



**Position Title:** Chief Scientific Officer

**Department:** Scientific Programs

**Reports to:** President/CEO

**The Opportunity:** The Chief Scientific Officer advances the mission of the Foundation by leading the Scientific Programs team. As a member of the Executive Team, they will be jointly responsible for the strategy, 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 strategic 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.

#### **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 – almost 3,000 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.

### **Responsibilities of Position:**

- *Scientific Program Direction* – The primary way Morris Animal Foundation carries out its mission is by creating new knowledge for the benefit of animals through competitive grant applications, Foundation directed Scientific Research Programs (such as The Golden Retriever Lifetime Study), and the dissemination of that knowledge to veterinarians and the public. The Chief Scientific Officer (CSO) is responsible for three main program efforts: Scientific Grants Programs (our extramural grant program), the Golden Retriever Lifetime Study, a \$35MM+ longitudinal study, and CitizenPet, the Foundation's nascent citizen science platform (see below). The CSO, in concert with the CEO and Board of Trustees, is responsible for developing the scientific direction of these programs, and the CSO is responsible for the maintenance and delivery of these programs in support of the Foundation's strategic plan.
- *Protecting the Integrity of the Grant Selection Process* – The CSO is also responsible for ensuring that the Foundation's processes are independent of outside influences and are above reproach. Policies regarding humane animal use, independence of study selection, and academic rigor must be adhered to and enforced by the CSO.
- *Golden Retriever Lifetime Study (GRLS)*– GRLS is a groundbreaking study that completed enrollment of 3,044 Golden Retriever dogs in 2012 and will follow this cohort of dogs through their lifetime. The primary objective is to determine if there are potential associations between genetics, nutrition, lifestyle, and the environment, and the development of cancer. The GRLS Principal Investigator (PI) is charged with developing and executing the scientific strategy for GRLS through partnerships with academia and industry. The CSO provides support and oversight to the PI, leverages their professional network to further critical GRLS partnerships, and ensures that the \$35M Foundation-funded Study investment achieves high levels of scientific and clinical impact.
- *CitizenPet* – the Foundation's strategic plan includes launching a citizen science platform to catalyze scientific innovation by creating a conduit between academic and private sector partners and pet owners. CitizenPet is under development, and the CSO will lead a cross-department collaborative process to develop a multi-year research and development plan. Outputs of the plan will be a series of objectives, milestones, and metrics for successful program launch.
- *Support of Development Activities* – More than 80% of Foundation revenues are derived through development activities. While fundraising is not a direct responsibility of the CSO, the successful candidate is confident, experienced, and comfortable supporting development activities and working with our development professionals including the Chief Development Officer (CDO). This may include representing the Foundation to major donors and donor organizations, driving novel approaches to development activities, contributing to grant-writing

- activities, and assisting the development team in gaining an understanding and appreciation of funded projects.
- *Support of Marketing Activities* – Working closely with the Chief Marketing Officer (CMO), the CSO will assist in planning and contributing to activities inclusive of press releases, blogs, webinars, and other media opportunities, to publicize the diversity of research funding opportunities, funded programs, projects, and fellowships.
  - *Lead a team of professionals* – Currently the Scientific Programs team has 14 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. At Morris Animal Foundation, we believe our employees are our largest, appreciating asset and talented and caring leaders are the best way to make sure that our teammates thrive. 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. Candidates must have a strong ability to recruit, mentor, and retain team members. They must value and create space for open communication and collaboration.
  - *Shape a culture of performance, accountability, and trust* – The CSO, along with the CEO, COO, CDO, CMO and Senior Director of Information Systems form the Executive 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, the Foundation’s culture is much more nuanced. It incorporates the ideal way employees, volunteers and Trustees work together to create an atmosphere where people can thrive, enjoy their professional and personal lives, and contribute significantly to improving 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 CSO, 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 CSO champions team members to be self-accountable and high achieving toward these efforts.
  - *Supports strategic plan development* - The Board of Trustees, of which the CEO is a non-voting member, is responsible for the development of the strategic plan with input from the Executive Team. The CSO is responsible for supporting development of the strategic plan by providing input to guide the plan. The final direction is set by the Board of Trustees.
  - *Knowledge of intellectual property development* – The CSO is responsible for overseeing intellectual property arising from contracted studies, including the

