

American Geophysical Union

Executive Vice President, Science

Vetted
Solutions

A PASSION FOR PURPOSE

Position Overview

American Geophysical Union (AGU), a global community supporting more than half a million advocates and professionals in the Earth and space sciences, is seeking a collaborative, innovative and engaging scientific leader to serve as Executive Vice President, Science (EVP). Reporting to the Executive Director/Chief Executive Officer, and in collaboration with other key senior leaders, the EVP directs and integrates efforts across AGU's science-related departments and initiatives, including publications, meetings, learning, and open science. In partnership with volunteer leaders, the EVP will foster, coordinate, and manage scientific efforts that support and empower its members in the pursuit of discovery and solutions science.

The EVP serves as the lead science contact for the AGU Council which is responsible for developing the scientific policy of the Union, including but not limited to ethics, awards, honors, acceptance of honorary fellows, general science policy, and the science-related portions of the AGU strategic plan. The EVP is also responsible for identifying, leading and developing revenue opportunities related to AGU's scientific portfolio including grants, learning and monetization of content/intellectual assets. The EVP will serve as a scientific spokesperson for AGU, and will embody deep scientific knowledge and passion, advancing AGU's value to its members, and helping fulfill AGU's mission to support and inspire the global community in advancing discovery in Earth and space sciences.

Goals & Objectives

Ensure Collaboration and Alignment Across Scientific Programs & Teams

The EVP will be a central scientific liaison for the organization, helping to bring together, align, and advance scientific efforts across various departments, programs, committees and leaders. The EVP will foster an environment of open and transparent communication, encouraging the sharing of ideas, expanding the input of members, strengthening internal and external partnerships, and helping to create collaborations that advance the scientific mission of AGU.

Maintain and Enhance the Prestige and Impact of Scholarly Publications

The EVP will maintain AGU's prestigious publication program and advance scholarly publications in a sustainable manner that is relevant and aligned with the scientific needs of the AGU community and impactful for the larger scientific community. In partnership with for-profit publishing partners, the EVP will take into consideration the bottom-line impact of open access publishing, and will consider the strategy needed to navigate the changing business and financial needs of the organization.

Collaboratively Develop Learning Programs that are Innovative and Relevant

The EVP will ensure that the portfolio of meetings (including the annual meeting), learning opportunities, and programs are relevant and impactful, supporting the advancement of Earth and space sciences, and promoting the career development of members. The EVP will explore and develop new initiatives and consider creative opportunities that are of significant value to AGU members and the larger Earth and space sciences community and

support the fiscal and operational sustainability of the organization.

Identify & Diversify Revenue Streams that Support the Highest Quality Science

The EVP, in partnership with other members of the leadership team, will make enterprise decisions and develop revenue generation strategies that support the creation and distribution of the highest quality scientific, and science-supporting, content. The EVP will ensure that there is a positive interchange between science and revenue, where creative revenue sources promote impactful science, and science supports the ongoing efforts of the organization to serve its members and scientific discovery.

Leadership & Reporting Structure

AGU's primary leaders are the president, who chairs the Board of Directors; the president-elect, who chairs the Council; and the Executive Director/CEO, who leads the staff. AGU's Board of Directors is responsible for the business, organizational, and legal affairs of the organization. Working in tandem with the board is the AGU Council. While the Board is responsible for the overall health of the organization, the Council is responsible for scientific affairs.

AGU's Council enables input from leaders representing a wide variety of members. The Council plays three unique and critical roles: forming science policy, generating and deliberating science-related ideas, and advising on science and member issues. The EVP, Science is the key staff contact for the Council, collaborating with the President-elect and the Council in guiding the science-related efforts of AGU. Volunteer committees work with AGU's Board, Council and staff to advance the organization's mission, vision, key programs and activities.

Additionally, the EVP, Science is a member of the AGU Coordinating Team, which is comprised of the leaders of the four key AGU departments: EVP, Science; EVP, Ethics, Diversity and Inclusion; EVP, Strategic Leadership and Global Outreach; and EVP, Finance and Information Technology.

The EVP, Science reports to the Executive Director/CEO, and direct reports to the EVP, Science include: Senior Vice President, Meetings and Learning; Vice President, Publications; Vice President, Open Science; and Program Manager, Science.

