



Position Specification

American Physiological Society
Chief Executive Officer

Our Client

Physiology is a broad area of scientific inquiry that focuses on the biological function of living organisms. Today, physiology could not be more important. In fact, physiology is essential to answering virtually every critical question facing us in our understanding of life, health and disease.

Founded in 1887, the [American Physiological Society](#) (APS) is a global leader in expanding knowledge related to biological function. We connect a multidisciplinary community of nearly 10,000 scientists and educators from around the world, driving collaboration and spotlighting scientific discoveries in physiology and related disciplines. Our members are advancing treatments and cures for everything from cancer and heart disease, to obesity and addiction. They are also deepening our insight into living organisms generally, helping us to better understand how things like climate change are affecting the world around us.

Mission: Why We Exist.

Empowering scientists to understand life and improve health by advancing and communicating discoveries in physiology and medicine.

Vision: The Future We Want to Create.

Physiology is foundational to advancing scientific discovery in the life sciences.

The Society serves this dynamic community in many ways, including:

- Publishing 16 globally recognized [scholarly journals](#) and a highly-regarded [book monograph series](#);
- Sponsoring [scientific meetings](#) and symposia that explore the frontiers of biomedical science;
- Advocating for science-smart [public policy](#) that benefits both our members and the public;
- Bestowing hundreds of [awards, grants, and fellowships](#) that recognize scientific excellence and promise;
- Championing [physiology education and educators](#), to support bigger discoveries and better clinical outcomes;
- And providing [career resources](#) and other career services, ensuring that all our members have a pathway to success.

APS's most recent [strategic plan](#) guides the organization's intentions and goals in serving the community.

APS is a nonprofit devoted to fostering scientific research, education, advocacy, and dissemination of information in the physiological sciences.

The American Physiological Society (APS) is a 501(c)(3) nonprofit membership society with more than 10,000 members devoted to fostering scientific research, education, and the dissemination of information in the physiological sciences. With an annual operating budget of approximately \$22 million and \$85 million in reserves, APS employs 55 staff at its Rockville, Maryland headquarters and remotely across 12 states.

The Role

Reporting to the Board of Directors, the APS CEO is responsible for leading and managing APS and its staff and operations in adherence with APS Bylaws and policies. The CEO collaborates with volunteer leaders in the development of strategy and relevant plans and policies to fulfill APS' mission. The CEO is responsible for stewarding APS' resources to accomplish the organization's strategies and provide high-quality products and services to its members. The CEO provides effective leadership to APS and within the physiological science community by overseeing and directing APS' business and staff; ensuring the continued excellence of APS' programs, products, and services; recommending and establishing objectives, plans, and policies that address both near- and long-term needs, opportunities, and threats; and representing APS as a spokesperson and advocate.

Candidate Profile

The American Physiological Society seeks a strategic, proven organizational leader to partner with the Board and volunteer leaders in architecting and driving the growth strategy for the future of APS, and ultimately, the field of physiology. The successful candidate will be a respected manager and leader with experience developing a long-term vision in partnership with volunteer leaders, creating and/or evolving a strategy, and leading membership organizations through periods of change. The CEO will lead APS during a critical time in the history of the organization, physiology, and science in society.

A savvy communicator and compelling spokesperson, this leader will demonstrate competence as an engaging communicator across a range of stakeholders, including research scientists and faculty. The ideal candidate will have a track record of success amplifying the impact and value of their organization through effective advocacy and partnership with peer organizations, thought leaders, the public sector, and the scientific community. A practiced consensus-builder, this executive will demonstrate a natural ability to bring together diverse stakeholders with divergent opinions to actionize the path toward shared goals and objectives.

The next CEO of APS will be a creative and agile leader who leads the successful evolution of the organization and its programs, publications, services, and value proposition for members and the field of physiology amidst a challenging and rapidly changing external environment. A strong steward of all organizational resources, the CEO will demonstrate experience identifying and driving opportunities that strengthen an organization's finances while contributing to the achievement of its mission. The successful candidate will have progressive senior leadership experience within a comparably sophisticated, complex, and sized organization.

The successful candidate may come from a variety of backgrounds, and a track-record of leadership in a professional association is preferred. The successful candidate must have an appreciation for science, how it works, and its value to society. The culture of science is based on curiosity; intelligence; creativity; empirical evidence gathering (information gathered through observation and experimentation); investigation and scrutiny; honesty, integrity, and objectivity; persistence; education and mentorship; acknowledging the contributions of others; competition; and transparency.

In terms of the performance and personal competencies required for the position, we would highlight the following:

Setting Strategy

- The ability to create and articulate an inspiring vision for the organization and for the field of physiology.
- The inclination to seek a range of perspectives and analyze data from a variety of sources to support decisions and to drive consensus from among a diverse set of volunteer leaders for the organization's goals, objectives, and overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the Society's historical boundaries to advance the future of APS and engagement in physiology.
- The ability to effectively balance the desire and need for broad change with an understanding of how much change the organization is prepared to integrate; to create realistic goals and implementation plans that are achievable and successful.

Executing for Results

- The ability to set clear and challenging goals while committing APS to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations and evolving external environments.
- A risk-taker who seeks data and input from others to foresee unintended consequences from decisions and possible threats to the organization, physiology, and scientific community; someone who takes smart risks.

Position Specification

Ref: Chief Executive Officer
American Physiological Society

- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for APS.

Leading Teams

- The ability to attract and recruit top talent, motivate the team, ensure the evolution of the talent in alignment with the organization's strategy, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to advancing the organization, which commands respect from a range of team members and stakeholders.
- A leader who is self-reflective and drives the organization's performance with an attitude of continuous improvement by inviting and accepting feedback.

Relationships and Influence

- Naturally connects and builds strong relationships with others, including current and potential members, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, passion for the mission, and active drive to promote and advance the field of physiology.
- Builds relationships with scientific leaders outside APS and with other organizations with shared interests and objectives to amplify the value and impact of APS.
- Is a compelling and practiced spokesperson and advocate who effectively positions volunteer leaders and others to share the spotlight.
- Creates and articulates a sense of purpose for the team, members, and stakeholder community that generates followership beyond their own personality and engages others in the mission of APS and in the field of physiology.

APS and the scientific endeavors it supports requires that candidates not have any ethical, philosophical, moral, or other reservations in representing and supporting its missions, activities, and programs in any of the following and related activities: evolution; physiology; use of animals, humans, or cadavers in research and/or testing; use of human fetal tissue; cloning; genetics, gene therapy, or genetic modification; stem cell research; assisted reproduction research; and climate change.

Compensation and Benefits

APS offers a competitive salary with excellent benefits, including a 403(b)-retirement plan; holidays, generous annual and sick leave; medical, dental, and vision insurance plans; flexible spending; and life and short-and long-term disability insurance. The annual salary range for the CEO role will be \$400,000-\$550,000.

Contact

Russell Reynolds Associates has been retained to lead this engagement. Please submit any inquiries, expressions of interest, and nominations to: APSCEO@RussellReynolds.com.

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