



Position Title: VP of Scientific Grant Programs

Department: Scientific Programs

Reports to: Chief Scientific Officer

The Opportunity

This is a unique opportunity for a veterinarian with research, technical writing and management experience to help the Foundation administer ongoing and new grant funding mechanisms, including measurement of their impact. This will involve working closely with the Chief Scientific Officer and the VP of Scientific Operations in a rapidly expanding program involving canine, equine, wildlife and feline health and welfare research.

About Morris Animal Foundation

Established in 1948, Morris Animal Foundation is dedicated to improving and protecting the health of animals through scientific innovation, education and inspiration. Our investment in research has yielded life-saving vaccines, new treatments for critical diseases, superior screening tests and advanced diagnostic tools. We respond to emerging animal health threats that endanger entire species and make new discoveries in basic animal biology to support applied research. With every study we fund - more than 2,850 to date - we strive to advance the science of veterinary medicine, honoring the founding principles of Dr. Mark L. Morris Sr. to benefit animals worldwide.

Morris Animal Foundation is committed to promoting diversity throughout the organization, its staff, Trustees and scientific advisers. Diversity within our organization enhances our capacity to communicate, strengthens our organization, makes our culture more robust and allows us to serve animals, donors and partners more effectively.

Golden Retriever Lifetime Study

The Golden Retriever Lifetime Study is one of the largest, most comprehensive prospective canine health studies in the United States. The Study's purpose is to identify the nutritional, environmental, lifestyle and genetic risk factors for cancer and other diseases in dogs. Each year, with the help of veterinarians and dog owners, the Foundation collects health, environmental and behavioral data on 3,000+ enrolled golden retrievers.

The Challenge

The Foundation's grant-making activities are framed by the strategic plan which calls for innovation, growth and increasing diversity of granting mechanisms in the next three years to better respond to the greatest needs in animal health. This strategy includes focusing on the major animal health issues for primary care veterinary practices and wildlife conservation managers. We fund grants through our annually scheduled calls, through donor-sponsored requests for proposals (RFPs), as commissioned grants and in partnership with complimentary partners.

The VP of Scientific Grant Programs is a new role that will implement the strategic plan through operational direction of the RFP process, including conducting landscape analyses of proposed RFP topics, managing the pre-award administrative team, facilitating Scientific Advisory Boards and assisting with management of Foundation-driven projects. This role will also involve creating and leading the implementation of a robust impact tracking system, to monitor and evaluate the scientific and broader stakeholder outcomes that are the key to the long-term success of our funding programs.



We are seeking an emotionally intelligent veterinary leader who will focus on staff management, change management and attention to detail. This role is best suited for a leader who enjoys and excels in supervising and mentoring staff and their programmatic work portfolios. Our innovative work requires nimbleness and the ability to communicate well and manage change successfully with a team. This leadership role is instrumental in building consensus and support of the strategic plan initiatives within the Scientific Programs department and cross-departmental working teams. This position serves as part of MAF's Leadership Team, sharing responsibility for the success of the Foundation's strategic plan, providing thoughtful leadership and ensuring consistent communication and execution org wide.

The Team

This role will work closely with the Chief Scientific Officer and with the VP of Scientific Operations, which is a counterpart role. In addition, the person selected for this role will manage a small team of pre-award administrative staff. As with most roles in our Foundation, extensive interdepartmental collaboration is expected. The VP of Scientific Grant Programs will help leadership further develop individual skill sets and maximize the talent of our team. At Morris Animal Foundation, leadership is to support the development of team members through coaching, mentoring and professional development opportunities.

The Skill Set

We are looking for a veterinarian who has had broad experience in the veterinary industry, inclusive of research. This individual should thrive in an environment of rapid change and be able to foster a team of administrators in operationalizing our strategy while paying close attention to detail and interconnected processes. This individual needs to show experience in relaying information to direct reports to ensure strong organizational support for new initiatives and change management. Strong technical/scientific writing and editing abilities are essential as are oral communication and collaboration skills. We expect monitoring and evaluation of our funding impact to be an opportunity for learning and expansion of expertise, though candidates with current such experience are welcome.

An independent workstyle and quick comprehension of high-level concepts, along with the ability to juggle and prioritize initiatives relayed by CSO and delegate effectively to the team are essential to this position. Candidates who are self-starters, resilient and adaptable will thrive in this role. This VP of Scientific Grants Programs will provide effective and thoughtful management as division lead, responsible for sustaining a strong and capable staff, delivery of quality programs and effective organizational performance results. They will also contribute to the success of a strong company culture, including high morale and engagement within department and beyond.

