

LEADERSHIP PROFILE



International

**Human Frontier
Science Program**

Organization

SECRETARY-GENERAL

**International Human Frontier Science Program
Organization (HFSP)**



2018 annual HFSP Awardees Meeting, Toronto (Photo credit: Kendall Townend)

WittKieffer

A WARM WELCOME



Thank you for showing interest in the position of Secretary-General of the International Human Frontier Science Program Organization (HFSP).

HFSP is an international cooperation in life science research supported by the world's leading scientific countries. It promotes fundamental research in the life sciences through its Program with special emphasis on novel and interdisciplinary research, international and, in particular, intercontinental collaboration and support for young investigators.

The life sciences have emerged as a leading scientific area with a convergence of interest from other disciplines such as physics, mathematics, chemistry, computer science and engineering to solve biological questions. HFSP aims to support frontier research by involving scientists from outside the life sciences as part of research collaborations and as postdoctoral fellows. The Program is implemented by an international organization, supported financially by Australia, Canada, France, Germany, India, Italy, Israel, Japan, the Republic of Korea, New Zealand, Singapore, Switzerland, the United Kingdom of Great Britain and Northern Ireland, the United States of America, and the European Commission. Since 1990, over 7000 researchers from more than 70 countries have been supported. Of these, 28 HFSP awardees have gone on to receive the Nobel Prize.

HFSP seeks to appoint a visionary scientist able to lead HFSP into the future through a rapidly changing scientific and research funding environment. The new Secretary-General will build further HFSP's prestigious reputation as the leading body in support of international collaboration in life sciences research. HFSP takes a worldwide approach in the spirit of science without borders to promote and fund "basic research focused on the elucidation of the sophisticated and complex mechanisms of living organisms for the benefit of all humankind, through international cooperation".

The organization has seen much progress over the last years, and it has been a privilege for me to have been Secretary-General since 2015.

This will be an exciting period to be leading HFSP. The Board of Trustees and I look forward to receiving strong applications from candidates that wish to take up the challenge.

Warwick Anderson

Dr. Warwick Anderson
Secretary-General, HFSP

THE ORGANIZATION

The International Human Frontier Science Program Organization (HFSP) is an international collaboration promoting global cooperation in frontier life science research. It was established in 1989 to foster and fund basic research focused on the elucidation of the mechanisms of living organisms through international cooperation. HFSP is an association with international membership, governed by the local law on Associations applicable in the Haut-Rhin, Bas-Rhin and Moselle (Articles 21 to 79 IV of the Local Civil Code [Code Civil Local]), France. It depends on the voluntary financial contributions provided by the HFSP Members. Further support in kind is provided by HFSP Members and especially by the Japan Agency for Medical Research and Development. The governance of HFSP relies on the Board of Trustees with advice from the Council of Scientists and the Program is implemented by the Secretariat, headed by the Secretary- General.

The Human Frontier Science Program (HFSP) funds high-risk, interdisciplinary, intercontinental, collaborative, fundamental life science research, with a philosophy of “science without borders”. It encourages innovative and novel thinking to support transformative and paradigm shifting research. Fundamental research benefits all humankind by advancing understanding of the complex mechanisms of life which provides the germination for developments in industry, health and human wellbeing. Since its creation, HFSP has positioned itself in a unique niche in the global funding landscape and has built a reputation for excellence in science that goes well beyond its size or budget.



Dissecting oncogenic networks by functional genomics using multiplexed genome editing in vivo (HFSP Career Development Award holder Daniel Schramek).

The vision of HFSP is to continue to be the most prestigious funder of life science research in the world. With an unparalleled record of Nobel and other similar prizes amongst former grantees, it seeks to fund differently from other funders; exciting, frontier extending, bold ideas. It also wishes to support a world without scientific borders for basic life science research. HFSP plays a unique global role in enabling opportunities for international collaboration in interdisciplinary life science research, and thus adds value to the basic science portfolios that each member nation can support. By focusing on postdoctoral fellowships, HFSP ensures that new generations of researchers are trained with global and interdisciplinary perspectives, many of whom will become future leaders of life science research. Funding for research grants ensures that there are opportunities for new interdisciplinary collaborations among researchers across the globe to innovate on cutting edge life sciences research.