- Golden Retriever Lifetime Study. The CSO will work with the CEO/President, outside legal counsel, and appropriate Board of Trustee members, to oversee development, integrity, and maintenance of Foundation intellectual property.
- *Liaison with Research Oversight Committee, Scientific Steering Committee, Scientific Advisory Boards and Animal Welfare Advisory Board* – The CSO ensures excellence in governance oversight and use of donor dollars through numerous scientific advisors and board committees. Serving as the liaison to the Research Oversight Committee of the Board of Trustees, the CSO works closely with this governing body to ensure continued scientific excellence, determine scientific direction, and consider innovative projects to further the Foundation’s mission. Utilizing the expertise of the Scientific Steering Committee and other ad hoc committees, the CSO helps ensure the best scientific approach for the Golden Retriever Lifetime Study is achieved. Utilizing, appreciating, and managing these committees is critical to the CSO’s success.
  - *Stakeholder Management & Communication skills* – The CSO must be comfortable and skilled at presenting information to a diverse set of publics, including veterinarians (both general practitioners and specialists), lay audiences, and donors. They should have experience or be willing to be interviewed in a variety of media outlets, including print, radio, and television. The CSO must also proactively anticipate the needs and desires of the Foundation’s key stakeholders including, Trustees, Scientific Advisory Board members, academic and industry researchers, donors, staff, and others. The successful CSO will consider best communications and stakeholder management in communicating proactively for the Foundation.
  - *Board Engagement* – The CSO will effectively work with the board of trustees, particularly via the Research Oversight Committee and Canine Lifetime Health Study Oversight Committee, regarding initiatives, partnerships, engagement with the science being funded and policy development.
  - *Core Values* – The CSO will promote and adhere to Foundation Core Values: Excellence, Respect, Compassion, Collaboration, Innovation, and Determination

**Position Requirements:**

- The CSO will be a positive, high-energy individual, who is optimistic while being cognizant of real issues, able to collaborate effectively across the organization and work well in various capacities as a team member.
- The successful candidate will have a DVM and demonstrated commitment to continued education. A PhD is preferred, but not required.
- Previous pet health research and leadership expertise in both an academic and industry setting is required.
- A history of research team leadership including successful scientific grant application and completion. Or within industry – development, leadership and completion of projects or programs.
- Experience in research program development.



- Proven leader of people, with 7+ years' experience as a strategic leader and the ability to delegate, empower and grant autonomy to team members.
- Previous experience working as part of a successful leadership team.
- Flexibility to travel to make presentations at various venues. This position represents the science of the Foundation at public speaking events.
- Ability to develop expense budgets for complex projects, conduct financial projections and manage projects within set budget expectations.
- Previous Non-Profit experience preferred.
- Embody the Core Values of Morris Animal Foundation, using them to guide decision-making, expectations of others and professional behavior, including representation of the Foundation among colleagues and stakeholders, internal and external.

**Additional Information:**

- Because the Foundation's programs span the entire spectrum of species and veterinary research topics, it is more important the Chief Scientific Officer understands and appreciates scientific principles rather than be deeply embedded into a specific area of study.
- The successful candidate should have examples in their history of leading and communicating to diverse stakeholders, creating, and refining processes, leading complex projects that require the coordinated activities of multiple groups, interpreting and presenting (both in oral and written form) scientific principles for audiences of all levels of expertise.
- 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.

**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 Work Model (some in office work required at MAF central office in Denver; exact amount depends on position duties, current projects, and schedule needs.) Located in Colorado or willing to relocate.

**Hiring Salary Range:** \$180,000-\$224,000

**How to Apply:** Please visit our [job ad](#) to apply.



### **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 will be 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.