

Position and Candidate Specification



ISPOR

Chief Executive Officer and Executive Director

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ISPOR, the leading professional society for health economics and outcomes research (HEOR), is an international, multistakeholder, nonprofit organization dedicated to advancing HEOR excellence to improve healthcare decisions. Founded in 1995, the Society is a global resource of unbiased information and a catalyst for innovation in the HEOR field. It is the leading source for scientific conferences, peer-reviewed and MEDLINE®-indexed publications, good practices guidance, education, and HEOR resources. Membership stands at 14,000 individuals and chapters from around the world. Researchers and academicians, assessors and regulators, payers and policy makers, students, the life sciences industry (including their solution providers and consultants), healthcare providers, and patient engagement organizations all depend on, and contribute to ISPOR, making it the vibrant community and organization it is today.

Mission

- ISPOR is dedicated to improving healthcare decision making. ISPOR members believe that every healthcare decision should be informed by the best scientific research. Toward that goal, the Society's mission is to promote health economics and outcomes research excellence to improve decision making for health globally.

Vision

- ISPOR is the leading global scientific and educational organization for health economics and outcomes research and their use in decision making to improve health.

Strategy

- In 2016 ISPOR embarked on a strategic planning process plan that represented a significant shift in the Society's mission from its original focus on pharmacoeconomics to health economics and outcomes research. ISPOR had been growing rapidly and, at the same time, healthcare was under immense pressure around the world. The Strategic Plan directed significant efforts to engage new stakeholders in ISPOR, including patients, clinicians, and payers. Additionally, it included plans to redesign the Society's governance mechanisms to stimulate more diverse participation in councils, committees, and other member activities.

During the implementation of the 2016-2019 Strategic Plan, ISPOR expanded its investments in mission-related activities fourfold. This included increased financial support for chapters and members in low- and middle-income countries (LMICs), investments in patient engagement, and in enhanced dialogue with decision makers, related societies, and other groups.

ISPOR's Strategic Plan Update 2024 builds on its previous Plan and its four strategic pillars and operational values: (1) Communication and Collaboration, (2) Scientific and Research Excellence, (3) Education and Training, and (4) Members Engagement. ISPOR's strategic initiatives are summarized on the Society's [website](#).

ISPOR's influence has since increased, resulting in significant growth in its global events and elevated prominence of its Health Technology Assessment (HTA) Roundtables, Patient Engagement Roundtables, and other collaborations. Highly respected, significantly utilized ISPOR good research practices and other reports increased in number and utilization. The performance of *Value in Health*—ISPOR's flagship journal—

continues to grow in its reach and impact factor. And, the ISPOR planning process positioned ISPOR to contribute meaningfully to the healthcare system and to advance work on the assessment of value and utilization of real-world evidence. At the same time, business plans for new stakeholder areas, such as medical devices and digital therapeutics, were initiated.

Membership

- As the field of HEOR has grown in importance, ISPOR's community has expanded to 14,000 individual and chapter members from more than 100 countries worldwide (note: these numbers decreased slightly during the pandemic). The Society's membership includes a wide variety of healthcare stakeholders, including researchers and academicians, assessors and regulators, payers and policy makers, the life sciences industry, healthcare providers, and patient engagement organizations.

Research and reports

- Working collaboratively with members to develop consensus-driven reports sets the standard for good practices in HEOR. The Society has earned an international reputation for research excellence based on its Good Practices for Outcomes Research Reports, Health Technology Assessment Central, Scientific Presentations Database, and other valuable tools that serve the HEOR community.

Initiatives

- ISPOR leads because its work matters. It has developed several strategic initiatives that provide leadership in emerging areas that are transforming the field. ISPOR's current strategic initiatives include Value Assessment Frameworks, Real-World Evidence, Health Technology Assessment, and Patient Engagement in HEOR, among others

ISPOR BOARD LEADERSHIP

- ISPOR's board is comprised of 12 dedicated volunteers who are thought leaders in their respective fields and industries. For more information about the board, please see: <https://www.ispor.org/about/our-leaders>

KEY ISPOR FACTS

- 2023 Operating budget: \$15 million+
- Staff: 50
- Members: 14,000+ (pre-pandemic)
- Regional chapters: 85
- Student chapters: 142
- Countries represented: 100+

For more information about ISPOR, please see: <https://www.ispor.org/about/our-mission/strategic-plan>

The Chief Executive Officer and Executive Director (CEO) leads ISPOR's sustained efforts to communicate and promote health economics and outcomes research excellence to improve decision making for health globally. The CEO will drive and execute ISPOR's strategy as established with the Board of Directors and advance and enhance ISPOR's strategic vision, leading the execution of ISPOR's programs and activities.

The CEO is accountable for the financial and organizational success of the organization through the effective oversight and management of ISPOR's operations and resources, including the recruitment, retention, and motivation of a high-performing staff. They also provide leadership continuity to ISPOR in the context of a governance model that includes an annually-elected President. Working in collaboration with officers of the Board of Directors, the CEO ensures that the organization maintains an engaged membership base and related revenue generation through a clear and consistent value proposition and is responsible for sustaining current and creating new revenue streams. Based on guidance from Board leadership, the CEO manages the organization's day-to-day operations to ensure ISPOR's maximum impact on behalf of its membership and the HEOR specialty.

