knowledge and new ways to prevent, diagnose and treat disease ever more effectively. These discoveries are also affirming humanity's common ancestry and extraordinary genetic similarity, while enabling the investigation of the small but impactful variations between populations that can influence disease risk and resilience. The Society has also supported important dialogue about the ethical, legal, and social implications of genetic research to inform responsible application of this knowledge.

The Society's programs center on: 1) providing forums to share research results through the [ASHG Annual Meeting](#); a host of year-round online professional education mechanisms; and in its journals, [The American Journal of Human Genetics](#) and [Human Genetics and Genomics Advances](#); (2) advancing genetic research by advocating for federal research support and policies that support the field and community; (3) educating current and future genetics research professionals, students, and the public; and (4) promoting responsible social and scientific policies. Diversity, equity and inclusion are high priorities across all ASHG programs and the Society has substantially increased DEI focus in its scientific forums, governance, workforce development, and public advocacy and policy programs.

ASHG is a financially secure, strategic, operationally modern organization committed to shaping the future of its community's transformative research. The Society navigated the pandemic period successfully and its FY24 revenue budget is \$9.6 million with reserves valued at approximately \$19.5 million. Headquartered in Rockville, MD, most of its 32 professional staff reside in the Washington metropolitan region. A 501(c)3 organization, ASHG's Board of Directors is comprised of 18 members.

For more information, visit: <http://www.ashg.org>.

With the Board of Directors, the Chief Executive Officer (CEO) provides strategic leadership and executive management for the Society consistent with its mission and vision for impact, leading ASHG's professional staff and day-to-day operations. Broadly, the CEO is responsible for ensuring ASHG maintains its leadership role in advancing diversity, equity, and inclusion in the genetics and genomics community; developing and nurturing strategic relationships and representing the association to the media, lawmakers, and other public entities; and advancing ASHG's mission while achieving financial and operational objectives. This is an opportunity for a strategic, mission-driven leader to take a thriving organization to the next level that will have major impact on our health and on society.

KEY RELATIONSHIPS

Reports to ASHG Board of Directors

Direct reports Chief Operating Officer
Director, Scientific Publications, and Deputy Editor, *The American Journal of Human Genetics*
Senior Director, Communications, Marketing and Membership
Senior Director, Diversity, Equity and Inclusion
Advocacy Manager

Other key relationships Current and prospective members
Related national and international societies
Relevant policymakers and government agencies
Private and industry funders of ASHG programs

DESIRED OUTCOMES

- Clarity and alignment with the Board of Directors on ASHG's strategic plan and vision that reinforces ASHG's leadership on one of the major topics of science and patient care.
- Continued strength in the annual meeting programming and attendance, complemented by opportunities for year-round member education and connection.
- Engaged and expanded membership, with an increased global footprint.
- Sustainable, diversified revenue streams that enhance member value without compromising ASHG's scientific grounding.
- Further integration of diversity, equity and inclusion within field scientific dialogue and as part of the ASHG community and value proposition.
- Sustained recognition of *The American Journal of Human Genetics* as the premier human genetics journal for the field; *Human Genetics and Genomics Advances* continues its growth, achieving financial sustainability.
- Demonstrated clear and consistent voice for the Society on key policy issues.

IDEAL EXPERIENCE

A record of innovation as a collaborative senior executive leader

A record of accomplishment leading analogous non-profit, membership-focused organizations of similar scale and complexity, or in scientific/healthcare-related institutions. Knowledgeable of best governance practices for membership organizations.

Knowledge of scientific and/or healthcare-related sectors

Understanding of science and health policy and the people who impact it, an appreciation of the Society and the work of its members.

Record of advancing diversity, equity and inclusion

Expertise and demonstrated success in fostering, building, and maintaining a diverse, inclusive professional environment.

Revenue-generating experience

Demonstrated capacity to identify and grow revenue sources, including managing contracts with journal publishers and meetings/events.

Strong communication skills: ability to represent ASHG in the public domain.

A credible and compelling spokesperson before a wide range of audiences; experience offering strategic oversight of an advocacy program preferred.

Advanced degree preferred

Undergraduate degree required; an advanced degree in a related field preferred.

CRITICAL LEADERSHIP CAPABILITIES

Acting Strategically

- Develops and implements a forward-looking strategic vision for ASHG that ensures it remains the trusted forum for the presentation and discussion of cutting-edge science in all areas of human genetics and a powerful convening force for its members.
- Continues to build the national and international profile of the Society, attracting new partners and potential members.
- Ensures thoughtful stewardship of the Society's assets and its continued strong financial position by expanding revenue opportunities while effectively deploying staff and resources.

Leading People

- Inspires a high-performing and collegial team and drives effective execution against ASHG's short-and long-term goals.
- Nurtures an innovation-oriented, customer-focused staff culture that supports continuous improvement, career-long learning, and professional development within a safe, welcoming, and diverse workplace.

- Models an inclusive leadership style to enhance a strong sense of community and belonging for ASHG team and membership.
- Reinforces transparent and clear communication among senior leadership and throughout the organization and an environment of trust and collaboration.

Collaborating and Influencing

- Serves as a credible advocate, spokesperson, and ambassador for ASHG and the benefits of genetics and genomics research.
- Supports ASHG's voice in policy and provides guidance to members on existing and potential issues of importance to the human genetics and genomics community, facilitating ASHG's responses to those issues.
- Builds relationships with other national and international organizations and adjacent research communities.

OTHER PERSONAL CHARACTERISTICS

- Trustworthy; operates with the highest level of integrity and ethical behavior.
- Skilled in interpersonal and organizational conflict analysis, management, and resolution.
- Warm, open, receptive, candid management and interpersonal style.

APPLICATIONS AND NOMINATIONS

The American Society of Human Genetics is being assisted by Spencer Stuart in this important recruitment. If you wish to submit application materials or nominate someone to serve as the next CEO, please email: ASHGCEO@spencerstuart.com.

ASHG is an Equal Opportunity Employer and strongly encourages applications from candidates of diverse backgrounds.