There are no set priority areas for funding other than to high quality, innovative research projects across all areas of the life sciences. Funding is for fundamental science rather than applied science (particularly applied biomedical science). The innovative and imaginative nature of HFSP funded science is its unique selling point. The breadth of science supported, from the molecular to ecosystem scale, and across the tree of life, is apparent in the HFSP portfolio.

HFSP is supported financially by voluntary contributions from its Members, currently Australia, Canada, France, Germany, India, Israel, Italy, Japan, New Zealand, the Republic of Korea, Singapore, Switzerland, the United Kingdom of Great Britain and Northern Ireland, the United States of America and the European Commission. HFSP is governed by the Board of Trustees, which is the highest decision-making body of the HFSP and is responsible for the overall policy concerning the conduct, management and operation of the Human Frontier Science Program. The Board members are responsible to their governments and/or government funding agencies. In accord with HFSP Statutes, the Board appoints a Secretary-General as the head of the Secretariat and for the implementation of the Program.

The current budget of HFSP is approximately €50M. Approximately 5% of that budget goes towards Secretariat operations. The HFSP budget is agreed via triennial agreement of HFSP Members, the most recent being in Tokyo in 2019. Israel is one of the newest member countries that joined recently. The Board wishes to extend its membership to all countries that meet HFSP criteria; the criteria being excellence in the national basic science effort, a willingness to contribute funds into a central competitive pool. However, HFSP also needs to work actively to keep its Member States engaged and supported.

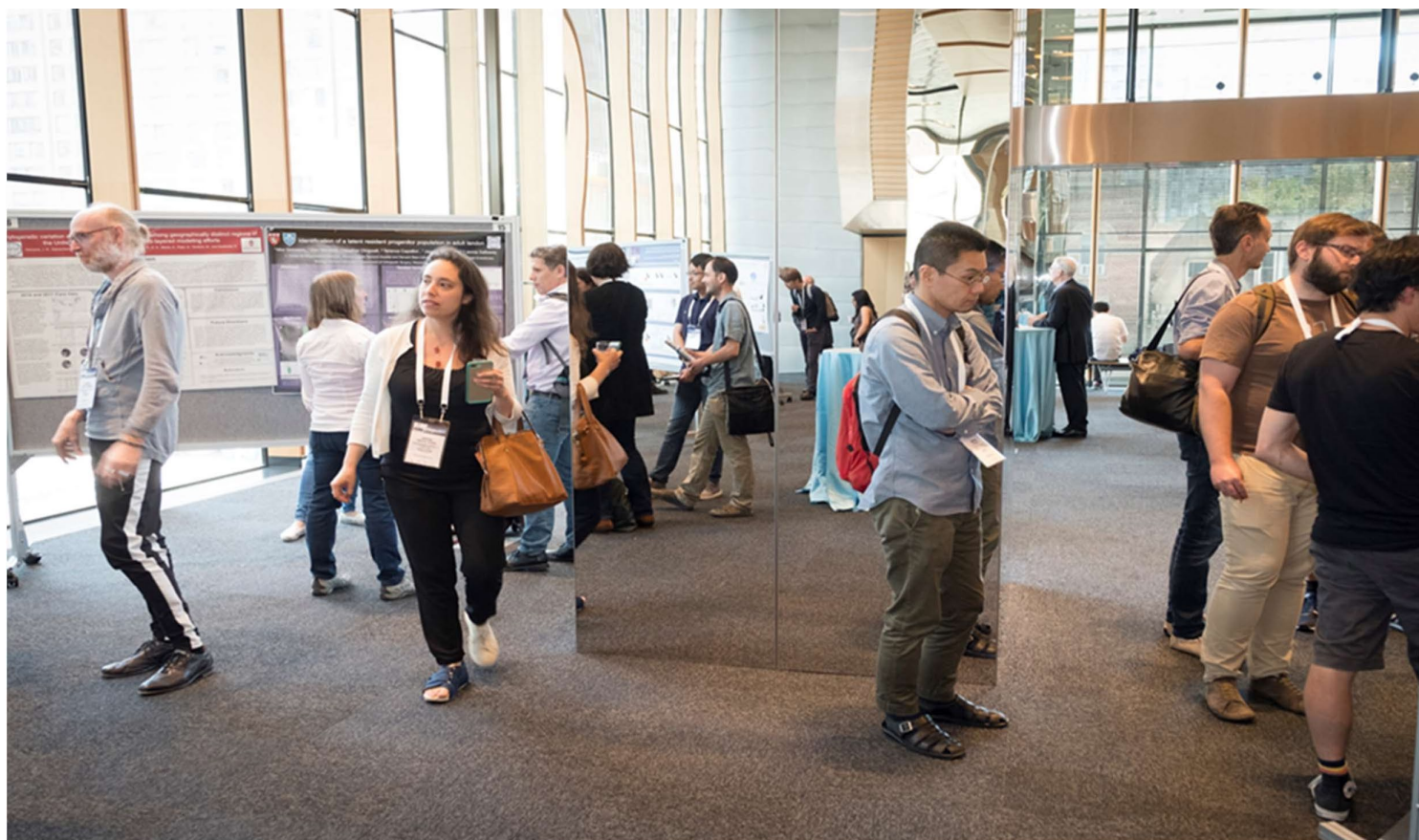
Currently, member contributions are proposed via a committee of the Board of Trustees based on national GDP and investment in research. These contributions are voluntary, and trustees work to encourage the agencies they represent to commit at the proposed levels.

