Position Specification
The George Washington University
Director, Genomics Institute

2013
POSITION SPECIFICATION

Position  Director, Genomics Institute
Company   The George Washington University
Location  Washington, D.C. / Ashburn, VA
Reporting Relationship  The Director, Genomics Institute reports to Leo Chalupa, Ph.D., Vice President for Research
Website   http://www.gwvirginia.gwu.edu/
           www.gwu.edu

THE OPPORTUNITY

The George Washington University (GWU), the largest university in the nation’s capital, has launched a major interdisciplinary initiative to develop a Genomics Institute to partner with the recently established Computational Biology Institute (http://cbi.gwu.edu/) to focus on large-scale integrative genomics to address fundamental questions in basic and applied sciences. The Director will define the scientific vision of the Genomics Institute and direct the development and implementation of research plans and organizational structures, with the goal of hiring new faculty as well as integrating existing faculty and resources across the GW Schools of Medicine and Health Sciences, School of Engineering and Applied Science, School of Public Health and Health Services, and the Colombian College of Arts and Sciences. The Genomics Institute will be located, with the CBI and our High Performance Computing cluster (http://columbian.gwu.edu/ots/hpc), at our Virginia Science and Technology Campus (http://www.gwvirginia.gwu.edu/), and the Director will build upon existing partnerships with regional research centers of excellence, including Children’s National Medical Center, NIST, Janelia Farm, INOVA hospital system, Naval Research Laboratory, Virginia Tech-Arlington, and the NIH intramural research program.

THE INSTITUTION

The George Washington University was created in 1821 through an Act of the Congress, fulfilling George Washington’s vision of an institution in the nation’s capital dedicated to educating and preparing future leaders.

Today, GWU is the largest institution of higher education in the District of Columbia. There are more than 20,000 students – from all 50 states, the District and more than 130 countries – studying a rich range of disciplines: from forensic science and creative writing to international affairs and computer engineering, as well as medicine, public health, the law and public policy.

GWU comprises three campuses – Foggy Bottom and Mount Vernon in Washington, D.C., and the GW Virginia Science and Technology Campus in Ashburn, Virginia – as well as several graduate education centers in the metropolitan area and Hampton Roads, Virginia.
The George Washington University Virginia Science and Technology Campus (VSTC) was established in 1991 with one building on 50 acres of land in Loudoun County, Virginia. Today the campus includes five buildings on over 100 acres.

**KEY PARTNERS & RESOURCES**

**Computational Biology Institute**

Established in 2012, the Computational Biology Institute will perform research in biodiversity informatics, systems biology, and translational medicine. This emerging field and institute draws on the expertise of engineers, mathematicians, computer scientists, statisticians, biologists and clinicians to develop and implement computational tools that help researchers synthesize, interpret and manage an ever-growing volume of biological information.

**Colonial One**

The George Washington University is in the process of implementing a new high-performance computer cluster, Colonial One, which will greatly expand the university’s research capabilities.

Housed on the Virginia Science and Technology Campus, Colonial One is a joint venture among the Division of Information Technology, Columbian College of Arts and Sciences and the School of Medicine and Health Sciences, and is a $2 million investment in GW’s research computing infrastructure. A central resource to support a wide variety of projects, it will encourage interdisciplinary partnerships across GW’s campuses.

**The Catharine Birch McCormick Genomics Center**

The McCormick Genomics Center (MGC), named in honor of Dr. Catharine Birch McCormick, is a genomics research center that is accelerating gene-based research, education, diagnosis, and therapeutic guidance at The George Washington University. Here, their mission is to help patients and physicians by identifying new diagnostic markers and therapeutic targets. The MGC provides extensive resources for interdisciplinary research and training in areas such as cardiovascular diseases, cancers, neuroscience, infectious diseases, and public policy.

**Biostatistics Center**

Located in Rockville Maryland, the GW Biostatistics Center serves as the statistical coordinating center for large scale multicenter clinical trials and epidemiologic studies. Current funding is at over $50 million per year through grants, contracts and cooperative agreements with the National Institutes of Health and several other research sponsors.

**Children’s National Medical Center**, in partnership with The George Washington University Medical Center, has received a prestigious Clinical and Translational Science Award (CTSA) from the National Center for Research Resources of the National Institutes of Health.
This award, which totals $20 million over five years, is the first CTSA given directly to a children’s hospital. The Clinical and Translational Science Institute at Children’s National will now join the nationally renowned CTSA consortium, which is composed of institutions that work to transform the local, regional, and national environment to increase the efficiency and speed of clinical and translational research across the country.

Many other CTSA member institutions have research tracks that include pediatric research, but this collaboration is the first, in the history of the award, to focus specifically on how scientific breakthroughs from the laboratory bench can be brought more quickly and efficiently to the bedsides of young patients locally and around the world. In addition, the institution’s close proximity to the nation’s capital will bring basic science into community engagement research and health policy applications, making these discoveries accessible for those most in need.

