

Position and Candidate Specification



Society of Gynecologic Oncology and Foundation for Women's Cancer

Chief Executive Officer

PREPARED BY:

Leslie Hortum
Philip Jaeger
Katherine Stellato

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The **Society of Gynecologic Oncology (SGO)** was founded in 1969 as the premier U.S. clinical and scientific society for gynecologic cancers to promote the training and education of healthcare providers in the areas of clinical practice, research and advocacy. Today, the mission of the SGO is to prevent and treat gynecologic cancers with equity, thereby improving lives through advocacy, engagement, education, research, and collaboration.

Over the last fifty-five years, SGO's international membership has grown to nearly 3,000 members with representatives from the entire cancer care team, including gynecologic oncologists, medical and radiation oncologists, pathologists, researchers, advanced practice providers, gynecologic oncology nurses, pharmacists, social workers, palliative care specialists, and geneticists. Attendance at each of the key SGO educational meetings continues to grow to new heights. In parallel, the SGO maintains vibrant work on Capitol Hill with substantive legislative and lobbying efforts on behalf of all patients with gynecologic cancers and the providers who care for these patients. The SGO has been at the forefront of clinical guidelines development to prevent and treat gynecologic cancers and response and preparedness to public health issues and pandemics impacting patients with gynecologic cancer, including the COVID-19 pandemic and U.S. chemotherapy drug shortages crisis.

The **Foundation for Women's Cancer (FWC)** is the official foundation of SGO. In its 32-year legacy, the FWC has focused on three main pillars: research grants, patient education, and public awareness. The mission of the FWC is to bring together all communities, including advocates, patients, caregivers, partners, and the healthcare team, to eradicate or lessen the impact of gynecologic cancer. This is achieved through research, patient education, and public awareness. In recent years, the FWC research grant portfolio has grown substantially in size and scope and reached a significant milestone of over \$10M awarded in research grant funding. The FWC patient education offerings include online and printed materials in multiple languages and engaging live patient education and community awareness events. The FWC educational content hub is a valued resource for SGO members in clinical practice. The FWC empowers patients, caregivers, and community leaders to partner in enhancing large-scale awareness, grant support, and advocacy toward disease prevention and enhancing outcomes for patients facing gynecologic cancers.

The SGO and FWC are distinct but partnered organizations with a shared purpose to build, inspire, and lead meaningful work that advances the field of gynecologic oncology and improves the lives of patients with gynecologic cancers. Governed by a 20-member Board of Directors, SGO is a 501(c)(6) organization with an annual budget of approximately \$8.7 million and \$4.2 million in reserves. The FWC is a 501(c)(3) organization with an annual budget of approximately \$2.2 million and \$3.3 million in assets including reserves and a 16-member Board of Directors. Historically headquartered in Chicago, today, SGO/FWC has a geographically dispersed staff of 28.

To learn more about SGO/FWC, visit <https://www.sgo.org/>.

The SGO and FWC Boards seek a Chief Executive Officer with unique vision and experience to lead these aligned, mutually reinforcing organizations. The CEO will work closely with the Boards, staff, and member committees to set an overarching strategy that distinctly serves the profession and, ultimately, patients. At the same time, the CEO will bring strong executive management skills to translate Board priorities for the staff to realize advocacy, engagement, education, and research objectives.

The Boards welcome a true partner in the CEO—someone who can advise and work in concert with the SGO President, the FWC Chair, and the Boards to drive strategic goals and priorities. The CEO will also bring an unwavering commitment to ensuring the SGO and FWC deliver value to their members and operate with the values of collaboration, diversity & inclusion, transparency, and professionalism at the forefront. The CEO must possess a personal communication style, an ethos of collaboration, and the highest integrity that fosters an environment of trust, teamwork, respect, and accountability. Strong financial expertise and experience with proven skills in managing and generating financial resources is essential. This is an uncommon opportunity to lead vibrant, essential organizations dedicated to women's health by eradicating gynecologic cancer.

