



# Society of Interventional Radiology

## **Position Specification**

Executive Director

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# Our Client: Society of Interventional Radiology

## Mission:

The mission of the Society of Interventional Radiology is to improve lives through image-guided therapy.

## Vision:

The vision of the Society of Interventional Radiology is to optimize minimally-invasive patient care.



[The Society of Interventional Radiology \(SIR\)](#) is a nonprofit, professional medical society representing more than 8,000 practicing interventional radiology physicians, trainees, medical students, scientists and clinical associates, including physician assistants, nurse practitioners, radiologic technologists and paramedical professionals. SIR's members work in a variety of settings and at different professional levels—from medical students and residents to university faculty and private practice physicians. The society's core purpose and mission is to work with its members to deliver patient-centered care through image-guided therapy.

Interventional radiologists pioneered minimally invasive treatment, which reaches the source of a medical problem through blood vessels or directly through a tiny incision in the skin to deliver a precise, targeted treatment. Interventional radiology treatments performed by board-certified experts can deliver solutions with less risk, less pain and less recovery time than traditional surgery. Treatment is provided in collaboration with the patients' care team. The specialty was founded in the early 1960s. Today interventional radiology is synonymous with modern medicine.

# The Opportunity

The Executive Director of the Society of Interventional Radiology (SIR) will join an organization poised for growth and continued excellence.

Partnering with passionate, engaged physician leaders and a nimble staff, the Executive Director will represent and advance a growing primary specialty that is committed to delivering modern patient care.

SIR is seeking an Executive Director to drive the transformation, stabilization, and growth of the organization and optimize its impact on the mission and the specialty. The Executive Director will have the opportunity to craft and drive a vision for the long-term growth and success of Interventional Radiology and the patients whose lives are impacted.

# The Role

## Position Summary

The Executive Director of SIR partners with the [Board of Directors](#) to develop a vision for the future of the Society and leads the strategy to advance the interventional radiology specialty. The Executive Director serves as a representative for SIR, leveraging their experience as a spokesperson and the expertise of physician leaders to articulate the vision and value of the organization and interventional radiology specialty.

Reporting to the Board of Directors, the Executive Director is responsible for managing and stewarding SIR's resources – human, financial, and intellectual. The Executive Director drives the long-term growth and sustainability of SIR's financial and programmatic success.

This Executive leads a Washington, DC headquartered organization.



# Candidate Profile *(1 of 3)*

SIR seeks a transformational, executive-ready leader with experience developing a long-term vision in partnership with volunteer leaders, creating and/or evolving a strategy, and leading organizations through periods of change.

The Executive Director will be a charismatic spokesperson and natural relationship builder who can effectively partner with engaged, passionate physician leaders - coalescing ideas and insight, providing sound counsel, and demonstrating ownership for the organization's enhanced value proposition.

This executive will have demonstrated success in building and maintaining motivated, stable teams with clarity of purpose and accountability. The Executive Director will foster a culture of entrepreneurialism and commitment to interventional radiology. The ideal candidate will have a track-record of success leading evolutionary change and optimizing organization structure to deliver on defined goals and objectives, in alignment with a strategic plan.

SIR's next Executive Director will have demonstrated financial savvy and experience identifying and driving opportunities that strengthen an organization's finances while contributing to the achievement of its mission. A high degree of comfort soliciting funders and successful fundraising experience preferred.

# Candidate Profile (2 of 3)

*In terms of the performance, personal competencies, and experience required for the position, we would highlight the following:*



## **Setting Strategy**

- The ability to create and articulate an inspiring vision for the organization and for the Interventional Radiology specialty.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization.
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful.



## **Executing for Results**

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A calculated risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.



# Candidate Profile *(3 of 3)*



## **Leading Teams**

- The ability to attract and recruit top talent, motivate the team, delegate effectively, foster stability and commitment, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.



## **Relationships and Influence**

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- A dynamic spokesperson who encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others in advancing the Interventional Radiology specialty.
- Builds relationships with individuals outside of SIR and other organizations with shared interests and objectives to deliver short and long-term value for SIR and its members.



# Contact and Compensation

**Russell Reynolds Associates, the global leadership advisory firm, has been exclusively engaged to lead this search.**

**We welcome nominations and expressions of interest to [SIR@RussellReynolds.com](mailto:SIR@RussellReynolds.com).**

## **Stephanie Trostle**

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## **Compensation**

The approximate annual salary range for this position is \$300,000. This salary range is reflective of a position based in Washington, DC.