Key Responsibilities

- Provide overall guidance, management, and strategic input to AGU's programs, including Journals and Publications, Meetings and Learning, and Open Science with the goal of expanding the impact and global reputation of these efforts and advancing AGU's Strategic Plan.
- Journals and Publications: Equip and oversee publications leaders in a manner that supports vision, strategic direction, and bottom line execution of the development, production, distribution and sales of AGU publication products and services in all media so that short-term and long-term strategic objectives of the AGU are met.

- Meetings and Learning: Provide leadership and oversight that encourages strategic, innovative ideas and effective management in the delivery of the meetings portfolio and AGU's learning related businesses. Ensure society-wide integration and coordination in the development and delivery of meetings, learning and professional development resources, and ensure these efforts drive AGU's global growth and strengthen overall business development.
- Open Science: Guide AGU's open science leadership in ensuring and strengthening best data practices that will value and manage research data in a manner that is as accurate, accessible, complete and open as possible.
- Collaboratively lead in expanding, developing, and implementing the Council's agenda and work plans related to scientific activities, and coordinate programs broadly across the Earth and space sciences community to engage other partners for the advancement of science.
- Offer science-related input to all AGU efforts, ensuring that scientific work across all departments, programs and committees is supported and aligned.
- Develop collaboratively, with direct reports, the business models, budgets, and operational plans for the divisions that comprise the science department. Perform ongoing reviews of existing programs, and consider new opportunities and creative revenue streams.
- Solicit input and collaboratively develop agendas for committee, volunteer and (Scientific Advisory) Council meetings. Coordinate appropriate science-related efforts with AGU disciplinary-specific Sections.
- Work closely and collaboratively as part of the AGU Coordinating Team to develop and implement AGU-wide strategies and operations that support the AGU Strategic Plan, and manage direct reports in the implementation of these plans and efforts.
- Foster open and transparent internal communication and coordination, collaborating with the Board, Council and all departments and efforts, and ensuring science is enhancing and supporting all areas, including grant funding and development.
- Expand input and involvement of members and other partners in AGU science-related activities, and work with the Council to identify programs that can promote partnership and involvement. Explore and develops new initiatives aimed at expanding AGU leadership in Earth and space sciences globally.
- Lead, alongside AGU volunteers, the development and implementation of science-related activities involving the College of Fellows. The College of Fellows is comprised of all AGU Fellows, and provides expert and strategic advice to AGU on global scientific issues, and supports the professional development and engagement of scientists at all career stages and from all backgrounds.
- Explore and cultivate, alongside the development team, relationships with potential funders, help identify, develop and write grants and oversee planned initiatives.
- Represent and promote AGU science-related programmatic activities and potential collaborations to external stakeholder scientific organizations and institutions (such as NASEM, NIH, NASA, National Laboratories, JpGU, EGU, etc.).
- Creatively propose and pursue science-related strategic opportunities that may expand and diversify AGU's long-term revenue streams.
- Other duties as assigned.

Desired and Preferred Experience

- PhD in Earth and space sciences or a related discipline; or equivalent combination of education and work experience.
- Extensive experience in Earth and space sciences, or a related field, including presentations and publications.
- Extensive experience with scholarly publishing, including open access, web product development and a working understanding of web-based publishing business and technologies.
- Experience representing a global scientific society at meetings, including presentation skills and the ability to organize and lead professional meetings.
- Experience in managing and developing large budgets and programs.
- History of success in revenue generation, including the monetization of content, development of funding opportunities, and successful attainment of grant awards.
- Experience with content acquisition policies and content licensing.
- Experience in managing personnel and negotiating and managing external vendors and contractors.
- Previous experience working in a membership organization environment is preferred.

Desired and Preferred Qualifications

- Excellent verbal and written communication skills; ability to communicate easily and effectively with scientists and senior executives both inside and outside of AGU.
- Ability to sell ideas and use strong diplomatic skills in conjunction with communication abilities.
- Strong knowledge of scholarly publishing and current trends and developments.
- Detailed knowledge of the development and execution of scientific meetings.
- Knowledge of open science and its benefits and limitations, and how it can be implemented and utilized.
- Collaborative, utilizing exceptional listening and facilitation skills to build effective teams, drive effective outcomes and to develop innovative solutions that meet the needs of multiple stakeholders.
- Ability to perform responsibilities with composure under the stress of deadlines and requirements for accuracy and quality, and at a fast pace.
- Ability to effectively prioritize and make sound resource, budget, and personnel decisions.
- Strong interpersonal and relationship-building skills; able to build support for AGU priorities and foster trust with the organization's various constituencies.
- Proven success in fostering working relationships with board members, councils, committees, member groups and key stakeholders.
- Strong technology knowledge and ability to develop and evaluate technology vendor proposals and relations.
- Knowledge of both the commercial and non-profit organizational environment preferred.