KEY RELATIONSHIPS

Reports to	Executive Committee and Board of Directors
Direct reports	Chief Development Officer Chief Industry Relations and Business Development Officer Chief Marketing and Communications Officer Chief of Meetings and Professional Education Executive Administrative Assistant
Other key relationships	Current and prospective members Related national and international societies Relevant policymakers and government agencies Private and industry funders of SGO/FWC programs

DESIRED OUTCOMES

- A strategic vision and plan ensuring unique and compelling value propositions to all stakeholders.
- Aligned, engaged Boards positioned to focus on a broad strategy that is communicated to staff, membership, and partner organizations.
- A high-performing staff who are supported and empowered for growth.
- Focused set of priorities; the culture and mechanisms to experiment and introduce novel initiatives.
- Broadened membership base with more representation from international and allied member communities.
- Increased recognition of the Foundation for Women's Cancer as a trusted source of information; better leveraged philanthropic strategies that grow FWC's investment in research for gynecological cancers.

- Diversified revenue model and improved organizational infrastructure that undergirds a strong financial position.
- Increased opportunities for member education and connection outside of the annual meeting.
- Strong relationships between members and staff sustained by a healthy, member-focused culture.

IDEAL EXPERIENCE

Demonstrated transformational leadership and executive management

A record of accomplishment leading change at analogous non-profit, membership-focused organizations of similar scale and complexity or in scientific/healthcare-related institutions. Knowledgeable of best governance practices for membership organizations.

Knowledge of scientific and/or healthcare-related sectors

Understanding of science and health policy and the people who impact it, an appreciation of SGO and the work of its members.

Revenue-generating experience

Demonstrated creativity in identifying and growing revenue sources, including experience managing contracts with journal publishers and meetings/events.

Strong communication skills and ability to represent the organization in the public domain

A credible and compelling spokesperson before a wide range of audiences; experience offering strategic oversight of an advocacy program.

Education

Undergraduate degree required; an advanced degree in a related field preferred.

CRITICAL LEADERSHIP CAPABILITIES

Acting Strategically

- Works with Boards of Directors to shape a vision and strategy that ensures SGO and FWC remain the preeminent membership organizations in the field of gynecologic cancers.
- Provides sophisticated financial oversight; improves and protects the financial position of the organization by expanding revenue opportunities while effectively deploying staff and resources.
- Identifies and prioritizes ways to improve on core capabilities while developing new offerings that strengthen SGO's value proposition and drive member engagement.

Leading People

- Recruits, engages, inspires, and champions a diverse, high-performing staff.
- Empowers the team to execute at the highest levels with clear expectations and accountability.
- Encourages and supports professional growth within the organization and through relevant outside educational programs.
- Sets up practices to reinforce transparent and clear communication among senior leadership and throughout the organization.

Leading Change

- Reinforces and embeds new thinking and a change mindset throughout the organization.
- Effectively builds consensus among the multiple stakeholders that contribute to the organization and its activities; successfully navigates potential conflicts with care to reach shared objectives.
- Focuses on improving processes and structures to better align SGO and FWC and drive greater impact.

OTHER PERSONAL CHARACTERISTICS

- Engaged listener
- Savvy consensus builder
- Emotional intelligence
- Charisma

APPLICATIONS AND NOMINATIONS

The Society of Gynecologic Oncology and Foundation for Women's Cancer are 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, please email: SGOCEO@spencerstuart.com.

FOR ADDITIONAL INFORMATION, PLEASE CONTACT THE SPENCER STUART TEAM:

Flip Jaeger Office telephone: 202.741.8303
 Mobile telephone: 617.448.5856
 E-mail address: fjaeger@spencerstuart.com

Assisted by: Nicole Villar
 Office telephone: 202.741.8329
 E-mail address: nvillar@spencerstuart.com

Leslie Hortum Office telephone: 202.741.8312
 Mobile telephone: 202.297.1553
 E-mail address: lhortum@SpencerStuart.com

Assisted by: Carolyn Laver
 Office telephone: 202.741.8322
 E-mail address: claver@spencerstuart.com

Katherine Stellato Office telephone: 202.741.8307
 E-mail address: kstellato@SpencerStuart.com