

Position and Candidate Specification



American Association for the Study of Liver Diseases

Chief Executive Officer

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The American Association for the Study of Liver Diseases (AASLD) is a leading organization of scientists and health care professionals committed to preventing and curing liver disease. AASLD was founded in 1950 by a group of leading liver specialists (including Hans Popper, Leon Schiff, Fred Hoffbauer, Cecil Watson, Jesse Bollman, and Sheila Sherlock) to bring together contributors to hepatology. Today, AASLD is the leading organization of scientists and health care professionals committed to preventing and curing liver disease, fostering research and supporting improved treatment options for millions of liver disease patients.

The Association advances the science and practice of hepatology through educational conferences, training programs, professional publications, and partnerships with government agencies and sister societies. AASLD's membership encompasses all professionals dedicated to hepatobiliary discoveries and patient care.

AASLD's core values include mentoring, the sharing of knowledge, and a dedication to professional growth and development. From complimentary journal subscriptions, to no or reduced registration fees for meetings and educational events, membership in AASLD offers an opportunity to learn from, interact with, and remain in contact with leading professionals in the field.

AASLD annually hosts The Liver Meeting, the largest worldwide scientific conference on liver diseases. It also conducts several regional liver disease meetings that vary in topic and emphasis. AASLD publishes four major scientific journals: *Hepatology*, *Liver Transplantation*, *Hepatology Communications*, and *Clinical Liver Disease*.

AASLD has more than 6,800 members, including physicians, scientists, medical students, residents, and other health care providers (nurses, nurse practitioners, physician assistants and others) who work in hepatology and related areas.

The philanthropic arm of AASLD, the AASLD Foundation, was established in 2014 to advance innovative hepatology research and support the study and treatment of liver disease. Core programs of the AASLD Foundation include supporting the research of young investigators, providing advanced training and career development, and disseminating educational materials for the non-hepatologist. The largest private supporter of hepatology research and career development in the United States, the Foundation provided over \$3.5 million of programmatic support through research and career development awards in 2018. For more information on the Foundation, please visit www.aasldfoundation.org.

AASLD headquarters is in Alexandria, Virginia. AASLD has 56 full-time employees; the Association's budget is approximately \$20 million.

For more information, please visit www.aasld.org.

The Chief Executive Officer (CEO) of AASLD partners with member leaders to execute the organization's strategic vision and advance programs and activities based on this vision. The CEO is responsible for the leadership, direction, and tactical management of the organization and its resources, including the recruitment, development, and guidance of a high-performing staff.

The CEO ensures that AASLD expands a well-served national and international membership base, maintains dues and related revenues by presenting compelling organization value, and drives the exploration and conversion of services to members. The CEO manages the organization's budget and allocates resources to ensure AASLD's maximum impact on behalf of its membership, scientific discovery, and service.

KEY RELATIONSHIPS

Reports to AASLD Governing Board

Direct reports Deputy Executive Director/Executive Director, Foundation
Chief Operations Officer
Vice President, Publications and Public Policy
Associate Vice President, Meetings and Education
Senior Director, Governance, Clinical Guidelines, and Quality
Senior Director, Marketing and Communications
Senior Director, Membership and Mentorship

Other key relationships Current and prospective members
Related national and international societies and advocacy groups
Relevant policymakers and government agencies
Private and industry funders of AASLD program

DESIRED OUTCOMES

- AASLD is positioned as the global leader in the science and practice of hepatology
- Successful execution of the recently adopted 2020-2025 strategic plan and positioning of the Association for continued success beyond 2025.
- Continued financial stability through diversified programs, products, and services, and membership growth.
- A clear and consistent organizational value proposition that retains current members and compels potential members to expand involvement.
- Developed relationships with partners of emerging importance, e.g., patient-centric organizations and associations.
- Effective internal systems and processes that support the organization's functions.
- Engaged staff, including a pipeline of talent that has opportunities for growth within the organization.
- Enhancement of innovative programs, products, and services that deliver recognized value and help position AASLD for successful evolution amid gastroenterological organizations and a changing healthcare landscape.

IDEAL EXPERIENCE

10+ years of senior executive management experience

A track record of leadership accomplishments in organizations of similar scale and complexity

Experience in a related scientific or medical non-profit/membership environment

Resulting in a deep understanding of relevant stakeholders and the external landscape

Revenue-generating experience

Demonstrated capacity to identify and build non-dues revenue streams

Advanced degree preferred

Undergraduate degree required

CRITICAL LEADERSHIP CAPABILITIES

Business Acumen

- Ensures continued financial stability by diversifying AASLD's revenue streams beyond the status quo (e.g., The Liver Meeting) while maintaining efficiency and managing expenses.
- Improves key systems and processes and implements solutions to ensure the Association is as efficient as possible, including reducing organizational "silos" and promoting a cooperative approach.
- Benchmarks AASLD's performance on key financial and membership/impact dimensions (e.g., meeting attendance) against professional society best practices and adjusts as needed.

Collaborating and Influencing

- Effectively builds consensus internally among the multiple sections, committees, and other stakeholders that have a voice in the work of AASLD.
- Builds collaborative relationships with other national and international organizations, institutions, and companies to develop mutually beneficial initiatives that enhance the scope and impact of the Association's mission while preserving its strong ethical standing.
- Raises the international profile of AASLD, attracting new partners and potential members.

Leading People

- Engages, inspires, and empowers a diverse, motivated, and high-performing team, bringing out each team member's personal best while personally modelling passion for the study of liver diseases.
- Communicates the long-term direction for AASLD and collaborates with all organizational stakeholders to reach institutional objectives.
- Delegates strategic objectives to create development opportunities for team members.
- Encourages and fosters professional growth within the organization and through relevant outside educational programs.
- Sets up forums or practices to reinforce independent and transparent communication among senior leadership and throughout the organization.

- Holds people accountable for their commitments, providing clarity around expectations and consequences if they are not met.

OTHER PERSONAL CHARACTERISTICS

- Innovative, open-minded thinker able to look beyond the status quo
- High-energy leader motivated by AASLD's mission and strategic direction
- Strong moral compass and ethical integrity

APPLICATIONS AND NOMINATIONS

AASLD is being assisted by Spencer Stuart in this important recruitment. If you wish to submit application materials or nominate someone to serve as the next CEO of the Association, please email:

AASLDCEO@spencerstuart.com.