Current Challenges and Opportunities HFSP faces:

- COVID-19 has had a significant negative impact on the global economy and significantly impacted the nature of work. The incoming Secretary-General will need to continue to assess the impact of COVID-19 in the Secretariat as well as the nature of collaboration in the awards HFSP funds. The Secretariat needs to continue to modernize the operations of HFSP, and potentially re-envision grants programs. The Secretary-General will also need to assess how COVID-19 may impact member nation contributions and individual investigators, especially postdoctoral fellows. HFSP needs to play a role in ensuring that the next generation of global life scientists recover and thrive from the negative impacts of COVID- 19.
- Recently, important strides have been made in ensuring HFSP has a plan for continuity of operations, has modernized IT to comply with GDPR, set up systems for evaluating risks to the Organization, and ensured the smooth operations of HFSP. Continuing this program of modernization is important for future success of the Organization.
- Member nation contributions are voluntary. It is a continuing challenge to communicate the value proposition of HFSP.

- The cost of science continues to grow, especially as larger teams are needed to engage in cutting edge research. HFSP will have to make some hard choices about how to prioritize how they support its research programs.
- There are many nations that are not members of HFSP – most notably China. HFSP needs to continue to strongly encourage China and other countries to join.
- Retain inclusivity, and ensure robust equality and diversity frameworks in the face of growing public scrutiny of such matters in all organizations.
- Going forward, non-traditional funding sources will also be explored, and the set-up of a foundation for this purpose is in the planning.

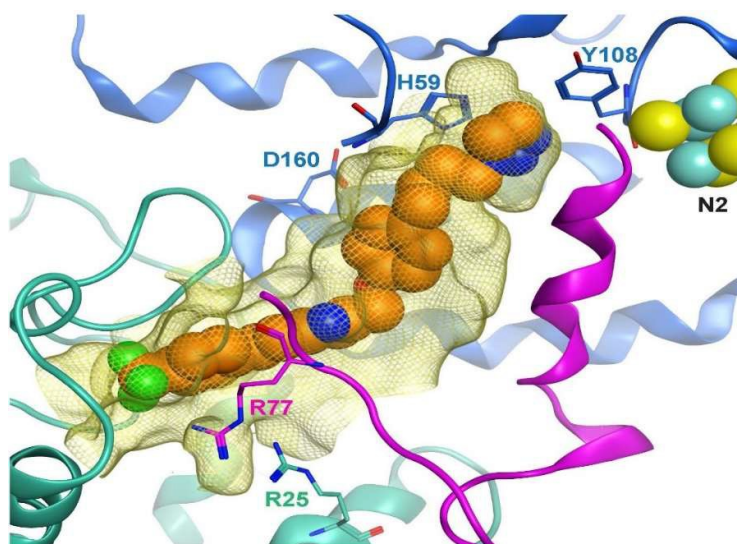
More information about HFSP and HFSP can be found on the website: <https://www.hfsp.org/>.



