

Chief Scientific Officer & Vice President, Sector Development Genome BC

Genome British Columbia (Genome BC) leads genomics research and innovation on Canada's West Coast and facilitates the integration of genomics into society. A recognized catalyst for government and industry, Genome BC invests in responsible research, innovation, entrepreneurship and commercialization in life sciences to address challenges in key sectors such as health, forestry, fisheries, aquaculture, agrifood, energy, mining and environment. Genome BC partners with many national and international public and private funding organizations to drive BC's bioeconomy, and is committed to fostering an understanding and appreciation of the life sciences among educators, students and the public.

Title:	Chief Scientific Officer & Vice President, Sector Development
Company:	Genome BC
Business Address:	400–575 West 8th Avenue, Vancouver, BC V5Z 0C4
Location Address:	400–575 West 8th Avenue, Vancouver, BC V5Z 0C4
Term:	Full-time Permanent Position
Language required:	English
Salary:	CAN\$235,000 - CAN\$250,000
Benefits:	Benefits will include MSP/EHT: extended health and dental; Health Care Spending acct; Wellness Benefit Program; RRSP Matching Program; Annual Performance pay up to 15%
Vacation:	15 days plus 5 flex days per year

Position Responsibilities

Chief Scientific Officer

- Represent Genome BC as the primary contact for relevant 'Genomic Enterprise' activities including national competitions and partnership programs.
- Focus on users of genomics in industry and government through such programs as the User Partnership Program and the Capacity Building Program such that Genome BC can meet the deliverables identified in its 2020 - 2023 Strategic Plan.
- Oversee Genome BC's research programming and review programs to ensure relevance and diversity.
- Lead the development of Genome BC's scientific events, while working with the Communications and Societal Engagement team to enhance Genome BC's visibility and credibility in the scientific and users communities for each sector.



- Grow and maintain expertise in the sector, staying current with new omics research as well as new developments in other related transformative sciences in order to continue to be an influencer in the sector and to play the role as chief adviser in scientific matters.
- Represent Genome BC locally, nationally and internationally as a spokesperson, influencer and sector expert.
- Leverage national and international networks in both the research field and amongst industry sectors to further Genome BC's mandate.
- Work across the Canadian "Genomics Enterprise" to identify synergies and partnership opportunities.

VP, Sector Development

- Lead the implementation of the corporate strategy by developing operational and annual plans, maintaining and adjusting the appropriate programs and measures necessary to achieve Genome BC's corporate goals in general and research goals specifically.
- Manage and coordinate all Genome BC's sector development activities in health, agrifood, forestry, fisheries and aquaculture, mining, energy, and the environment. This includes establishing and maintaining contacts with senior representatives in academia, industry, and government.
- Continue to implement Genome BC's health sector strategy, by working with clinicians, health authorities, and the private sector;
- Work closely with and support the Sector Directors to prospect, develop and mentor project teams through the proposal process from inception through to notice of award, to maximize Genome BC's success.
- Develop relationships with other partners and funding agencies to propose new Genome BC programs appropriate to the key sectors. This would include key Canadian partners such as CIHR, NSERC, Western Economic Diversification Canada, philanthropic foundations; and internationally such organizations as the EU, the Wellcome Trust, and the NIH.



Organizational Development and Leadership

- As a member of the Executive team, contribute to the overall leadership of Genome BC and share accountability for the overall success of the organization.
- Contribute to Genome BC corporately by maintaining awareness of the science of genomics, proteomics, metabolomics, bioinformatics, etc; advising the management, advisory committees and board of Genome BC; and helping secure and measure the social and economic benefits of Genome BC's research.
- Translate vision and opportunity into actionable opportunities for the sector development team.
- Support the actualization of Genome BC's Innovation mandate by connecting research to industry and end-users in a meaningful, implementable way.
- Inspire change and growth in the team, encouraging new ideas and responding to innovation solutions, programs and services as aligned with the organization's strategic levers and values.
- Create and maintain an environment of collaboration, teamwork and innovation. Ensure the team is working in a cohesive and cooperative manner so cross-functional synergies are realized and the team works in a supportive fashion.
- Oversee human resources practices in the sector teams, and ensure a safe, respectful and inclusive environment that attracts and retains exceptional people. Actively and operationally demonstrates the organization's commitment to equity, diversity and inclusion.
- Works with the Executive Director of Corporate Development and other senior leaders to identify new funding partners to ensure a diverse revenue stream.

Requirements

- A PhD in a relevant area, ideally in the omics or other transformative life sciences field, with experience providing research guidance and oversight.
- Industry experience is a strongly preferred asset, ideally in the health sector or one of Genome BC's other key sectors.



- Senior leadership team and management experience, with the ability to support the strategic development of an organization.
- A track record in executing strategies and programs focused on scientific excellence and economic benefits.
- Knowledge of funding agencies in Canada and internationally, such as the EU, the Wellcome Trust and the NIH.

Skills & Abilities

- Strong general business acumen. A keen sense of how to engage with academia and industry, and how to reach the appropriate audiences.
- Ability to relate to senior leadership and external partners in ways that support strategic planning and facilitate decision-making.
- Excellent communication skills – articulate, communicates for understanding, recognizes the skill and importance of influence, strong written and presentation skills.
- Brings a track record in identifying and collaborating with a wide range of funding partners, particularly industry funders.
- Ability to interpret complexity, problem-solve, plan and develop courses of action at a strategic level.
- Exceptional leadership skills with an open and direct communication style and listening skills. Open door and facilitative style.
- Effective at building team resiliency and capacity through coaching, mentoring, providing new challenges and supporting complex decision making.
- Able to delegate responsibility effectively and empower team members.
- Inspires personal commitment and motivation in others by aligning people toward a single vision and a core set of values.
- Is decisive when necessary and willing to make difficult decisions. Understands the line between collaboration and decision making and has a track record of success in building consensus through a positive and constructive work environment.



Personal Attributes

- Develops trusting working relationships quickly and effectively, embraces constructive feedback.
- Promotes a positive, collegial and teamwork-oriented work environment.
- A strategic thinker, issues manager and problem solver.
- Encourages and supports diversity.
- Results focused.
- Thinks creatively and innovatively. Looks for new ways to tackle challenges and issues.
- Makes difficult decisions in a timely, proactive and balanced manner and can take and defend positions when necessary.
- Possesses presence, stature and knowledge to have credibility.

How to Apply

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

If you are interested in this opportunity, please visit www.pfmsearch.com and submit your resume to Allison Rzen and Shaun Carpenter or via email at pfm@pfmsearch.com.

PFM Executive Search
999 West Hastings Street, Suite 510
Vancouver, BC V6C 2W2
Tel 604.689.9970
Fax 604.687.9943
Email: pfm@pfmsearch.com
Website: www.pfmsearch.com