

## Position and Candidate Specification



# THE HASTINGS CENTER

The Hastings Center

## **President**

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October 2022  
Assignment: 65641-001

The Hastings Center is a leading independent institution dedicated to bioethics that engages the public in critical, timely bioethics topics. It is a nonpartisan, nonprofit organization created from multiple disciplines, including philosophy, law, political and social science, medicine, and education. The Center was pivotal to establishing the field of bioethics in 1969 and has been evolving ever since. Unprecedented changes in health, science, and technology raise profound ethical questions. Hastings works toward solutions that promote well-being for all. Recognized as the world's leading bioethics center for 50 years, Hastings was built for this very moment.

The unique Hastings "method" of cross-disciplinary inquiry is straightforward and influential. Its renowned scholars produce publications on ethical issues in health, science, and technology that inform policy, practice, and public understanding of bioethics. Most of its work is organized into four broad areas: [The Human Life Span](#), [Health & Health Care](#), [Science & Technology](#), and [Environment](#). They identify the values at stake, engage people who offer broad diversity of perspective, consider the effects of potential choices on all stakeholders, analyze the goals and consequences of each "solution," manage value conflicts, and strive for consensus. After reviewing the state of the science, social context, and implications for human wellbeing, as well as ensuring that the interdisciplinary reasoning is explicit, they generate novel insights through media, special reports, and their well-respected journals seeking broad and inclusive [public engagement](#). [The Hastings Center Report](#) is their premier publication drawing authors from a range of disciplines and perspectives. Notably, as Covid-19 swept over societies, The Center rose to demonstrate remarkable responsiveness and agility, as well as insight in a body of work critical to our navigating the pandemic.

As a result, the Center infuses human values and the value of bioethics into public conversations and provides platforms for a range of voices to express themselves and be heard. The Center connects with broad audiences, including leaders in public policy, biotechnology, and healthcare, as well as journalists, educators, and students. Their analyses also influence professional practice: from end-of-life care to psychiatric practice to immigrant health care to [leading conversations on disability](#), the Center has helped to shape the standards of practice adopted by physicians, nurses, and lawyers. In an effort to center antiracism in its work and address other forms of injustice, the Center has taken major steps in its public engagement programming, its research and scholarship, and its internal workplace activities. Moving forward, all staff at The Hastings Center are committed to a sustained effort of learning, changing, and growing in the focus of its scholarship, public engagement, and ways in which the Center approaches its work.

Founded by philosopher [Daniel Callahan](#) and psychiatrist [Willard Gaylin](#), The Hastings Center is the oldest research institute of its kind in the world, having just celebrated its 50<sup>th</sup> anniversary. Its campus sits on a bluff overlooking the Hudson River in bucolic Garrison, New York, yet is 55 miles from NYC. Highly functional, the Center runs thanks to a committed, generous board, a group of highly regarded scholars, a distinguished fellowship, and a dedicated staff, all of whom work with shared purpose and special collegiality. As the current President, Mildred Solomon, concludes her distinguished tenure and prepares for retirement, the Board has launched the search for the Center's next leader and invites interested candidates to join in the shared intellectual journey of The Hastings Center.

For additional information about The Hastings Center, please visit: <https://www.thehastingscenter.org/>

Guided by a shared commitment and passion for The Hastings Center's mission and impact, the President will be a transformational leader and a bold, creative, and innovative thinker who will encourage expansiveness of thought in research within the framework of the Center's values and its vibrant intellectual culture. This person will be a skilled institution builder who excels at creating, maintaining, and leveraging relationships with a broad and diverse range of stakeholders, both internally and externally, with a focus on further raising the profile of the Center with greater and broader community engagement, public education, and awareness, including internationally.

Reporting to the Board of Directors, the President will provide strategic direction, including fiscal and administrative leadership, that inspires staff, board members, fellows, scholars, partners, and other stakeholders to actively engage in furthering the mission of The Hastings Center and further reinforce its place as a leading voice in the important and dynamic field of bioethics. This individual will encourage a more inclusive and diverse community, engage with broad global audiences, and implement a DE&I framework that is woven into the fabric of the Center's policies and culture.

