

CGEn - Chief Executive Officer

Job ID: 20782

Deadline to Apply: 2024-06-02

Target Openings: 1

As CGEn's leading executive, the CEO role is to drive CGEn's Strategic Vision and continue to shape CGEn as a high-performing, service-oriented organization that is driven by a culture of excellence and collaboration and will enable Canada's genomics research community to remain competitive on the national and international stage. The CEO will work with the Board of Directors and the Executive Committee to create and operationalize its strategic plan that will result in significant multi-year research infrastructure investment in CGEn.

Strategic Planning

The CEO will drive the implementation of CGEn's strategic plan. Activities will include:

- On an annual basis, ensure CGEn goals and resource commitments align to the strategic plan, thereby creating the capacity to deliver expected results.
- Identify and present initiatives that will strengthen the organizational impact on the researcher community and allow for CGEn to build a sustainable research infrastructure.
- Monitor and evaluate the performance of the organization and making necessary adjustments to ensure that the organization is delivering on its mandate.

Organization Leadership

The CEO will be responsible for CGEn central structure, processes, and policies for operations, finances, and human resources. Activities will include:

Operations Management

- Ensure organizational integrity and compliance with all relevant operational policies.
- Establish ethical and professional operational practices and a robust code of conduct.
- Work with all stakeholders (incl CFI), to maintain a transparent performance management and reporting system for CGEn.

Financial Management

- Ensure that the requirements of the Government funders are met with a high degree of integrity and accountability.
- Oversee the development of annual budgets for approval of the Board of Directors and reporting budget variances on a regular basis.
- Supervise all CGEn financial practices and results, supported by the lead institution financial offices.

Human Resource Management

- Determining CGEn-Central organizational structure and proposed staffing requirements for most efficient CGEn operations, keeping Equity, Diversity & Inclusion (EDI) as a central principle of operation.
- Building and maintaining a culture of collaboration, high energy, and accountability for results.
- Preparing succession plans to deliver continuity for key roles within the organization.

Board Relations

The CEO will foster strong relations with the Board, the Executive Committee and Institutional leadership to support the effective stewardship of the organization. Activities will include:

- Work with the Chair to ensure responsible and best in class board governance.
- Work with the Board of Directors to define strategic direction of the organization.
- Identify and inform the Board of Directors of evolving risks and opportunities that face CGEn and Canadian researchers so that the Board can provide effective guidance and strategic support to CGEn.
- Work with members of the Board and the Executive Committee to ensure that time is used effectively and clear decisions are made to advance CGEn's strategic goals.

Government Relations

The CEO will maintain a strong relationship with the Federal Government and be responsible for all reporting activities to the funders. Activities will include:

- Act as CGEn's principal representative, advocate, and voice in all matters pertaining to the genomics research in Canada.
- Foster a productive relationship with ISED, CFI, Genome Canada and other funders to meet all requirements of any Contribution Agreement in place.
- Support activities at the regional level to advocate for additional investment in research infrastructure.

International Relations

The CEO will be the national spokesperson for CGEn. Activities will include:

- Represent CGEn and Canada in an international context.
- Forge international collaborations to identify best practices and emerging trends.
- Build an international network of expertise to support Canadian advancement in genomics.

Here's What You'll Need

The successful candidate will possess a PhD in genomics, human genetics, molecular biology or a related field. Evidence of a significant track record in genomic science (postdoctoral work, peer-reviewed publications, industrial R&D in related areas of biotech/pharma, or similar) is required. Experience in managing large-scale, scientific projects is strongly desired.

The candidate must have demonstrated leadership skills and expertise, in an academic and/or private-sector setting. Previous experience in a high-throughput genomics environment (i.e., genome centre) is strongly preferred. Experience supporting a core facility or similar service laboratory will be an asset, as will experience in a GLP, GMP, ISO or similar regulatory environment. The ability to respond to critical deadlines is essential.

Additional Qualifications

The candidate must possess excellent verbal and written English language communication and presentation skills, and an ability to explain complicated genomics concepts to non-specialist or lay audiences including potential funders, stakeholders, and government. French language fluency will be considered an asset. CGEn is comprised of a diverse set of individuals with backgrounds in the biological and computer sciences, the biotechnology industry, and other fields. The ability to integrate inputs from all of these individuals, recognize and capitalize on individual strengths and assist development of key individuals will be foundational to long-term success in this position.

Employment Type: Fulltime, Permanent. Hybrid work environment.

To apply, please visit The Hospital for Sick Children (SickKids) website:

https://career.sickkids.ca:8001/psc/CRPRD/CAREER/HRMS/c/HRS_HRAM_FL.HRS_CG_SEARCH_FL.GBL?Page=HRS_APP_JBPST_FL&Action=U&FOCUS=Applicant&SiteId=1&JobOpeningId=20782&PostingSeq=1