Essential Values

- **Accountability:** Own it
Take personal responsibility for one's individual or team's actions, decisions, and results.
- **Excellence:** Give your all
Develops and implements systems, processes and approaches that continually anticipate and exceed the expectations of AGU's community.
Projects, communicates, and inspires a positive understanding of and support for the AGU mission and strategic plan.
- **Integrity:** Do the right thing
Acts in an ethical manner in words, deeds, and actions; demonstrates commitment and care to colleagues, members, and community.
- **Member & Community Service:** Members & Community first
When problems do arise, takes responsibility to make things right.
- **Respect:** Earn it and give it
Creates and encourages a learning environment among departmental staff.
Empowers staff to make decisions consistent with their level of authority.
Demonstrates fairness and respect working with diverse cultures and personalities.
- **Teamwork:** Together everyone achieves more
Establishes, promotes, and facilitates a team-oriented environment focused on continuous improvement.
Seeks and maintains strong interdepartmental interactions, both formal and informal and ensures the actions of the overseen departments actively support the strategies and activities of other departments and AGU overall.

Organization Overview

AGU is a global community supporting more than half a million advocates and professionals in the Earth and space sciences. Through broad and inclusive partnerships, AGU aims to advance discovery and solution science that accelerate knowledge and create solutions that are ethical, unbiased, and respectful of communities and their values. Our programs include serving as a scholarly publisher, convening virtual and in-person events, and providing career support. We live our values in everything we do, such as our net zero energy renovated building in Washington, D.C. and our Ethics and Equity Center, which fosters a diverse and inclusive geoscience community to ensure responsible conduct.

AGU was established in 1919 by the National Research Council and operated as an unincorporated affiliate of the National Academy of Sciences for more than 50 years. We were

independently incorporated in 1972.

AGU is governed by a partnership of members and staff. The strategic plan, developed by members and other stakeholders in 2020, sets the direction and drives the work of AGU. The Board of Directors is responsible for the overall health of the organization and handles its business affairs. The Council, consisting of leaders who represent the broad spectrum of AGU members, is responsible for the organization's scientific affairs. Volunteer committees work with AGU's Board, Council, and staff to advance the organization's mission, vision, key programs, and activities. Sections foster scientific discussion, collaboration, and engagement by connecting scientists within and across scientific disciplines. AGU staff manage the day-to-day operations of the organization, partnering with the Board and Council to advance and implement the strategic plan. Members who volunteer on committees or task forces, or who serve as editors and reviewers, or who participate in meeting presentations and posters, all play a vital role in strengthening AGU for the future. The primary leaders of AGU are the AGU President, who chairs the Board; the AGU President-elect, who chairs the Council; and the Executive Director/ CEO who leads the staff. All three participate in Board and Council meetings to ensure consistency, continuity, and communication.

AGU Vision

A thriving, sustainable and equitable future supported by scientific discovery, innovation, and action.

AGU Mission

To support and inspire a global community of individuals and organizations interested in advancing discovery in Earth and space sciences and its benefit for humanity and the environment.

Strategic Plan

AGU's strategic plan sets the direction for the organization and drives the work of the Board, Council, other volunteers, and staff. The strategic plan was developed by members and approved in 2020. Each Board and Council agenda item is linked to the strategic plan, and the strategic plan is supported by AGU's annual budget and operating plan approved by the Board of Directors.

To advance our mission, AGU has formulated a set of goals that will shape our science, culture, and partnerships. They are:

- Catalyze discovery and solutions to scientific and societal challenges.
- Promote and exemplify an inclusive scientific culture.
- Partner broadly with other organizations and sectors to effectively address scientific and societal changes.

Digital Presence

Web: agu.org

X: twitter.com/theAGU

LinkedIn: www.linkedin.com/company/american-geophysical-union/

Vetted Solutions

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Vetted Solutions is a Washington, D.C. based executive search firm specializing in association and nonprofit recruiting and consulting. We focus on CEO and senior staff positions.

For confidential consideration, please email your cover letter and resume to James Zaniello and Lyndsey Nicodem at AGUEVPScienceSearch@vettedolutions.com or call +1 202 544 4749.

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