## **OPPORTUNITIES AND EXPECTATIONS**

The President will capitalize on the many and varied challenges and opportunities of the present moment to guide the Center into its next half-century, working to:

- Sustain and further encourage a vibrant intellectual culture where the President and scholars contribute to the understanding of complex topics.
- Find creative ways to balance the mission and ambition of independence with the realities of research cost, while amplifying the Center's essential, distinctive voice for the greater good of the bioethics community and the general public.
- Serve as the primary spokesperson and representative for the Center, continually striving to raise its profile with greater and broader community engagement, public education, and awareness.
- Incorporate a DE&I framework into the operations and policies of the Center and encourage broader community engagement.
- Foster the Center's strong sense of community and cooperative environment.
- Optimize the Hastings Fellows program to grow capacity for impact in the field and encourage more robust engagement of fellows in the operations of the Center.
- Bravely engage complex and controversial topics amid ongoing political and cultural upheaval.
- Continue to partner with the Board to map a sustainable approach to grant-based and philanthropic funding and revenue generation.
- Assess the Center's current operations with an eye to efficiencies and opportunities for sustainable growth.

## IDEAL EXPERIENCE

- Scholarship in the bioethics field or closely adjacent disciplines, and the capacity to connect these ideas with the public for our greater good. Broad intellectual curiosity, passion for the mission and impact of the Center, and a deep respect for science are required.
- Broad-gauged vision and the ability to communicate across a range of audiences and constituent stakeholder groups. Demonstrated ability to serve as a spokesperson and external representative.
- Capacity to thrive as a fundraiser, with prior grant-seeking experience and a broad understanding of the funding landscape.
- Experience leading through influence, building consensus, and navigating an environment of shared governance across a range of constituencies.
- A track record of success as an administrative leader with the capacity to effectively partner with a Board.

## CRITICAL LEADERSHIP CAPABILITIES

### Strategic Vision

Continue to lead committed and diverse constituencies to ever-higher levels of inquiry, scholarship, thought leadership, and societal impact by:

- Serving as a strong advocate for the mission of the Center, strengthening its ability to nimbly pivot to address pressing challenges and insert human values and the value of bioethics into a broad range of public conversation.
- Translating broad strategies into clear, specific objectives and plans, gaining the buy-in of key stakeholders, partners, and constituencies.
- Understanding the challenges and opportunities facing each of the Center's areas of focus and constituent groups, appropriately balancing resources and attention across the organization.

### Inclusive Leadership

In an organization that values shared governance and community, the President will build consensus and support for strategic priorities and initiatives by:

- Serving as an inspiring cross-trained intellectual leader among renowned scholars and displaying the highest aspirations in developing and fulfilling the Center's scholarly and public engagement missions.
- Supporting diversity, equity, inclusion, belonging, and community initiatives and goals through visible, vocal, and proactive leadership.
- Collaborating with the board, scholars, fellows, and staff in promoting the Center's priorities.
- Setting clear goals and creating a culture celebrating positive change and experimentation, engaging people in a reasoned way.

## External Representation

As the Center's key spokesperson and chief advocate, the President must build relationships with a broad range of external constituencies and media outlets by:

- Serving as a committed and willing collaborator with institutional partners in promoting the Center's mission.
- Passionately representing the Center to a broad range of public audiences to support development activities, effectively securing resources to support the Center's aspirations for the future.
- Creatively and energetically exploring traditional, emerging, and innovative public and private funding sources.

## OTHER PERSONAL CHARACTERISTICS

- Integrity, honesty, and a deep respect for scientific inquiry.
- Ability to remain agile in the field and promote civil discourse.
- Entrepreneurial mindset, with a willingness to think creatively about the future of the Center.
- Humility, warmth, and high emotional intelligence.

## THE SEARCH PROCESS

The Search Committee welcomes inquiries, applications, and nominations from individuals eager to build the next era of The Center. All correspondence can be submitted via the confidential search mailbox:

[HastingsPresident@SpencerStuart.com](mailto:HastingsPresident@SpencerStuart.com).

*The Hastings Center is an equal-opportunity employer, committed to building a diverse staff and creating an inclusive and supportive environment for all employees. Candidates with backgrounds or from groups underrepresented in bioethics are especially encouraged to apply.*