



Position Description: **VP of Scientific Programs**

Morris Animal Foundation's Vice President of Scientific Programs is primarily responsible for managing the Scientific Programs Department, and advancing the mission of the Foundation. As a member of the Leadership Team, they will be jointly responsible for the policies, culture and personnel decisions that drive the Foundation's success. The successful candidate will be energetic, entrepreneurial and visionary. They will desire to make a significant, lasting impact on the health of all animals around the world. They will lead by example, setting priorities and communicating direction to the scientific programs staff, then empowering them to execute the vision. They will thrive on maximizing their individual efforts by successfully creating and supporting a healthy team.

Position Specifications:

Title: Vice President of Scientific Programs

Organization: Morris Animal Foundation

Location: Denver, Colorado

Reports to: President/CEO

Website: www.morrisanimalfoundation.org

Closes: Feb. 28, 2018

Organization Description:

Morris Animal Foundation is the oldest and largest non-profit source of funding for science that improves the lives of animals. Established in 1948 by Dr. Mark Morris, DVM, the Foundation has funded over 2000 studies and committed over \$118M to research benefitting companion animals and wildlife. Based in Denver, Colorado, our staff of 35 professionals manages approximately 250 studies at any given time, including the Canine Lifetime Health Project, the largest and most far-reaching study run to date in veterinary medicine. Each year, over \$7M of new research funding is committed through working practices that ensure only the most scientifically robust and impactful studies are supported. Building on this impressive and solid history, the Foundation is entering a new era. We believe with the increasing recognition of the vital role animals' play in the lives of humans, extraordinary growth of our mission is not only possible, but imperative. There is a tremendous amount of work to be done, and we are focused on scalable and sustainable growth of revenues and programs to meet the need.



Responsibilities of Position:

- *Program Management* – The primary way Morris Animal Foundation carries out its mission is by creating new knowledge for the benefit of animals through competitive grant applications, MAF Scientific Research Programs (The Golden Retriever Lifetime Study and in the future, additional Foundation-conducted research), and the dissemination of that knowledge to veterinarians and the public. The VP of Scientific Programs (VPSP) is responsible for the three main program efforts: Scientific Grants Programs (our extramural grant program), the Canine Lifetime Health Project (see below) and Program Evaluation. The VPSP, in concert with the CEO and Board of Trustees, is responsible for the visionary maintenance and extension of these programs in a manner that advances the Foundation’s mission.
- *Protecting the Integrity of the Grant Selection Process* – The VPSP is also responsible for ensuring the Foundation’s processes are independent of outside influences and are above reproach at all times. Policies regarding humane animal use, independence of study selection, and performing studies to the highest standards must be rigidly adhered to and enforced.
- *Canine Lifetime Health Project* – While just one of the MAF Scientific Research Programs, the Canine Lifetime Health Project (CLHP) and the initial study included under this umbrella, the Golden Retriever Lifetime Study (GRLS), deserve specific mention. The GRLS program is a groundbreaking study that completed enrollment of 3,044 Golden Retriever dogs in 2012 and is scheduled to run through 2025. This \$32 million+ study is a longitudinal study that will follow the dogs for their lifetime, with the primary objective to determine if there are potential associations between genetics, nutrition, and the environment and the development of cancer. However, it is much more than a cancer study. It will be a data rich investigation that should shed light on the potential correlation of a variety of risk factors on the development of various diseases and disorders. The VPSP will work with the Principle Investigator, the CEO and the CLHP Oversight Committee to execute on all facets of the study.
- *Support of Development Activities* – More than 70% of Foundation revenues are derived through development activities. While fundraising is not a direct responsibility of the VPSP, the successful candidate is confident, experienced and comfortable supporting development activities and working with our development professionals. This may include representing the Foundation to major donors and donor organizations, driving novel approaches to development activities, and assisting the development team in gaining an understanding and appreciation of funded projects.
- *Manage a team of professionals* – Currently the Scientific Programs team has seven members, a number which may increase or decrease according to programmatic



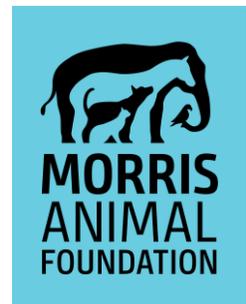
needs. This team also leverages over 50 of the best minds in veterinary medicine on our scientific advisory boards. People managers at the Foundation must understand the crucial nature of their role. This may vary by staff member, but generally consists of nurturing colleagues to be everything they can be, setting aspirational but attainable goals, and embracing a positive approach while not shying away from difficult conversations. Managerial skill is a key responsibility and one the Foundation takes very seriously for its senior leadership. A track record of successful, professional and congenial team management is a required skill.

- *Shape a culture of performance, accountability and trust* – The VPSP, along with the President/Chief Executive Officer, VP of Development and VP of Marketing Brand Strategy form the Leadership Team. This team develops all strategies, tactics and budget decisions and works as a cohesive unit to maximize the potential of the Foundation’s personnel and resources. It is also responsible for leading and demonstrating the cultural behaviors that are key to the Foundation’s success. While described as a performance culture, based on accountability, innovation and trust, this culture is much more nuanced and important than that. It incorporates the ideal way the employees, volunteers and Trustees work together to create an atmosphere where people can thrive, enjoy their professional and personal lives, and contribute significantly to the lives and health of animals. A track record of working with a team of peers to make decisions in the interests of the larger organization is important.

Supports team to achieve strategic plan initiatives – The VPSP, in coordination with the CEO, Leadership Team and board of Trustees, develops and implements goals and tactics to achieve the strategic plan. Through delegation, team support and leadership, the VPSP champions team members to be self-accountable and high-achieving toward these efforts.

Professional Experiences/ Qualifications:

- The successful candidate will have a DVM or MD. A PhD in an appropriate field is desired, but not mandated.
- Industry experience with increasing roles and responsibilities a plus.
- Experience in project management and be a proven manager of people.
- They should have 7+ years’ experience in building and managing effective teams.
- Because the Foundation’s programs span the entire spectrum of species and research topics, it is more important the VP of Scientific Programs understands and appreciates scientific principles rather than be deeply embedded into a particular area of study.
- The successful candidate should have examples in their history of: creating and refining processes, leading complex projects that required the coordinated activities of multiple groups, interpreting and presenting (both in oral and written form) scientific principles for audiences of all levels of expertise.



- Be able to think vertically and horizontally.
- Able to demonstrate being part of a successful management team.
- Flexibility to travel to make presentations at various venues.
- Ability to develop expense budgets for complex projects, conduct financial projections and manage projects within set budget expectations
- Lastly, the VPSP will be a positive, high-energy individual, who is optimistic while being cognizant of real issues, able to show excellent leadership, as well as followership, and work well in various capacities as a team member.

Summary of Need:

The Foundation is searching for a leader that combines a passion for animals' health with a drive to create organizational excellence, process improvements, and make a place where all those around them thrive. This person will have direct responsibility for the scientific programs created and administered by the Foundation to extend and advance its mission. They will also be a leader within the organization and help drive the culture of responsible, sustainable, but rapid growth, coupled with valuing people and nurturing their growth.

Please return a letter of interest and CV labeled with full name in Word or PDF format to:

(Electronic submission preferred)

Tiffany Grunert
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720 S Colorado Blvd., Suite 174A
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Inquiries and questions can be directed to:

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