Given the broad and international membership of ISPOR, the CEO will bring the knowledge and experience to identify opportunities to engage multiple parties and shape priorities. They will work with a committed board to identify priority areas of focus and translate those priorities with inspirational leadership and excellent management of a talented and engaged staff. The successful candidate will bring a proven track record of leadership, strong operational and communications skills, and a strategic mindset coupled with a passion for ISPOR's work, and for seeing organizations grow and thrive.

KEY RELATIONSHIPS

Reports to	ISPOR Board of Directors
Direct reports	Chief Operating Officer Chief Science Officer Chief Information and Engagement Officer Senior Director, Content Strategies Director, Governance
Other key relationships	Current and prospective ISPOR members and leaders Related international economic, pharmaceutical, life sciences, healthcare associations and societies Life sciences industry Payers and Assessors Government bodies and commissions

DESIRED OUTCOMES

- ISPOR remains the leader in developing innovative methods essential to the range of healthcare, learner, and government stakeholders.
- ISPOR will have a targeted, adaptable strategic plan with broad buy-in that cements ISPOR's value proposition as an inclusive platform for all stakeholders.
- ISPOR achieves increased visibility and impact that positions it as the premier HEOR organization, whose data and perspective are essential to strategic healthcare decisions. Success will be tighter connections to organizations that can implement ISPOR's work.
- ISPOR continues to serve a broad, diverse, and active membership that spans sectors and regions.
- ISPOR cautiously evolves its revenue streams and creates the financial foundation to maintain and advance its mission.
- ISPOR builds on its culture of excellence and innovation, allowing the Society to adeptly move ahead of healthcare trends and respond to existential threats.
- ISPOR continues to attract and retain a high-performing, collaborative expert senior leadership team that is supportive of, and responsive to, member needs.
- ISPOR leadership empowers their team to facilitate greater connectivity between members and chapters in common geographic regions outside of formal ISPOR meetings.
- ISPOR leadership facilitates greater connectivity between members and chapters.

IDEAL EXPERIENCE

Senior executive leadership experience

Demonstrated strategic business thinking and management execution in organizations of similar scale and complexity.

Experience in or transferrable to a healthcare or scientific non-profit/membership environment

Resulting in a deep understanding of relevant stakeholders and the external landscape and the ability to connect and effectively communicate to these audiences.

Revenue-generating experience

Demonstrated capacity to identify and build both membership-related and non-dues revenue streams.

Success implementing diversity, equity, inclusion, and community-strengthening programs

Bringing depth and richness to strategic priorities, programs, services, and personnel.

Global Mindset

The capacity to work effectively across cultures and the ability to identify and amplify common priorities.

Undergraduate degree required.

CRITICAL LEADERSHIP CAPABILITIES

Acting Strategically

- Works with the Board to enhance and promote a vision and strategy to best position ISPOR within the evolving future of HEOR. The CEO will then execute that strategy with strong management capabilities.
- Translates the vision and strategy into prioritized actions and initiatives that advance ISPOR's member value proposition.
- Thoughtfully challenges assumptions and offers a clear perspective; synthesizes member input into actionable items and helps the Board prioritize and weigh ideas and budgetary trade-offs.
- Takes calculated risks in adapting new work models and opportunities for revenue in our post-pandemic world.

Collaborating and Influencing

- Effectively “Leads leaders”; able to build consensus internally across the governance structure and externally among stakeholders, all of whom have a voice and interest in the work of ISPOR.
- Advances productive relationships with other HEOR-related organizations, institutions, and companies to develop mutually beneficial initiatives that enhance the scope and impact of ISPOR's mission while preserving its strong ethical standing.
- Raises ISPOR's profile, within academia, industry and with the general public, enhancing the public's understanding of HEOR and the membership's understanding of the value it provides.

- Effectively communicates ISPOR's strategic priorities to membership, stakeholders and the media.

Leading People

- Engages, inspires, and empowers a motivated and high-performing team.
- Effectively communicates ISPOR's long-term direction, internally and externally, and collaborates with the team on how to reach it.
- Demonstrates flexibility in implementing new models of working that accommodate the changing needs of staff.
- Creates development opportunities for team members by delegating strategic objectives as appropriate.
- Sets up forums or practices to reinforce independent and transparent communication among senior leadership and throughout the organization.
- Holds oneself and the team accountable for commitments, providing clarity around expectations and consequences if they are not met.

OTHER PERSONAL CHARACTERISTICS

- Strong action orientation
- Entrepreneurial mindset
- Ability to balance the interests of multiple stakeholders
- Exceptional presentation and communication skills
- High integrity
- Courageous, able to explore new approaches and push back appropriately, where necessary
- Pragmatic and able to build consensus
- Open-minded, transparent, and approachable
- High emotional intelligence
- Travel requirement up to 30%, including national and international travel; weekend and evening work required

FOR ADDITIONAL INFORMATION, PLEASE CONTACT

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