2018 annual HFSP Awardees Meeting, Toronto (Photo credit: Kendall Townend)

THE POSITION

The HFSP seeks to appoint a visionary scientist able to lead HFSP into the future through a rapidly changing scientific and research funding environment. The new Secretary-General will build further HFSP's prestigious reputation as the leading body in support of international collaboration in life sciences research. HFSP takes a worldwide approach in the spirit of science without borders to promote and fund "basic research focused on the elucidation of the sophisticated and complex mechanisms of living organisms for the benefit of all humankind, through international cooperation".



HFSP project "Role of the HOX-MEIS-PBX network in human leukemic stem cells" by Long-Term fellow Irène Baccelli. (Shown: Hypothetical binding model of mubritinib).

The Secretary-General is appointed by the Board of Trustees for a period of three years, renewable once. The current Secretary-General, Prof. Warwick Anderson, took up his position in July 2015 and his term will come to an end in June 2021.

The Secretary-General will be an internationally recognized and respected scientist. Based in Strasbourg, the Secretary-General leads the management of the day to day operations of the scientific programs and the offices with the help of the Secretariat and promotes the importance of life sciences at a global level. The President of the Board of Trustees is the principle legal representative of HFSP but has delegated a range of legal matters to the Secretary-General. The role therefore involves a wide range of responsibilities from research diplomacy, outreach and promotion, to legal representation, operational and administrative oversight. The Secretary-General communicates to each member nation the value proposition of HFSP for the global science enterprise and plays an important role in building relations with prospective members.

The Secretary-General reports to the Board which currently meets annually and communicates approximately quarterly on various matters that require voting. The Secretary-General communicates more regularly with the executive committee (comprised of the President, two Vice Presidents and the Treasurer) on topics relevant to the Board to make some preliminary recommendations before taking everything to the Board. The relationship between the SG and Board is cordial. The Board provides an oversight role associated with stewardship of its nation's contributions. Transparency in operations and openness in communication are important in the relationship between the SG and Board.

The Secretary-General is responsible for the administration of all aspects of the Secretariat, including administration of the research grant and fellowship programs, and any other program agreed by the Board of Trustees, organising and running workshops, supporting and guiding the

peer review processes, issuing and administering awards, supporting the meetings of the Board of Trustees and the Council of Scientists and any other committees agreed by the Board of Trustees, including ensuring that all documents required by the Statutes are provided, and any other activity agreed by the Board of Trustees. In addition, the Secretary-General should enhance the standing and impact of HFSP and foster the international life science research agenda.

HFSP is an international organization supporting cultural diversity and gender equality. The position is fulltime and based in Strasbourg, France. The appointment begins in July 2021. The contract will be for 3 years, renewable once. Salary will be negotiated in accord with HFSP's salary policy. HFSP conducts all its work in English. The successful candidate may maintain a scientific appointment at a University or research institute, subject to the approval of the Board and in line with HFSP's policy on conflict of interest. The Secretary-General may be a citizen of any HFSP Member, Australia, Canada, France, Germany, India, Israel, Italy, Japan, Republic of Korea, New Zealand, Singapore, Switzerland, UK, USA and other countries of the European Union.

The full details of the Secretary-General's responsibilities are set out in the HFSP Statutes (<https://www.hfsp.org/about/governance/hfsp-statutes>).

