

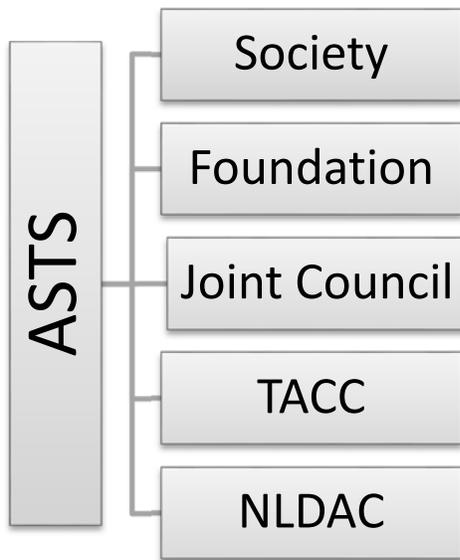


Position Profile

**Executive Director
American Society of Transplant Surgeons
Arlington, VA**

The American Society of Transplant Surgeons (ASTS) seeks an Executive Director dedicated to advancing the art and science of transplant surgery. ASTS is a medical specialty society that was founded in 1974, and supports the field of transplant surgery through leadership, advocacy, research, education and training. ASTS is composed of more than 1800 surgeons, physicians, non-physician scientists, advanced transplant providers, and other professionals dedicated to saving and improving lives through transplantation.

The Organization



ASTS has five business units: the Society, the Foundation, Joint Council, Transplant Accreditation and Certification Council (TACC), and National Living Donor Assistance Center (NLDAC). The ASTS Foundation (501)(c)(3) was established in 2004 for philanthropic activities. The Joint Council oversees activities with a sister society. TACC houses accreditation and forthcoming certification activities. ASTS is also a subcontractor of the Federal Government operating the NLDAC, which provides prospective travel reimbursement to living organ donors.

ASTS employs 15 staff, and has an annual budget of \$10M, and over \$20M in assets. The Society is governed by a 16-person council that is elected by the membership. The Foundation’s Board of Directors is comprised of 7 members from the ASTS council and an additional 5 independent members. The Joint Council consists of 12

members, including six from ASTS. The TACC is governed by 15 ASTS members, and reports to the ASTS council. There are 22 standing committees and 9 task forces comprised of ASTS members who volunteer their time and expertise to advance the ASTS mission. Over 18% of ASTS members serve on committees and taskforces.

Our core values help us advance our vision and mission:

- **Integrity** – We hold ourselves to a standard of professionalism that includes an awareness of our own imperfections as we seek fairness, justice, and inclusivity. Our behavior is guided by the awareness that we must continuously earn the public trust that makes organ and tissue transplantation possible.
- **Excellence** – We commit to setting and achieving ambitious goals as we serve our members, our patients, and society at large.
- **Forward Focus** – We look toward the horizon and support those who are crafting innovative solutions to the problems our members and their patients face.
- **Respect** – We treat our patients, our colleagues, and our collaborators with respect, engaging in constructive debate and supporting each other in our work to save and improve lives.

- **Diversity** – We cultivate the diversity of personal characteristics and individual qualities both in transplantation and among our members. Diversity is integral to the moral code by which we connect lives.
- **Compassion** – We strive to emulate the generosity and courage of the donors and their families who make transplantation possible and to offer hope to our patients.

For more information, visit www.astso.org.

The Position

The Executive Director is responsible for the overall strategic direction and leadership across ASTS's five business units, which includes financial management, staff oversight, committee support, membership development, partnerships and program development and implementation. The Executive Director reports to the Executive Committee.

Leadership Outlook and Near-Term Priorities

Our near-term priorities for the next 12-18 months include:

- Fostering a trusted relationship and strong working partnership with the council.
- Re-organizing the committee and task force structure to support ASTS's goals.
- Increasing the visibility and impact of the ASTS enterprise.
- Ensuring ASTS participates in shaping transplant regulation and legislation.
- Effectively managing the national office and staff.
- Expanding, diversifying, and engaging the membership.
- Maintaining fiscal stability.
- Implementing approved programs and initiatives.
- Working with the joint council to identify and onboard a new *American Journal of Transplantation* (AJT) Editor-in-Chief; successfully negotiating the consultant agreement and ensuring a smooth transition of editorial staff and re-negotiating a favorable publisher contract.
- Expanding TACC activities with tangible steps toward individual certification.
- Growing the ASTS Foundation to expand fundraising and philanthropic activities.

