



President & Chief Executive Officer Job Description

BioCrossroads is a Catalyst for Indiana's Life Sciences Innovation

We advance Indiana's life sciences industry by connecting with corporate, academic, and philanthropic partners, facilitating investments in promising startups and new enterprises, and educating through conferences, reports, and market development knowledge. We are promoting and growing this critical sector for both the health of patients around the world and for the economic health of Indiana.

The BioCrossroads President and CEO is focused on the growth and development of Indiana's human life sciences sector. This leader is responsible for BioCrossroads initiatives, including managing its expanding portfolio of programs focused on Indiana's biopharma manufacturing industry growth and talent development, collaborating with the BioCrossroads Board of Directors to envision and implement new strategic directions for the organization, and acting as the primary spokesperson/public advocate for Indiana's human life sciences community. The BioCrossroads President and CEO must work closely, in a broad range of collaborative efforts, with the executive leaders of top Indiana life science organizations, the Central Indiana Corporate Partnership (CICP), and the CEOs of the other branded strategic initiatives under the CICP umbrella

Responsibilities

BioCrossroads' President and CEO is responsible for the success and effectiveness of the organization to further its mission. Overall leadership duties include serving as the President and CEO of BioCrossroads' for-profit affiliate, BC Initiative, Inc., which actively manages the Indiana Seed Funds. The President and CEO also serves as the chair of the investment committee for each of the separately incorporated Indiana Seed Funds.

BioCrossroads President and CEO will represent CICP to the Indiana Biosciences Research Institute, and other critical organizations contributing to the vitality of the human life sciences sector in Indiana.

The President and CEO of BioCrossroads reports directly to the BioCrossroads Board of Directors through its chair and executive committee. This position is also accountable to the CICP Board of Directors through the CICP President & CFO on a day-to-day operational basis and CICP CEO on strategic engagements.

Organizational Strategy and Innovation

- Craft, communicate, and lead the execution of a strategic plan supporting the organization’s goals, in collaboration with the BioCrossroads Board of Directors, CICP, and other stakeholders.
- Continue to refine the plan as dictated by trends and developments within the industry.
- Proactively recommend actions to the Board on matters outside the strategic plan as relevant to BioCrossroads’ objectives of human life sciences industry growth and strengthening the workforce pipeline.
- Catalyze innovation by convening and connecting stakeholders in strategic areas of opportunity to advance the sector.

Ecosystem Building

- Develop alliances and relationships with business, government, educational and not-for-profit leaders in the region. Essential relationships include specific university leaders and scientists, who provide scientific “raw material” for the further growth of Indiana’s life sciences sector.
- Establish and maintain the image and identity for BioCrossroads as the principal “go-to” human life sciences authority and advancement organization in the State of Indiana.

Sector Promotion and Education

- Continue to develop the BioCrossroads brand and messaging of life sciences opportunities for Indiana. Lead communications to support overall strategic plan and continued relevance of the brand in human life sciences conversations.
- Seek out and fulfill public and sector-specific communications opportunities consistent with organizational goals.
- Lead the development and publication of materials regarding the state of the human life sciences sector as well as competitive analyses of other states.

Organizational Management

- Attract, recruit, and maintain a talented professional staff, promoting a culture of teamwork and achievement while motivating staff members to fulfill respective responsibilities.
- Cultivate and solicit investors, sponsors, and other sources of financial support sufficient to fulfill organizational goals and budget requirements.
- Develop budgets, policies, procedures, and measurement guidelines aligned with BioCrossroads strategic plan and the expectations of its Board of Directors.
- Communicate regularly with the Board of Directors, CICP leadership, investors, partner organizations and other stakeholders.
- Create and manage budgets and other organizational metrics.

Qualifications and Experience

Excellent relationship builder and influencer

Given the multitude of stakeholders across industry, government, university and philanthropic institutions, this person needs excellent emotional intelligence, cultural awareness, inclusivity, and fostering of diversity of all dimensions. Strong interpersonal skills and the ability to collaborate and participate effectively within CICP and with key external partners are required. Moreover, the President and CEO is a professional of the highest integrity, credibility, and character who is a respected leader and proven manager who will have the confidence of the BioCrossroads Board of Directors, CICP, and current and future partners. This individual must have a proven track record of industry expertise and demonstrated organizational/divisional leadership within the human life sciences sector.

A strategic thinker with expert communications skills

To be successful, the President and CEO will need be able to develop and implement high-quality, well thought out ideas and initiatives in a creative, responsible, and collaborative way. They will need to be an exceptional communicator with superb written and oral communication skills enabling them to convey the organization's mission, programs, and results to diverse groups including government leaders, corporate executives, board members, and others who are critical to the organization's overall success. This is a public-facing role with a requirement of being comfortable on camera, with the media, and onstage at events.

Strong organizational management capabilities

The President and CEO needs to make strategic decisions based on analysis and sound judgment. They should instill accountability throughout the organization with the ability to design, implement and direct multiple projects, set deadlines, and ensure program deliverables on time and on budget. Superior planning, organizational, and time management skills with attention to detail is critical.

Other

Bachelor's degree; preference for advanced degree

Able to travel as required domestically and internationally