MAIN RESPONSIBILITIES

The Secretary-General will have the following the responsibilities:

- Support the values of HFSP, including international collaboration,
- Understand the value of basic life science research and its benefits for all humankind,
- Be convinced of the distinctive value of frontier life science international collaboration,
- Be able to make a compelling case to scientific and research leaders for the support and promotion of frontier research globally,
- Be able to implement the Board's strategic vision to strengthen this prestigious Program and lead it into the next period of its development,
- Demonstrate integrity and cultural sensitivity,
- Have had senior-level scientific administrative experience,
- Be an innovative researcher, qualified in a field relevant to the scientific priorities of the Program, who understands the importance of novel approaches for the development of life science research.

This is a position that will allow the successful incumbent to shape the international funding landscape and make a real contribution to international cooperation in frontier science.

The next Secretary-General is expected to have accomplished the following within the first 18 -24 months of the appointment:

- Have gained the trust of the Board and the science community, as well as the highly qualified HFSP staff,
- Have developed a strategy for growth of HFSP (recruiting new members, increasing the contribution of current members, and collecting donations from various non-traditional sources),
- Have gained an understanding of risks to the Organization and begun a program of work to address those risks,
- Have put in place a solid plan for continued modernization of operations including a strategy for HFSP as digital workspace, fluid resource management including robust policies for work from home and a holistic approach to internal control based on an agreed framework,
- Have developed a solid base for peer review and grants management in pandemic contexts reserving flexibility to ensure funding and research continuity,
- Have highlighted the importance of frontier research in any targeted response to pandemics. While not informed by top-down strategic topics, some of HFSP's research will always have direct bearing on research questions pursued to counter pandemic threats. A strong voice making and continuing to make this argument will be an essential asset of the Secretary-General elect.

THE PERSON

PERSONAL QUALIFICATIONS AND QUALITIES



Photo courtesy: Douglas Branch, Kalahari Meerkat Project

The ideal candidate will be of international scientific renown, with a documented track-record in scientific work and management functions at senior/executive level. The candidate should not only be a match for HFSP's high scientific reputation but have a demonstrated capacity to further develop the impact of the Organization.

Candidates should have advanced the field of life sciences and have an excellent understanding of the international research landscape and the research funding ecosystem. The candidate should be a citizen of a country currently supporting HFSP and

should not only know the Organization but be fully aligned with its goals and objectives. The candidates should grasp the unique position and value proposition that HFSP brings to the global

research endeavor, defend its mission and enlarge the support and outreach of the Program. At the same time, the Organization seeks seasoned administrators at executive level.

The Secretary-General of HFSP is responsible for the successful operation of the Human Frontier Science Program and will be expected to demonstrate the vision and experience necessary to lead a successful international scientific organization.

The following qualities and qualifications will be considered when assessing candidates:

- International scientific recognition,
- Doctorate qualifications and research success in a field relevant to the mission of HFSP,
- Demonstrated understanding of the importance of different disciplines in frontier and basic life science research,
- Demonstrated experience in international collaborations in science and scientific administration,
- Experience and demonstrated success at the senior level in scientific management,
- A high international reputation that will give access to senior scientists and government or agency officials to widen the membership of HFSP and secure a sound basis for funding the Organization.

Applicants should note that HFSP seeks to reflect the diversity of its international membership in positions in the Secretariat including the Secretary-General.

THE LOCATION



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ABOUT STRASBOURG

Strasbourg is a European melting pot and the home to several European institutions. Strasbourg is often named the capital of Europe, one of the de facto four main capitals of the European Union (alongside Brussels, Luxembourg and Frankfurt). The city has around 280,000 inhabitants and Strasbourg's metropolitan area has a population of over 785,000 (not counting those across the border in Germany), making it the ninth-largest urban area in France.

Strasbourg is the seat of several European institutions, including the European Parliament, the Eurocorps and the European Ombudsman of the European Union. The Council of Europe (including the European Court of Human Rights, the European Directorate for the Quality of Medicines, commonly known in French as "Pharmacopée Européenne" and the European Audiovisual Observatory) is also located in the city.

Close ties with Germany mean that Strasbourg is not the stereotypical French city, and is different from Paris and Lyon. However, that is part of Strasbourg's charm and it is known for its own particular beauty.