Key Responsibilities

Leadership

- Work directly with the president, executive committee, council, committee and task force chairs, and other leaders within the Society to advance ASTS's mission, implement the strategic plan, and achieve agreed upon goals.
- Lead and develop a high-performing staff, guiding them through challenges while maintaining a supportive, nurturing culture that values innovation and diverse perspectives.
- Maintain a nimble organization that can quickly and effectively respond to emerging issues and changes in the environment.

Membership

- Build and maintain a strong, diverse, and loyal membership by providing unique value, innovative tools, and volunteer opportunities for transplant professionals.
- Create member experiences that are positive, memorable, customized, and responsive to generational differences.
- Embrace technology to effectively communicate with and provide value to the membership and key stakeholders.

- Capitalize on the depth and breadth of expertise and knowledge within the membership to strengthen the Society's visibility and influence.
- Oversee the American Journal of Transplantation (AJT) and American Transplant Congress (ATC) in partnership with the American Society of Transplantation.

Financial

- Oversee financial operations, budget development, and the audit process ensuring rigorous accountability and long-term stability through strong fiscal management and compliance with federal, state, and local legal and regulatory requirements.
- Provide financial oversight across the five business units.
- Increase revenue through fundraising activities and non-dues revenue streams.
- Work closely with the finance committee and investment manager to implement investment policies and provide ongoing reports to leadership.

Governance

- Support the nominations process and facilitate the onboarding of new council, board, and committee members.
- Serve as a representative on boards, committees, and other entities to advance and support the ASTS mission.

Partnerships and Stakeholder Engagement

- Develop and maintain relationships with funders, government agencies, and other stakeholders to advance ASTS and the field of transplantation.
- Work collaboratively with the American Society of Transplantation on joint initiatives, ensuring a collaborative approach to financial oversight, vendor management, contract negotiation, and program development and execution.
- Support the TACC activities, ensure policies for program accreditation and reaccreditation are consistently applied, and assist in the development of a certification pathway for individuals.
- Oversee the operational arm of the NLDAC, ensure compliance with policies and procedures, and liaise with the program team and Health Resources & Services Administration (HRSA) to enhance the program.

Experience and Attributes

Ideal candidates for this position will share our commitment to ASTS's mission and will bring a variety of experiences and attributes to ASTS, including:

- Executive-level experience with a medical specialty society or healthcare association.
- Proven financial acumen and experience with diversified revenue sources with success in maintaining fiscal stability.
- A collaborative approach towards partnering with staff, board and external stakeholders.
- Demonstrated success implementing new programs and initiatives on time and on budget.
- Demonstrated record of leading diverse teams and mobilizing individuals and organizations around a common cause; excellent leadership abilities and strategic mindset.
- Strong communication skills that will enhance the profile, visibility, and influence of the ASTS enterprise.
- Proven record of embodying the ASTS core values of integrity, excellence, forward focus, respect, diversity, and compassion.
- Highly organized and responsive to the needs of the organization and its members.
- A successful network builder with experience partnering with organizations around healthcare, advocacy, and policy.

- Experience fostering a trusted relationship and strong working partnership with a board or council.
- Certified Association Executive (CAE) certification or a master's level education in healthcare, business, public health or similar field.

Salary will be competitive and commensurate with experience.

Application Process

To apply, e-mail resume, cover letter and salary requirements to: ASTS@marcumllp.com (e-mail applications are required). For other inquiries contact Adrienne O'Rourke at Adrienne.ORourke@marcumllp.com.

ASTS is an equal opportunity employer. Applications from women and persons of color are encouraged. Resume reviews begin immediately.

About Raffa – Marcum's Nonprofit and Social Sector Group

On behalf of ASTS, Raffa – Marcum's Nonprofit and Social Sector Group is working with the ASTS Search Committee to advance the search. Founded in 1984 and recently merged with Marcum, Raffa is, and always has been, a mission-driven professional services firm seeking to do more for nonprofits and socially conscious companies. We exist to do meaningful work for organizations like ASTS who are making a difference in our communities and our world.