Emory University
Executive Director, Division of Animal Resources and Attending Veterinarian

More information about the position can be found [here](#).

Emory University seeks an experienced, strategic, and collaborative domain expert to serve as its next Executive Director, Division of Animal Resources, and Attending Veterinarian. Sustaining the compliance of this AALAC-accredited core research facility, the Executive Director and their team advance responsible innovation and impact in the University’s $1B research mission.

The Division of Animal Resources (DAR) is the administrative unit responsible for all programs of animal care across Emory University, outside of the Emory Primate Center, and is administered through the School of Medicine (SOM) and Emory Integrated Core Facilities (EICF). An AAALAC-accredited organization for more than 30 years, DAR supports up to 16 species/genera, with the full census valued at $23M. DAR operates nine animal research facilities on the main campus for 148,342 GSF with 270 animal holding and procedure sites, plus a warehouse and shop of 9910 GSF more. DAR employs seven veterinarian faculty, three veterinary residents, and more than 117 staff members in administrative and animal-care roles. DAR supports more than 240 investigators and an extramural grant portfolio valued at $180M. The DAR budget is $16M on the expense side with a $1.3M subsidy.

Reporting to the Associate Dean for Novel Technologies and Cores, Emory School of Medicine, with a dotted line for animal welfare to Emory’s Vice President for Research Administration, who is the Institutional Signing Official of the University, the Executive Director of DAR is responsible for the development and conduct of a comprehensive, high-quality, and effective animal resources program in support of the research and teaching missions of Emory. Such programs provide for proper husbandry, veterinary medical care, and handling of laboratory animals, and protect the public trust in research through compliance with all applicable laws, regulations, and animal welfare standards, including but not limited to those in the Code of Federal Regulations.

The School of Medicine and the University more broadly look to the Executive Director of DAR to provide leadership and to serve as the point-person for animal care partnerships between Emory and other institutions. The Executive Director is responsible for strategic planning and implementation to improve the animal research related functions and facilities on Emory’s campus. The Executive Director works closely with offices across Emory to assure compliance with policies and procedures related to animal research and participates on SOM and University research committees to ensure alignment with institutional initiatives. The Executive Director is accountable for the budget management, finances, and operations of DAR, working consultatively with SOM leadership and with reference to SOM policies and budget processes to ensure effective and efficient use of resources and to sustain compliant delivery of best-in-class services to researchers.

**Qualifications**

The Executive Director of DAR will have well-developed and tested leadership and collaboration qualities, animal research administration expertise, and a deep understanding of complex academic health centers. They will have the highest level of integrity and be a creative thinker and proven problem solver.
The successful candidate must have demonstrated success in advancing diversity, equity, and inclusion, and engaging and working effectively with faculty, researchers, staff, and administrators from diverse backgrounds.

The ideal Executive Director will combine domain expertise, strategic leadership, team-building skills, the ability to form and lead a collaborative, accountable, service-oriented team, and an approach to leading an animal research facility that sustains compliance while providing excellent service to researchers, their support staff, and trainees.

**Demonstrated Leadership**

- Accomplished operational leader with administrative expertise to lead and manage challenging issues; a collaborative scholar; accountable for implementation/idea execution and for driving results.
- Experience implementing strategic plans for research within complex academic health centers or an equally complex, regulated research organization that managed animal research subjects.
- Results-driven leader with a demonstrated ability to propose and encourage new ideas and inspire action.
- High moral character and commitment to advance the best interests of the SOM and Emory University.
- Community engagement background a plus.

**Academic**

- DVM/VMD with laboratory experience and eligibility for licensure in the state of Georgia.
- ACLAM Diplomate preferred.
- Associate Professor or above preferred.
- Demonstrated success in working with funded researchers and leading/managing teams and programs.

**Experience**

- Minimum of ten (10) years of leadership experience in laboratory medicine.
- Preference will be given to candidates with demonstrated experience in a senior leader position in a veterinary specialty in an academic healthcare system.
- Animal research administrative experience, both operational and fiscal, to include prior P&L responsibilities and a broad understanding of complex academic health system issues and challenges in the field of graduate medical education in the current environment.
- Demonstrated creative communications and business skills.

It is anticipated that the DAR will hold up to a 1.0 FTE administrative appointment with a faculty appointment as eligible in the SOM Department of Pathology. A faculty appointment entails an additional reporting line to the department chair.
To Apply

Emory University has retained Opus Partners to support the recruitment of this position. Craig Smith, Partner, and Abigail Maynard, Senior Associate, are leading the search. Confidential inquiries, applications, and nominations should go to Abigail (abigail.maynard@opuspartners.net). The search process will unfold with the greatest possible attention to candidate confidentiality. Required application materials include a CV and cover letter. The cover letter should reflect how the candidate’s qualifications and experience match those described in this leadership profile.

Emory University is dedicated to providing equal opportunities and equal access to all individuals regardless of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran’s status. Emory University does not discriminate in admissions, educational programs, or employment on the basis of any factor stated above or prohibited under applicable law. Students, faculty, and staff are assured of participation in university programs and in the use of facilities without such discrimination. Emory University complies with Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veteran’s Readjustment Assistance Act, and applicable executive orders, federal and state regulations regarding nondiscrimination, equal opportunity, and affirmative action. Emory University is committed to achieving a diverse workforce through application of its affirmative action, equal opportunity, and nondiscrimination policy in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training. Inquiries regarding this policy should be directed to the Emory University Department of Equity and Inclusion, 201 Dowman Drive, Administration Building, Atlanta, GA 30322. Telephone: 404-727-9867 (V) | 404-712-2049 (TDD).

Emory University is committed to providing reasonable accommodations to qualified individuals with disabilities upon request. To request this document in an alternate format or to request a reasonable accommodation, please contact the Department of Accessibility Services at 404-727-9877 (V) | 404-712-2049 (TDD). Please note that one week’s advance notice is preferred.