



## Call for expressions of interest Research Institute of the McGill University Health Centre, Executive Director and Chief Scientific Officer

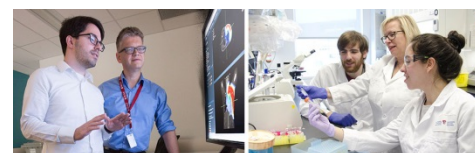
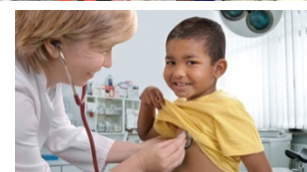
The McGill University Health Centre (MUHC) is seeking candidates interested in the position of Executive Director and Chief Scientific Officer of the Research Institute of the MUHC (RI-MUHC).

### The McGill University Health Centre in brief

Based in Montreal—a global hub for academia, life sciences, artificial intelligence and deep learning—the MUHC is a leading academic health centre that is affiliated with the Faculty of Medicine of McGill University and boasts nearly two hundred years of excellence and innovation in health care.

In collaboration with their partners, multidisciplinary teams at the MUHC's six teaching hospitals and research institute strive to improve the quality of life and outcomes of patients, at home and abroad, through outstanding patient-focused tertiary/quaternary clinical care, research, education and training, as well as through the development and assessment of health technologies and modes of intervention—all of which in a multilingual and multicultural environment that is anchored in ethics and driven by performance.

The MUHC is home to over 10,000 employees, healthcare professionals, researchers, and volunteers, as well as over 1,200 Canadian and foreign graduate and postgraduate students. The MUHC has an annual budget of roughly \$1.4 billion, including the revenue of the RI-MUHC.



### The Research Institute of the McGill University Health Centre in brief

The RI-MUHC is consistently among the top 3 of the 40 best research hospitals in Canada, and is ranked first in Quebec. It has research collaborations in 62 countries.

The mission of the RI-MUHC is to generate and leverage discovery and innovation in order to establish the MUHC as a world-class centre of excellence in patient-centred medicine. Excellence in clinical, evaluative and fundamental research is harnessed to introduce the innovations that will transform health care, from the bench to the bedside to business and the community, and provide an integrated view of disease and patient information with related therapies. Research is organized across 8 programmes: Brain Repair and Integrative Neuroscience; Cancer Research; Cardiovascular Health Across the Lifespan; Child Health and Human Development; Metabolic Disorders and Complications; Infectious Diseases and Immunity in Global Health, Injury Repair Recovery; and Translational Research in Respiratory Diseases.



446

active members,  
including fundamental,  
clinical and evaluative  
researchers



1,260

research trainees,  
including 390 M.Sc. and  
505 PhD candidates,  
216 postdocs and 150  
clinical research fellows



Over 1,100

staff in research  
and administration



Over 31,000

square metres of  
research space



Over 1,900

peer-reviewed scientific  
publications



Over 2,000

scientific talks given by our  
researchers worldwide

## GENERAL DESCRIPTION OF THE ROLE

The Executive Director and Chief Scientific Officer (ED/CSO) of the Research Institute of the McGill University Health Centre (RI-MUHC) is a dynamic and strategic leader who possesses an exceptional track record of research and scientific accomplishment, as well as solid management experience. The ED/CSO is responsible for the strategic direction and leadership of the RI-MUHC research activities, which address health across the life span. S/he is a brand ambassador for research and the organization, at home and on the international stage, and through her/his leadership helps the RI-MUHC influence policies, practices and investments that will have a positive impact on organizational goals.

S/he must be able to articulate a bold, uplifting, clear, ethical, and inclusive vision that uses 2030 as a horizon to address the challenges and opportunities in health care and life sciences.

To that end, the ED/CSO welcomes and promotes the contributions of all academic and professional disciplines involved in or affected by fundamental, clinical, outcomes and population health research. S/he aligns the Institute's research priorities with those of the MUHC and McGill University. S/he builds and expands bridges between the RI-MUHC and a host of stakeholders, including investigators around the globe, patients, advocacy groups, governmental/non-governmental bodies, industry partners, institutions of higher learning, and funding/philanthropic organizations. S/he encourages non-traditional relationships that could lead to transformative innovation.

