Deputy Director of Science and Technology
BOLD PEOPLE. VISIONARY SCIENCE. REAL IMPACT.

Position Overview:
SLAC is operated by Stanford University for the U.S. Department of Energy's Office of Science and is one of 17 DOE national laboratories - the most comprehensive research system of its kind in the world, providing strategic scientific and technological capabilities and expertise that cannot be found elsewhere. A major part of the Office of Science mission is supporting the development, construction, and operation of unique, open-access scientific user facilities. The laboratory is home to three Office of Science user facilities: the Linac Coherent Light Source, the Stanford Synchrotron Radiation Lightsource and the Facility for Advanced Accelerator Experimental Tests.

SLAC sits on 426 acres of Stanford land, located two miles from the main university campus. The lab’s ties with Stanford have grown over the years to include several joint institutes and facilities and many collaborative research efforts. Stanford has made numerous investments in the laboratory and provides key services that make its operations more efficient. SLAC also plays a key role for Stanford, which benefits from the lab’s deep expertise in key areas and its ability to develop and run large-scale research facilities. Together with Stanford, SLAC educates and develops the U.S. scientific workforce in key technological areas.

The Deputy Director of Science and Technology (DDS&T) will operate as an executive leader of SLAC National Accelerator Laboratory (SLAC). As a member of the Executive Team, this position offers the opportunity to shape the laboratory's science and technology strategy for the current and future state at one of the most prestigious research centers in the world.

Reporting to the Laboratory Director of SLAC, the DDS&T is responsible for overseeing the following functional areas – the Office of Strategic Planning, the Office of Science and Technology Partnerships, research policy, research integrity, and research security. The DDS&T will leverage experience in developing and leading science and technology strategy and effectively convey their vision and strategy to align with the overarching organizational strategic roadmap.

Your specific responsibilities include:
- Provide strategic leadership and coordination of the lab’s science and technology efforts and support the advancement of scientific capabilities.
- Lead Annual Lab Plan development.
- Lead and coordinate the S&T investment process.
- Lead development and implementation of research policies (including those related to research security and research integrity) and serve as SLAC’s Chief Research Officer (CRO).
- Represent SLAC and work with DDS&T’s or CRO’s at other DOE Laboratories in developing and implementing research strategy, policy and compliance measures.
- Work with senior leadership to identify and capture growth opportunities and strengthen coordination and execution of science and technology initiatives.
- Provide strategic leadership and management to advance the lab’s engagement in emerging science directions, strategic partnerships, and tech transfer/commercialization.
- Coordinate and facilitate major scientific, engineering, or technical program(s) and initiatives through technical design, development, integration, and outreach, exercising delegated authority for policy and programmatic decisions.
• Oversee technical and managerial staff in the Deputy Director for Science and Technology office engaged in developing, advancing, and applying science, engineering, technology, and policy.
• Working with the Lab Director and the Associate Laboratory Directors, coordinate the overall scientific, engineering, and technical research function for the lab. Collaborate with senior management, faculty and/or others to develop, communicate and manage a central strategic plan aligned with goals of the larger organization and consistent with SLAC’s mission.
• Work with Lab and University leadership to maintain strong scientific engagement between SLAC and Stanford University.
• Identify, clarify, and resolve highly complex issues, requiring broad discretion and judgment.
• Accountable for ensuring finance, budget, personnel, and facilities resources are used appropriately.
• Work with senior leadership to promote development of the Lab’s scientific and technical talent pipelines, including postdoctoral and graduate student researchers at SLAC.
• Manage the adoption and adaptation of emerging technologies to meet changing requirements, capabilities, and opportunities.
• Advise senior management on technical futures.

This position requires:
• A Ph.D. and at least ten years of relevant science, engineering and/or technology leadership experience.