The Clinical and Translational Science Institute was created in 2008 as a partnership between Children’s National Medical Center and The George Washington University. Its work focuses on three main areas:

- Diseases of childhood, such as cancer, birth defects, developmental disabilities, asthma;
- Childhood diseases that persist into adulthood, or adults living with childhood diseases long term—for example congenital heart disease, cystic fibrosis, and muscular dystrophy; and,
- Diseases of adulthood that begin in childhood and are worsened or develop with age, such as hypertension, type 2 diabetes, and obesity.

**KEY RESPONSIBILITIES**

The Director will work effectively with the leadership of The George Washington University to ensure the success of the Institute’s initiatives. The following will certainly be among the Director’s highest priorities:

- Lead an inclusive process to create a center of excellence, one that will provide a thoughtful context for informing the direction of faculty recruitments, institutional investments, and considerations of growth initiatives. He/she will ensure thoughtful consideration of actions that will protect vital basic science programs, but also be prepared to leverage GW’s many intellectual assets that provide the broadest benefit to society and encourage support for the Genomics Institute.
- Take the necessary actions to ensure the Genomics Institute becomes among the most competitive institutions in recruiting new research faculty. Increase junior faculty numbers by 3-4 in the next 1-2 years, seizing the opportunity to bring new areas of research that increase the value of the Institute to collaborators, funding agencies, and potential donors. Mentor these new faculty in grantsmanship and scholarship activities for a productive, vibrant, collaborative, and interdisciplinary faculty.
- Identify opportunities to enhance funding by setting goals and priorities, developing an
integrative, multidisciplinary program, and creating the look, feel, and impact of an Institute with unified direction and competitive muscle.

- Exhibit an entrepreneurial spirit, building upon the experience and expertise in Genomics to forge new alliances with other entities doing related world-class research to create a synergy that will bridge basic and applied research.
- The Director will take an active interest in providing the Institute community a sense of identity and give them the confidence there is a leader they can trust, and around whom they can coalesce.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

A successful candidate will hold an advanced degree (Ph.D. M.D., or equivalent), and have demonstrated research excellence in genomics, with a compelling vision for the future of interdisciplinary and transformative research, and a strong extra-mural funding record. This individual will also hold the rank of Professor in a suitable department at GW. He/She will have international recognition in genomics related research as evidenced by involvement in academic societies, granting activities, and publication record.

The candidate should have progressive administrative experience, preferably in an academic/university setting. He/She will have demonstrated leadership in managing a variety of stakeholder groups within the research community, planning and assessing programs, developing plans to resolve operational problems and issues, and managing financial and human resources.

LEADERSHIP CHARACTERISTICS

Understands Higher Education
- Knows the mission-critical technical and functional skills needed to do the job; understands how universities operate in general; learns new methods and technologies easily.

Making Complex Decisions
- Can solve even the toughest and most complex of problems; great at gleaning meaning from whatever data is available; is a quick study of the new and different; adds personal wisdom and experience to come to the best conclusion and solution, given the situation; uses multiple problem-solving tools and techniques.

Creating the New and Different
- Is able to come up with the next great breakthrough thing to do; is creative, a visionary, and can manage innovation; is an effective strategist full of ideas and possibilities; sees multiple futures; has broad interests and knowledge; can both create and bring exciting ideas to fruition; comfortable speculating about alternative futures without all of the data.
Keeping on Point
- Can quickly separate the mission-critical from the nice to dos and the trivials; quickly senses what’s the next most useful thing to work on; focuses on the critical few tasks that really add value and puts aside or delays the rest.

Evaluating and Deploying People Accurately
- Reads people accurately; can diagnose strengths, weaknesses, and potential; knows what skills are required to fill a job or role; hires the best.

Focusing on Action and Outcomes
- Attacks everything with drive and energy; not afraid to initiate action before all the facts are known; drives to finish everything he/she starts.

Being Organizationally Savvy
- Maneuvers well to get things done; knows where to go to get what he/she needs; politically aware and agile; knows what the right thing to do is; presents views and arguments well.

Inspiring Others
- Is skilled at getting individuals, teams, and an entire organization to perform at a higher level and to embrace change; negotiates skillfully to achieve a fair outcome or promote a common cause; communicates a compelling vision and is committed to what needs to be done; inspires others; builds motivated, high-performing teams; understands what motivates different people.

EDUCATION
A successful candidate will hold an advanced degree (Ph.D. M.D., or equivalent).

COMPENSATION
Compensation arrangements are competitive and commensurate with both experience and achievement.

KORN/FERRY CONTACTS

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Inquiries, nominations, and applications are invited and will be accepted until the position is filled. Review of applications will commence October 31, 2013. Applications should include a cover letter and curriculum vitae. Materials should be submitted electronically to consultants and the search committee and will be held in strict confidence. Please email applications and nominations to:

    gw-genomics@kornferry.com

Maureen Ryan, Senior Client Partner; Divina Gamble, Principal; Rosa Morris, Senior Associate, Korn/Ferry International

*The George Washington University is an Equal Opportunity/Affirmative Action Employer and seeks to attract an active, culturally and academically diverse faculty of the highest caliber.*