The ED/CSO works with her/his colleagues on the RI-MUHC's various councils (Research Program Council, Management Council, Trainee Council), as well as with research and administrative teams, to define the strategies and special measures that will drive the science agenda and accelerate measurably the Institute's contributions to society. S/he optimizes the utilization of infrastructures [McConnell Centre for Innovative Medicine (CIM), Centre for Translational Biology (CTB), Centre for Outcomes Research and Evaluation (CORE), Desjardins Centre for Advanced Training, etc.] and promotes the attraction, retention and career development of research talent and support staff. S/he also understands and promotes the integration of knowledge generation and translation drivers within the data landscape driven by artificial intelligence, computational developments, as well as digital and emerging technologies.

The ED/CSO holds a four-year renewable appointment, which is subject to an annual performance review and approval of the Board of Directors of the RI-MUHC and the President and Executive Director of the MUHC, with whom s/he works seamlessly. S/he also holds the title of Full Professor with tenure at McGill University and, as a member of the MUHC Executive Team, contributes directly and indirectly to strategic and operational matters.

## ACADEMIC BACKGROUND AND EXPERIENCE

- Holds a M.D. or Ph.D. or M.D./Ph.D.;
- Has experience as a researcher in a field that impacts human health and an exceptional track record of research and accomplishment;
- Possesses a Business Administration or Management degree and/or proven management experience in a life-sciences research setting;
- Has achieved measurable success in defining and leading the strategic direction of research organizations;
- Has developed a strong international network that stands to influence positively the RI-MUHC's reputation and performance;
- Has a solid understanding of the full research value chain, from bench to bedside to business to community;
- Has proven success in increasing financial investments in research organizations; and
- Has an understanding of regulatory frameworks that facilitate research (Quebec experience would be considered an asset).

## LEADERSHIP QUALITIES AND PROFESSIONAL ATTRIBUTES

- Creates a stimulating and safe workplace environment where innovation in health and life sciences research thrives;
- Has the credibility that commands respect within and outside the RI-MUHC's walls;
- Has shown that s/he is a responsible steward of resources (fiscal, material, human), including disciplined usage of performance metrics;
- Adaptive and resilient, s/he inspires others to push the boundaries of knowledge and science in open and collaborative ways;
- Holds research subjects in highest regard and assures that the clinical research milieu and academic output are above ethical reproach;
- Is a strategic thinker with an entrepreneurial spirit, but who can excel in complex matrix organizations;
- Is an exceptional communicator, able to listen and tailor information to specific audiences; and
- Is bilingual (English/French\*) or multilingual (\*if not already fluent, must commit to completing an accelerated programme so as to be able to function effectively in French).

## MAJOR RESPONSIBILITIES AND ACCOUNTABILITIES

### Strategic Leadership - Research / Science Agenda

- **Provides the bold, uplifting, coherent and inclusive vision and direction for the RI-MUHC**
  - Establishes overarching strategic plan (incl. short-, mid- and long-term priorities for research across the lifespan), which maximizes the RI-MUHC's and potential impact whilst keeping in mind MUHC, McGill and governmental orientations and objectives.
- **Influences and shapes the science agenda**
  - Remains on the vanguard of trends and priorities relevant to life sciences and healthcare research;
  - Drives and participates in strategic planning and decision-making;
  - Contributes insights and evidence to support policy development, research investment and change.

