



STERLING | MARTIN
a s s o c i a t e s



SCIENTIFIC DIRECTOR

The Opportunity

The Society of Laboratory Automation and Screening (SLAS) seeks an innovative scientist to serve as the organization's Scientific Director (SD). The ideal candidate will possess a broad working knowledge of the various disciplines represented in the SLAS Community, including basic science, translational research, drug discovery and development, clinical research, informatics, and laboratory automation. The SD will serve as a thought leader within the SLAS scientific community and be familiar with the work of related organizations.

This full-time exempt position oversees three direct reports—the Assistant Scientific Director, Publishing Manager, and Program Manager—and maintains key relationships with the Board of Directors, Knowledge Content and Delivery Council (KCDC), Scientific Programming Committees, Event Program Committees, and Editorial Boards. Internally, the role reports to the Chief Executive Officer, and works closely with the Director of Marketing and the Director of Global Events to provide strategic oversight of scientific content and delivery as well as associated programs and services. The SD monitors the external environment and works with Society leadership to ensure the organization appropriately addresses the scientific content needs of its community.

This position is remote within the United States.

About SLAS

The Society for Laboratory Automation and Screening (SLAS) is a globally respected organization that brings together scientists, educators, and technology professionals to advance scientific discovery through innovation in automation and data-driven research. Through its international conferences, peer-reviewed publications, educational programs, and community-building initiatives, SLAS plays a vital role in accelerating research and technology integration across academia, industry, and government.

Founded in 2010 and headquartered in Oak Brook, Illinois, SLAS operates with a hybrid team of 18 full-time and 2 part-time employees and an annual budget of \$10 million.

The Scientific Director Role

Essential Duties and Responsibilities

- In alignment with the Society's Mission and Strategic Plan, purposefully guide volunteer leaders to strategically develop, plan, implement, and deliver the Society's global scientific content with the support of the Assistant Scientific Director and while consulting appropriate

team members on logistical elements necessary for success.

- Support and guide the KCDC to regularly monitor the SLAS Community environment, identify trends, and implement plans to address educational and scientific needs across all priority demographics
- Develop and/or present SLAS-related technical content as appropriate, e.g. conference podium presentations, panels, short courses, articles, webinars, road shows, etc.
- Serve as a professional team liaison to KCDC. Provide information to broaden the Council's knowledge, respond to Council members' questions, and prepare reports and summaries as needed.
- Evaluate the effectiveness of scientific content programs based on analysis provided by the Assistant Scientific Director to determine the programs' continued viability. Work collaboratively with the professional team to implement changes to programs to ensure excellence.
- Support marketing and publishing efforts for scientific content products (science reports, white papers, blogs, podcasts, web pages, newsletters), as well as interpreting scientific concepts to support marketing messages, and offer strategic guidance and initiatives tied to industry relations.
- Work closely with the Publishing Manager, the Program Manager, SLAS Committees, internal/external stakeholders, external contractors and additional volunteers to achieve the Society's strategic goals.
- Develop and maintain strong relationships with related scientific disciplines and industries to stay abreast of current trends and to promote Society programs and educational tools.
- Provide leadership, direct management and development to direct reports and maintain other professional team relationships throughout the virtual business model, e.g., with independent contractors and service providers.
- A supportive leader and colleague to the Society's professional team (inclusive of independent contractors and service providers); inform and educate professional team on industry trends and scientific advances of the community the Society serves; partner with team members to support the mission of the Society and to achieve the Strategic Goals.
- Maintain a strong working knowledge of content delivery, development and execution; and embrace the Society's virtual business model processes.
- Lead scientific team in the development and management of related budgets.
- Provide support and counsel routinely as needed or requested by the SLAS CEO, other members of the professional team, and volunteer leadership.
- Lead the scientific team in the development of routine management reports and maintain master reference files.
- Professionally and appropriately represent SLAS in related arenas, including associations and societies, to establish a network of professional contacts to benefit SLAS.
- Mentor the Assistant Scientific Director in building their network and ability to represent SLAS with external parties.

- Serve as the scientific spokesperson at the direction of the CEO.
- Investigate, apply for, and facilitate grant opportunities from private foundations, pharmaceutical trusts, or government open calls to support SLAS programming.

Required Skills and Experience

- Ph.D. in chemistry, biology, biotechnology or related field.
- Proven scientific expertise in the above areas, preferably with peer-reviewed publications or patents.
- Minimum 10 years of management experience coordinating priorities from multiple departments, locations, and/or skill levels. Minimum five years of direct personnel management experience.
- Experience with scientific content program development and deployment in non-profit associations; scientific society management setting desired.
- Connections with a broad scientific network and ability to work easily with the diverse SLAS community, including academia, government, industry researchers, technology providers, etc.

Personal Qualities and Competencies

- An energetic leader who provides input into the strategic planning process, with a specific focus on the management and effective amalgamation of subject matter for all Society scientific content and educational programs.
- A proactive and engaging scientist who builds relationships with volunteers and elicits their ideas and support for current and future educational endeavors.
- A hands-on, active and entrepreneurial approach to the overall development and execution of the Society's scientific content programs with a focus on mission, member value, metrics and return on investment and objectives.
- Superior organizational skills that utilize online repositories and project management software effectively.
- Ability to effectively manage multiple priorities.
- Ability to effectively communicate ideas, concepts and specific instructions, and design scientific content programs in a global marketplace (in-person, online, print) to a diverse audience.
- Excellent written and verbal communication skills and the ability to interact with a widely diverse professional membership audience, professional team, service providers and organizations to achieve organizational goals.
- Strong staff management and development skills.
- Leadership, flexibility and creative problem-solving skills.
- Professional demeanor and commitment to sound business ethics and a high level of integrity.
- Strong ability to use productivity tools such as Microsoft Office, Dropbox, Zoom, Teamwork, etc.

- Subject to change, currently this position requires domestic and international travel, approximately 25% annually.

Additional Considerations

SLAS employs a highly efficient, well-functioning virtual business model that comprises a core team of professionals. With the flexibility of a non-traditional workplace, SLAS employs individuals who are knowledgeable professionals who possess these essential characteristics and attributes:

- Achievement Oriented
- Disciplined
- Experienced
- Intuitive and Abstract Thinker
- Self-Directed
- Talented
- Team Oriented
- Technology Savvy

Compensation

The salary range for this position is \$185,000 - 215,000. A competitive compensation package will be offered to attract an outstanding candidate.

To Apply

To apply, please send a cover letter and current resume (Microsoft Word® format preferred) [here](#). The cover letter should outline how your experience fits the requirements of the position as this will be an important factor in considering your candidacy. Candidates from historically underrepresented and marginalized communities are encouraged to apply.

Sterling Martin Associates is committed to providing equal opportunity for employees and applicants in all aspects of the employment relationship, without regard to race, religion, color, age, gender (including pregnancy, childbirth, or related medical conditions), marital status, parental status, sexual orientation, gender identity, gender expression, ancestry, national origin, citizenship, political affiliation, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. All employment is decided on the basis of qualifications, merit, and business need.

Additional Information

For more information, contact:

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