Position Requirements:

- Veterinary degree (DVM or equivalent)
- Research degree (MSc or PhD) or equivalent experience
- Relevant history of working in animal health research and/or the veterinary industry (5-10 years+). Highly experienced individuals are welcome to apply.
- Training in leadership/management; demonstrative experience in successfully leading a team
- 5+ years of experience in managing people (particularly in small teams)
- Strong organizational skills
- Detail-oriented with experience and expertise in technical/scientific writing and editing



- Strong focus on our mission of improving animal health and welfare
- Adhere to the Foundation's safety policies and procedures and encourage others to do the same
- Participate in building a culture of accountability, performance and trust
- Promote and adhere to Foundation Core Values: Excellence, Respect, Compassion, Collaboration, Innovation and Determination

Additional Desired Qualifications:

- History of scientific research funding
- Statistical skills
- Experience in molecular biology

Position at a Glance

The first three months will involve gaining familiarity with the Foundation and its mission, structure, scientific strategy and programs, operations, workflow and the current composition and needs of the grants administration team. There will be a particular focus on how our different departments work together.

Within the first 6 months you will conduct an analysis of the current RFP activity, strategy and processes and contribute to the annual strategic planning process with the CSO and VP of Scientific Operations. You will also develop strong working relationships with your team members, establishing trust and successful workflow.

Within the first 12 months you will develop an impact monitoring and evaluation plan including determining any needed training for yourself and others and budget implications. You will fine-tune a management style that prioritizes the wellbeing, engagement and success of your team.

This is a position involving flexibility of thought and collaboration, to ensure this team meets the goals of the Foundation's strategic plan. We expect it to be a challenging and unique position in animal health research management.

Benefits (To name a few!)

Morris Animal Foundation offers competitive pay, merit-based raises and bonuses and ample growth and professional development opportunities for its employees. A full benefits package includes 100% paid premiums for employee health, dental, vision, LTD, life insurance and a 403b retirement account with up to 6% employer match. Employees are given accrued vacation time, six personal days per fiscal year, 10 paid holidays, a lifestyle and fitness reimbursement, work from home equipment reimbursements and nine weeks paid FMLA medical and parental leave. Come be a part of a compassionate and collaborative organization that is bursting with pride for its mission!

Position Specifications

Full-time, exempt position; Job duties include a general office environment, spent sitting and operating a computer and other office machinery. Must be able to read, write and communicate fluently in English. If hired, you will be required to furnish proof of your eligibility to work in the U.S.



Work Location Requirements

Hybrid, with negotiable time to be spent working onsite at our central office in Denver. Given the strong people management component of this position, regular in-person interactions are important. We are currently fully remote but expect to be hybrid within the next few months, external factors allowing.

Colorado candidates preferred; Remote work may be considered in certain circumstances. MAF is not currently hiring in CA, HI, NY, NJ. Candidates are welcome to apply if willing to relocate prior to start date.

Hiring Salary Range: \$123,200-154,000 Annually

How to Apply

Please email your resume and a cover letter that includes how you heard about this job and your salary requirements in a Word document or PDF, labeled with your complete name to the People & Culture Department at PCD@morrisanimalfoundation.org. Please list VP of Scientific Grants Programs in the subject line of your email. **Incomplete and/or inaccurate applications will not be considered.**

Covid-19 Vaccination Policy

MAF is a science-based organization and supports the research community behind FDA-approved vaccines. MAF is also committed to protecting the health and well-being of our employees, their families and members of our community against coronavirus (COVID-19) infection. Proof of Covid-19 vaccination is required for all employees per our COVID-19 Vaccination Policy. Employees that are not vaccinated due to a qualifying medical condition or on the basis of a sincerely held religious belief can request accommodation at the time of the job offer.

Morris Animal Foundation Core Values*

Respect - We act with integrity and are accountable to the needs of others and respectful of their time, expertise and opinions. We listen and communicate thoughtfully, directly and openly, always assuming good intent. We are inclusive and value diversity.

Excellence – We advance animal health by funding only research that meets the highest scientific standards. We are committed to ensuring the best use of donor funds and Foundation resources to benefit animals everywhere.

Compassion - We care deeply about animals and the people who care for them. It is our responsibility and an honor to improve animal health.

Collaboration – We actively partner, creatively work together and freely share ideas to advance the science of animal health and grow our impact. We nurture, grow and educate the animal health community that shares our passion. Together we can do more.

Innovation – At our core, we value proven science but also seek creative solutions to meet the growing challenges of animal health in a changing global ecosystem. Based on what we learn, we constantly evolve to achieve our mission.

Determination - We are driven by our mission and seek answers with relentless pursuit. Using science as our compass, we develop pathways to animal health solutions. So long as animals face health concerns, we will continue to find answers.

*These are core competencies that are expected of all employees of Morris Animal Foundation.