To be successful in this position, you bring significant elements of the following attributes:
• A track record of distinguished achievements and international influence in science, engineering and/or technology.
• Demonstrable track record in leading science, engineering and/or technology strategy through growth, change and ambiguity and accomplishing results.
• Experience managing multiple technical disciplines and their operational context in a scientific organization - most specifically overseeing and leading emerging science directions, strategic partnerships, and tech transfer/commercialization efforts management.
• Experience building long-term science and technology strategy as well as operational strategy.
• Extensive experience leading and managing a large organization of technical staff through subordinate managers.
• Demonstrated experience leading large, complex scientific, engineering or technical research projects or programs.
• In-depth understanding of relevant business and technical disciplines.
• In-depth knowledge of emerging technologies, trends, methodologies, and resource management principles.
• Ability to synthesize and articulate technical and scientific methodologies, specifications, and information.
• Strong ability to negotiate mutually beneficial outcomes, managing conflict, and motivating others to action.
• Demonstrated solid verbal and written communication skills to effectively build and maintain working partnerships with internal and external stakeholders – including Stanford University, the Department of Energy, the DOE National Lab Complex, and private industry leaders.
• Strong analytical and computational skills necessary to gather, organize and make well informed decisions.
• Proven leadership and management of a complex mission driven organization providing effective oversight and guidance of scientific, operational, management and administrative issues.
• Experience fostering an environment that cultivates innovation and groundbreaking R&D.
• Ability to interact at the highest level of management, both internally and externally, in a constructive and collaborative manner and in a way that appropriately represents SLAC.
• Experience working in an environment dedicated to quality, safety and customer service.
• The ability to maneuver through complex policy, process and people-related organizational dynamics.
• Strong bias to take action, persevere through challenges, solve problems, and drive for on-time results within costs without sacrificing safety, quality, and our values.
• Ability to interpret and apply understanding of key financial measures, analyze data and situations, develop and evaluate effective options, and make quality decisions that prove out effectively over time.

SLAC Manager Competencies:
• **Results Through Others** (drives results & directs work): Achieves expected results by effectively delegating and managing the work of others.
• **Aligns Priorities** (plans & aligns): Ensures planning and prioritization of resources and work efforts; ensures alignment of direct and matrix reports to support organizational goals and business plans.
• **Applies Lab Acumen** (business insight): Maintains understanding of lab efforts and direction as well as current research and trends, considers technology and customer impacts, and contributes relevant, informed ideas to lab growth.
• **Navigates Complexity** (managing complexity): Manages a multitude of information and complex circumstances to discern what is most important; demonstrates effective problem-solving, decision-making, and takes appropriate action, even in difficult situations or with conflicting data.
• **Builds Trust** (instills trust): Earns trust and credibility from team members, peers and stakeholders; demonstrates SLAC values of respect and integrity.
• **Relationships** (interpersonal savvy, collaborates, manages conflict, builds networks): Builds relationships to foster trust, collaboration, and a positive climate to achieve team, department/directorate and lab goals.
• **Communication** (communicates effectively): Ensures effective information flow to various audiences; delivers clear and appropriate written and verbal communications; makes clear and impactful presentations to a variety of internal and external audiences.
• **Self-Awareness** (demonstrates self-awareness): Seeks feedback from others and takes ownership of, and actions to address what is learned; recognizes impact on others and adjusts as needed; pursues continuous learning opportunities; implements a meaningful development plan.
• **Team Effectiveness** (builds effective teams): Effectively motivates team members and fosters a diverse and collaborative team environment; leverages team members' strengths for overall team effectiveness; incorporates insights to improve team operations.
• **Purpose & Vision** (drives vision & purpose): Articulates a clear vision of expected outcomes; inspires others to execute work plans and feel a sense of purpose and ownership for the mission.

Physical requirements and Working conditions:
• Consistent with its obligations under the law, the University will provide reasonable accommodation to any employee with a disability who requires accommodation to perform the essential functions of his or her job.
• Given the nature of this position, SLAC will require onsite work.

Work Standards:
• Interpersonal Skills: Demonstrates the ability to work well with Stanford colleagues and clients and with external organizations.
• Promote Culture of Safety: Demonstrates commitment to personal responsibility and value for environment, safety and security; communicates related concerns; uses and promotes safe behaviors based on training and lessons learned. Meets the applicable roles and responsibilities
as described in the ESH Manual, Chapter 1—General Policy and Responsibilities: http://www-group.slac.stanford.edu/esh/eshmanual/pdfs/ESHch01.pdf

• Subject to and expected to comply with all applicable University policies and procedures, including but not limited to the personnel policies and other policies found in the University’s Administrative Guide, http://adminguide.stanford.edu

The expected pay range for this position is $328,000 to $447,000 per annum. SLAC National Accelerator Laboratory/Stanford University provides pay ranges representing its good faith estimate of what the university reasonably expects to pay for a position. The pay offered to a selected candidate will be determined based on factors such as (but not limited to) the scope and responsibilities of the position, the qualifications of the selected candidate, departmental budget availability, internal equity, geographic location and external market pay for comparable jobs.

Apply by submitting a cover letter and CV to: SLACDDSandT@russellreynolds.com

SLAC National Accelerator Laboratory is an Affirmative Action / Equal Opportunity Employer and is committed to increasing diversity in the workplace. All employment decisions are made without regard to race, color, religion, sex, national origin, age, disability, veteran status, marital or family status, sexual orientation, gender identity, or genetic information. All staff at SLAC National Accelerator Laboratory must be able to demonstrate the legal right to work in the United States. SLAC is an E-Verify employer.