

Position and Candidate Specification



Endocrine Society

Chief Executive Officer

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Endocrinologists are at the core of solving some of the most pressing health problems of our time, from diabetes and obesity to infertility, bone health and hormone-related cancers. Since its 1916 founding, the Endocrine Society has served as the world's oldest and largest global membership organization representing professionals dedicated to research on hormones and the clinical practice of endocrinology.

For over 100 years, the Society has advanced excellence in endocrinology and promoted its essential and integrative role in scientific discovery, medical practice and human health. Members are not only on the frontier of breakthrough research discoveries, but also apply this knowledge in the treatment of patients with hundreds of debilitating hormone-related diseases as diverse as cancer, growth disorders, reproduction and sexual health, diabetes, obesity, osteoporosis and thyroid disorders. During its distinguished history, 10 Endocrine Society members have been awarded the Nobel Prize in Physiology, Medicine or Chemistry, with four Nobel Prizes going to Society presidents.

The Society has consistently developed and supported an inclusive network of clinician, researcher and educator members and leaders who promote wellness while working to eliminate endocrine health disparities in local, national and global communities. The Society also boasts a proud history of supporting early-career members and leveraging active mentorship to increase overall contributions to science and medicine. Members are committed to strengthening the community of individuals in the field and extending their influence to others. The Society has a longstanding commitment to supporting and growing diversity, equity and inclusion in endocrinology and related specialties—and in medicine and science more broadly.

The Endocrine Society embraces a true "bench to bedside to bench" approach, seeking interrelated relationships of discovery and advancement with broad representation in achieving the mission of the organization, including a long history of successful collaboration with industry partners on projects of common interest to advance patient care and promote discovery and service.

Today, the Endocrine Society's membership consists of more than 18,000 scientists, physicians, educators, nurses, and students in 122 countries; nearly 40 percent of members live outside the United States. The Society has 83 staff and is headquartered in Washington, DC. In 2019, the Society had total revenue of \$28.7 million.

Key activities and benefits of the Society include:

- Annual scientific **meetings** that celebrate the field and focus on the most recent developments in all areas of endocrinology; its annual meeting, ENDO, is the leading global meeting on endocrinology research and clinical care in the world. ENDO connects members with the leaders in the field for the latest treatment options, case-based content, and best practices, helping members see the future of endocrinology and informing participants of the latest trends and advancements in the field. In 2019, the meeting had 7,300 attendees. In 2020, responding to the necessary cancellation of the in-person event, Society staff created a virtual ENDO in only five weeks; this meeting attracted over 20,000 participants. ENDO 2021 is anticipated to be in-person.
- The Society's **public education** arm, the Hormone Health Network, provides a valuable resource to patients and their healthcare providers to facilitate more informed discussions by providing free online resources from the most advanced clinical and scientific expertise in the field.
- The Society's **publications** focus on major trends and discoveries in endocrine research and practice to advance scientific discoveries to improve human health worldwide. The Society is at the forefront of

hormone science and public health, primarily through the dissemination of cutting-edge scholarly research and clinical information in its peer-reviewed scientific journals, including *Endocrine Reviews*, *The Journal of Clinical Endocrinology & Metabolism*, *Endocrinology*, and the *Journal of the Endocrine Society*, an open access publication.

- The Society serves a critical **advocacy** role by working with Congress and federal agencies as well as global policymakers. The Society is one of the most respected and influential voices in this space.

The Society's Twitter feed is available @TheEndoSociety and @EndoMedia. For more information, please visit www.endocrine.org.

The Chief Executive Officer (CEO) of the Endocrine Society is responsible for executing the organization's strategic vision as defined by the Board of Directors and advancing programs and activities based on this vision. Working with the volunteer leaders of this member-led organization, the CEO is responsible for the direction and management of the Society, including the recruitment, development and guidance of a high-performing staff, strengthening the organization's finances, and overseeing prudent use of institutional resources.

The CEO ensures that the Society expands its well-served national and international membership base, maintains dues and non-dues revenues by presenting compelling organization value, and drives the exploration and conversion of services to members. The CEO manages the organization's budget and allocates resources to ensure maximum impact on behalf of its membership, scientific discovery and service.

KEY RELATIONSHIPS

Reports to	Endocrine Society Board of Directors
Direct reports	Chief Communications Officer Chief Financial Officer Chief Policy Officer Chief Professional & Clinical Affairs Officer (<i>currently interim CEO</i>) Chief Learning Officer Chief Strategic Partnerships Officer Chief of Staff & Chief Human Resources Officer Manager, External Relations & Professional Affairs
Other key relationships	National and international member leaders Current and prospective members

DESIRED OUTCOMES

- Enhance the Society's member-focused open and collegial culture to support advancements in endocrinology
- Engaged and active involvement with membership
- Membership expansion
- Diversified and enhanced revenue streams, including through new institutional relationships with organizations or companies
- Expanded opportunities and services available to members

IDEAL EXPERIENCE

10+ years of senior executive management experience

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

Knowledge of scientific and/or healthcare-related sectors

Resulting in a deep understanding and appreciation of the Society and the work of its members.

Revenue-generating experience

Demonstrated capacity to identify and grow all revenue sources.

Advanced degree preferred

Undergraduate degree required, advanced degree preferred, especially in fields directly relevant to the Society.

CRITICAL LEADERSHIP CAPABILITIES

Strategic Thinking

- Works with the Board to enhance and promote a vision and strategy to best position the Society within the evolving future of healthcare, biomedical research and education.
- Translates vision and strategy into prioritized actions and initiatives that advance the Society's member value proposition.
- Ensures continued positive financial results by expanding revenue opportunities of the Society while effectively deploying staff and organizational resources.
- Thinks three to five years ahead of the current strategic plan and revises strategy as appropriate in collaboration with the Board.

Collaborating and Influencing

- Encourages staff interaction and collaboration with members and member-leaders and ensures a culture of mutual support and engagement.
- Effectively builds consensus among the multiple stakeholders that contribute to the Society and its activities, collaborating with all stakeholders to reach organizational objectives.
- Builds collaborative relationships with other national and international organizations, institutions, and companies to develop mutually beneficial initiatives while preserving the Society's reputation and institutional standing.
- Continues to build the national and international profile of the Society, attracting new partners and potential members.

Leading People

- Engages, inspires and empowers a diverse, motivated and high-performing staff and senior leadership team.
- Develops and communicates the long-term strategies of the Society.
- Delegates strategic objectives to create development opportunities for team members.
- Encourages and supports professional growth within the organization and through relevant outside educational programs.

- Builds culture and sets up practices to empower and reinforce transparent communication between senior leadership and throughout the organization.
- Holds people accountable for their commitments, providing clarity around expectations and consequences if they are not met.

OTHER PERSONAL CHARACTERISTICS

- Comfortable both leading or supporting members and member-leaders in initiatives and activities to best advance the interests of the Society
- Innovative, open-minded thinker able to look beyond the status quo
- High-energy leader motivated by the Society's mission and strategic direction
- Strong moral compass and ethical integrity

APPLICATIONS AND NOMINATIONS

The Endocrine Society is being assisted by Spencer Stuart in this important recruitment. If you wish to submit application materials or nominate someone to serve as the Society's next CEO, please email:

EndocrineCEO@spencerstuart.com.