### Scientific Leadership – Innovation and Excellence

- **Champions the research value chain**
  - Assures major, sustainable funding for current and new initiatives, and fosters commercialization efforts;
  - Strengthens integration/collaboration across the research network, augmenting novel and multidisciplinary activities;
  - Maximizes the use of infrastructures (CIM, CTB, CORE, secure data management, etc.) to encourage greater impact;
  - Seeks out and supports opportunities where current and emerging technologies (such as artificial intelligence) can be leveraged;
  - Protects the integrity and security of research in line with the work and policies of the MUHC Centre for Applied Ethics.
- **Grows, nurtures and promotes a collective understanding of the RI-MUHC brand**
  - Communicates regularly the RI-MUHC's research strategy, contributions and future opportunities;
  - Stewards relationships with patients, governmental and non-governmental organizations, foundations, and other stakeholders;
  - Raises awareness of RI-MUHC output, knowledge and positions through various activities at local, national and international levels;
  - Assures the Institute ranks amongst the top 3 to 4 hospital-based research institutes in Canada;
  - Recommends scientists for awards and other means of recognition, and celebrates accomplishments.

## Organizational Leadership – Talent, Knowledge Sharing / Translation and Performance

- **Builds the RI-MUHC’s capacity to excel consistently in fundamental, clinical and evaluative research**
  - Cultivates the RI-MUHC talent base: oversees recruitment/retention plan and provides input on appointments and mentorships to assure optimal fit (suitability, sustainability and alignment with core partners);
  - Encourages teams to engage in multidisciplinary, multi-organizational and non-traditional initiatives that will encourage a cross-pollination of ideas and knowledge, the highest quality of research, clinical care and training, as well as innovation;
  - Ensures that technologies are in place to leverage the full range of data for the research value chain;
  - Inspires, empowers and supports career development of research leadership team, investigators and trainees.
- **Advances organizational goals through operational and financial stewardship**
  - Ensures deputy ED/CSO, program leaders, etc. are accountable and motivated to achieve objectives;
  - Builds commitment, confidence and engagement in administrative and research teams to foster capacity, excellence and innovation;
  - Promotes a healthy, safe, respectful and ethical workplace;
  - Works with Management and Board on reaching and surpassing key performance indicators (productivity, effective allocation/use of resources and infrastructures, standards, achievements, financial security, etc.).

## Community Leadership – Support and Advocacy

- **Increases funding and operating revenues**
  - Ensures administrative and research teams gather intelligence to build strategic orientations;
  - Lobbies key government representatives at each level;
  - Increases success rates of grant proposals through oversight;
  - Engages with foundations and other stakeholders to strengthen existing relationships and establish additional community ties.
- **Advocates for research funding and policies that will enhance research in academic health centres**
  - Expresses solidarity with health, science and patient associations when appropriate to create a stronger voice locally, nationally and internationally.

**KEY RELATIONSHIPS**

<b>Reports to:</b>	<ul style="list-style-type: none"> <li>• RI-MUHC Board of Directors</li> <li>• President and Executive Director, MUHC (functional)</li> </ul>
<b>Key Administrative/Research Teams:</b>	<ul style="list-style-type: none"> <li>• Deputy Executive Director and Chief Scientific Officer</li> <li>• General Director, Administration</li> <li>• Research Program Council and Leaders</li> <li>• Directors: CIM, CTB, CORE, Business Development and Contracts offices</li> </ul>
<b>Other Important Relationships:</b>	<ul style="list-style-type: none"> <li>• MUHC: Clinical Chiefs/Directors, Executive Team, etc.</li> <li>• McGill: Vice-President (Medical Affairs) and Dean, Faculty of Medicine; Vice-President (Research and Innovation), etc.</li> <li>• Foundations associated with the RI-MUHC and MUHC</li> <li>• Governmental/non-governmental leaders and bureaucrats</li> <li>• Granting bodies and other philanthropic organizations</li> </ul>

**Start Date**

To be determined

**Application**

Interested candidates should submit the following documents in electronic format:

- Letter of intent
- Curriculum Vitæ

**Clearly indicate Research Institute of the McGill University Health Centre in Subject Line.**

**Candidate documents must be received no later than May 10, 2019, 5:00 pm (Eastern Standard Time)** at the following addresses:

Judith Horrell	MUHC	judith.horrell@muhc.mcgill.ca	514 934-1934, ext. 71368
Said Messalkhère	Boyden	smessalkhere@boyden.com	514 317-5586