

PNNL Laboratory Director Search

Position Specifications

POSITION

Laboratory Director and Battelle Senior Vice President

REPORTS TO

Battelle Executive Vice President, Global Laboratory Operations

BACKGROUND

Every day, the talented staff of Pacific Northwest National Laboratory (PNNL) transform the world through courageous discovery and innovation. Located in Richland, WA, PNNL is one of the U.S. Department of Energy's (DOE's) ten national laboratories stewarded by DOE's Office of Science. PNNL performs nationally important research and development for DOE, other government agencies, universities, and industry – delivering science and technology (S&T) to address national challenges.

Today over 4,000 staff apply their talents to a nearly \$1B enterprise, dedicated to ensuring PNNL science and technology inspires and enables the world to live prosperously, safely, and securely. The Richland campus includes unique laboratories and specialized equipment as well as the William R. Wiley [Environmental Molecular Sciences Laboratory](#) (EMSL), a DOE Office of Science national scientific user facility. In addition to the Richland campus, PNNL operates a marine research facility in Sequim, Washington; and satellite offices in Seattle and Tacoma, Washington; Portland, Oregon; and Washington, D.C.

[Battelle](#)—the world's largest independent not for profit scientific research and technology development organization—has operated PNNL for DOE and its predecessors since 1965.

PNNL serves national needs by delivering on DOE mission outcomes:

- providing the facilities, unique scientific equipment, and world-leading scientists and engineers to strengthen U.S. scientific foundations for fundamental research and innovation
- preventing and countering acts of terrorism through applied research in information analysis, cyber security, and the non-proliferation of weapons of mass destruction
- increasing U.S. energy capacity and reducing dependence on imported oil through research of hydrogen and biomass-based fuels
- reducing the effects of energy generation and use on the environment

Job Description

Battelle is seeking an experienced leader with a proven track record of scientific achievement, strategic leadership and business management to serve as the next Director of the Pacific Northwest National Laboratory.

RESPONSIBILITIES

The ideal candidate will:

Inspire

- Provide inspirational leadership and direction and lead the continued development, management and operation of a renowned science and technology institution.
- Create and drive vision through leadership, exploration and boldness; build alignment across DOE, the national laboratories and other key stakeholders.
- Champion execution of PNNL's vision.
- Represent PNNL on a national and international stage; influence the national science agenda.
- Be an authentic communicator with an orientation for leading and partnering through collaboration and teaming.

Set Strategy and Deliver Performance.

- Lead the PNNL community in formulating and implementing laboratory strategy.
- Set expectations for institutional priorities, performance, and outcomes.
- Manage and balance institutional risks; ensure responsible and safe operations while encouraging innovation.
- Establish effective decision-making processes that accelerate and enable mission outcomes and objectives.
- Assure quality of research and management.
- Deliver programmatic, financial and operational performance.

Build Collaboration and Partnerships

- Build and strengthen partnerships with DOE, other national laboratories and other institutions, including private industry and academia.
- Enhance cooperation and collaboration in mutually beneficial ways across PNNL, Battelle and DOE.
- Cultivate a strong and open working relationship with Battelle and DOE to refine and implement strategy.
- Provide visible community and regional leadership.

Develop People and Culture

- Engage and inspire PNNL staff.
- Attract and develop the highest quality scientific and managerial leadership and leverage their talents to lead.
- Create and maintain a healthy, positive and diverse work environment that promotes and enhances courageous discovery and innovation and reinforces our [values](#).
- Enhance engagement across organizational lines.
- Maintain strong internal communications with staff throughout the organization.

Build Reputation

- Speak with confidence and depth about PNNL's rich national scientific contributions.
- Build PNNL reputation among sponsors, stakeholders and staff as a renowned S&T institution.
- Build and maintain a strong Battelle community presence and engagement in the local community and region.
- Represent the Laboratory to DOE, other appropriate federal and state agencies, business and industry, university and research groups, the media, elected officials and their staff in Washington, D.C.; Washington State; and the local community.

QUALIFICATIONS

- PhD in science or engineering strongly preferred, advanced degree required.
- 15 years of senior or executive leadership experience in a complex research organization, balancing mission and operational requirements to deliver impact.
- A reputation and demonstrated ability for inspiring and leading diverse and talented staff to achieve mission outcomes in a complex research organization.
- Demonstrated ability to set clear priorities, delegate, and guide investments in S&T, people and systems.
- Demonstrated ability to think strategically, including creating a compelling vision and associated strategy, for a complex research organization and gaining commitment to the strategy from internal and external stakeholders.
- Outstanding working knowledge of DOE missions, organizations, structures and programs; demonstrated record of obtaining funding from federal agencies preferred (e.g., DOE, NIH, DHS).
- Excellent coalition-building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders; a persuasive negotiator able to achieve consensus among differing opinions.
- Demonstrated record of community and regional leadership.
- A reputation and track record of balancing the importance of effective operations, safety, and security in delivering mission outcomes
- Demonstrated record of successful interactions with Government sponsors and Government contract operations and excellent customer and peer relationships.
- Demonstrated record of developing industrial relationships for advanced technology development and deployment; knowledge of industry and commercial practices in advanced research and industrial partnering preferred.
- A global perspective of the rapidly changing research environment and the skills to align PNNL accordingly.
- Outstanding, authentic presentation and communication skills and the ability to be an outgoing and passionate spokesperson and relationship-builder. Demonstrated ability to easily and quickly connect with a broad and diverse spectrum of people, and motivate and inspire others to action.
- This position requires the ability to obtain and maintain a federal security clearance.

Pacific Northwest National Laboratory (PNNL) is an Affirmative Action / Equal Opportunity Employer and supports diversity in the workplace. All employment decisions are made without regard to race, color, religion, sex, national origin, age, disability, veteran status, marital or family status, sexual orientation, gender identity, or genetic information. All staff at the Pacific Northwest National Laboratory must be able to demonstrate the legal right to work in the United States.

To inquire further, contact PNNLDirectorSearch@battelle.org.