Alsace is the second biggest industrial region in France, with market leaders in the automobile and agri-food industries based near to Strasbourg. Thanks to European institutions such as the European Parliament and the Council of Europe, there is a thriving expat community in Strasbourg. The blend of French and German culture makes Strasbourg an exciting place to live and work. Living costs, whilst cheaper than those of Paris, are still higher than elsewhere in France.

Strasbourg has a distinctive character. In the historic centre, with its medieval architecture, one has the impression of being in a small town, where everyone is greeted with a warm welcome. The historic centre and Neustadt, built by Germany from 1870, are UNESCO World Heritage sites.

Strasbourg is home to booming gastronomy. Alsatian food holds its own in the competitive world of French cuisine, thanks to its Germanic influence. The city is home to two three-starred Michelin restaurants, with the

region's dry white Riesling being a national favourite. In Strasbourg, one can expect an international environment, great quality of life, and a charming city to call home.



© Philippe de Rexel

Universities

The Université de Strasbourg is the second biggest university in France, with over 43,000 students and 4,000 researchers. It ranks as one of the top 250 universities in the world with notable alumni such as German writer Johann Wolfgang von Goethe, Arsenal football manager Arsène Wenger, and former Peruvian president Alberto Fujimori.

International Schools

Strasbourg has several international schools that cater for the expatriate community. See further information under the following links:

- <https://www.ac-strasbourg.fr/delecoleausuperieur/international-schools/>
- <https://www.coe.int/en/web/jobs/family-life>

Neighborhoods

There are many faces to Strasbourg: the high-end neighborhoods, the trendsetting, modern quarters, the up-and-coming, emerging areas and 60s high-rise estates.

- Family-Friendly: Conveniently located close the EU parliament, 'Robertsau' offers family homes close to work. The suburban neighborhood 'Ostwald' is another good choice for families. It's got good public transport links, good schools, parks and leisure centres for all the family.
- Upmarket: The most prestigious neighborhood in Strasbourg is the Orangerie. With Strasbourg's biggest park, Parc de l'Orangerie on its doorstep, you can see why property there is in high demand. Another high-end option is 'Tribunal' which offers modern, newly built accommodation, with all mod-cons – a rarity for Strasbourg.
- Hip and Trendy: 'Kruteneau' is the life and soul of Strasbourg's night life with students and professionals alike living here. For those who prefer to get out of the city centre, 'Koenigshoffen' is a fine example. The neighborhood's quiet and tranquil streets are full of historic homes with lots of character. Koenigshoffen is also home to a community project with a shared garden and urban parks.
- Up-and-Coming: With the TGV (high speed train line) from Paris to Strasbourg, the 'Quartier de la Gare' has become more desirable. The neighborhood is vibrant, but for those who seek peace and quiet, there are a few calm spots. 'Cronembourg's' is slowly but surely being rejuvenated, and now is the time to take advantage of the neighborhood's revival.

Job market

Business is strong in Strasbourg, and with one of France's largest student populations, Strasbourg is a thriving, vibrant city. There are ample business opportunities on offer in Strasbourg. Strasbourg is the biggest financial hub in France after Paris. Therefore, the tertiary sector accounts for just over two thirds of jobs on offer in the Alsatian capital. Alsace is an important player in France's industrial output. With corporate players such as Punch Powerglide Motors (formerly General Motors Strasbourg), Mars, and Kronembourg having headquarters nearby, the automobile and agri-food industries are big sectors in Strasbourg. International business is a key part of Strasbourg's job market so internationally focused jobs, ideal for expats, are common. With Germany and the EU Parliament right on its doorstep, expats with language skills, particularly French and German, will have the edge in the Strasbourg job market.

<https://www.movehub.com/uk/moving-abroad/france/strasbourg/>
<https://en.wikipedia.org/wiki/Strasbourg>



HOW TO ENGAGE

Initial contact should be made with WittKieffer, the executive search firm exclusively retained to assist with the appointment.

The relevant WittKieffer contacts are as follows:

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