

Associate Laboratory Director, Fundamental Physics Directorate

BOLD PEOPLE. VISIONARY SCIENCE. REAL IMPACT.

You are invited to apply for the position of Associate Lab Director (ALD) for the Fundamental Physics Directorate (FPD) at SLAC National Accelerator Laboratory. The FPD ALD is the senior laboratory manager responsible for providing strategic, scientific, and operational vision and leadership for FPD, and aligns the organization to SLAC's mission. The FPD ALD will be appointed as a faculty member of the Particle Physics and Astrophysics academic department within Stanford University, and will have the opportunity to provide key intellectual leadership for fundamental physics within the University, the Laboratory, and the Department of Energy.

Inclusiveness and diversity are integral to SLAC's commitment to excellence in research, engagement, and education. We therefore encourage applications from candidates identifying with groups that are historically underrepresented in physics.

FPD is at the forefront of conducting world-leading experimental and theoretical research on exciting problems in high energy physics, cosmology, and high energy density sciences, including beyond-standard-model particle physics, precision theory, neutrinos, the nature of dark matter and dark energy, and cosmic inflation among other areas. In recent years, FPD has made major contributions to a diverse portfolio of projects across the Energy, Intensity, and Cosmic Frontiers of High Energy Physics [\(link\)](#), including leading development, construction, and operations of major experiments. It is a vibrant organization with over 170 talented scientists, faculty, engineers, and support staff, including members of the Kavli Institute of Particle Astrophysics and Cosmology which is managed jointly by SLAC and Stanford University.

As ALD, you will act as a liaison to external agencies, including SLAC's primary sponsor, the Department of Energy, and to other national laboratories. You will promote partnerships with academia and industry, and guide the development of externally sponsored basic research projects and programs consistent with the Laboratory's overall vision and strategy. Additional responsibilities will include collaboration with the senior science leaders in the Laboratory to evaluate science and human capabilities, devise strategies to sustain and evolve those capabilities, and identify and develop future scientific opportunities. As ALD you will also advocate for the Laboratory's workforce, develop strategies to foster a vigorous, equitable, and inclusive research environment, and recruit and retain talent with diverse backgrounds, identities, and experiences. As a member of the Laboratory's senior management, you will report to the Laboratory Director. The ALD is also a key member of the SLAC executive council, advising and collaborating with the Laboratory Director, Stanford University, Department of Energy and other key stakeholders across the laboratory to direct and execute SLAC's strategic vision.

SLAC is operated by Stanford University for the U.S. Department of Energy's Office of Science and is one of 17 DOE national laboratories – the most comprehensive research system of its kind in the world, providing strategic scientific and technological capabilities and expertise that cannot be found elsewhere. A major part of the Office of Science mission is supporting the development, construction, and operation of unique, open-access scientific user facilities. The laboratory is home to three Office of Science user facilities: the Linac Coherent Light Source, the Stanford Synchrotron Radiation Lightsource and the Facility for Advanced Accelerator Experimental Tests.

SLAC sits on 426 acres of Stanford land, located two miles from the main university campus. The lab's ties with Stanford have grown over the years to include several joint institutes and facilities and many collaborative research efforts. Stanford has made numerous investments in the laboratory and provides key services that make its operations more efficient. SLAC also plays a key role for Stanford, which benefits from the lab's deep expertise in key areas and its ability to develop and run large-scale research facilities. Together with Stanford, SLAC educates and develops the U.S. scientific workforce in key technological areas.

Your specific responsibilities will include:

- Providing leadership, management, and strategic vision for SLAC's Fundamental Physics Directorate.
- Developing new science programs and associated funding channels with federal agencies and other funding sources to pursue the FPD strategic vision.
- Building equity, inclusion, and safety into every aspect of your directorate's work and culture
- Identifying and growing capabilities in staffing and scientific infrastructure required to implement the FPD strategic vision. Collaborating in the development of Laboratory-wide strategic planning.
- Driving directorate strategic planning and execution to align with the strategic mission of the Laboratory.
- Leading directorate strategic workforce planning to ensure the skills, capabilities and capacity are in place to achieve directorate and lab mission. This includes acquiring world-class talent and active and robust development of internal talent.
- Planning and executing financial strategies for the Fundamental Physics Directorate to achieve the Lab agenda and business plans.
- Maintaining and developing technology infrastructure to serve SLAC's mission and the DOE complex.
- Partnering with Stanford University, DOE, and other National/International Laboratories to ensure development and implementation of best scientific, operational, and business practices.
- Representing SLAC in a wide variety of activities involving the DOE, Stanford University and other DOE-sponsored Laboratories, and chairs and/or participates on committees, reviews, and or working groups to address Laboratory System-wide issues.
- Leveraging synergies and building collaborations both with Stanford departments and across directorates within SLAC

To be successful in this position you will bring:

- Ph.D. in physics or related science and engineering disciplines and demonstrated excellence in leading a \$10-100M scale R&D organization.
- A research record appropriate for an appointment as Professor of Particle Physics and Astrophysics at SLAC & Stanford.
- A record of crafting strategy and generating research funding in multiple disciplines.
- Experience leading high performing scientific and operational teams.
- Ability to negotiate mutually beneficial outcomes, manage conflict, and motivate others to action.
- Verbal and written communication skills to effectively build and maintain working partnerships with internal and external stakeholders – including Stanford University, the Department of Energy, the DOE National Lab Complex, and private industry leaders.

- Analytical and computational skills necessary to gather, organize and make well informed decisions.
- Experience in leadership and management of a complex mission driven organization providing effective oversight and guidance of scientific, operational, management and administrative issues.
- Experience fostering an environment that cultivates innovation and groundbreaking R&D
- Ability to interact at the highest level of management, both internally and externally, in a constructive and collaborative manner and in a way that appropriately represents SLAC.
- Experience working in an environment dedicated to quality, safety and customer service.
- The ability to maneuver through complex policy, process and people-related organizational dynamics.
- Propensity to take action, persevere through challenges, solve problems, and drive for on-time results within costs without sacrificing safety, quality, and our values.
- Ability to interpret and apply understanding of key financial measures, analyze data and situations, develop and evaluate effective options, and make quality decisions that prove out effectively over time.

SLAC Manager Competencies:

- **Results Through Others** (drives results & directs work): Achieves expected results by effectively delegating and managing the work of others.
- **Aligns Priorities** (plans & aligns): Ensures planning and prioritization of resources and work efforts; ensures alignment of direct and matrix reports to support organizational goals and business plans.
- **Applies Lab Acumen** (business insight): Maintains understanding of lab efforts and direction as well as current research and trends, considers technology and customer impacts, and contributes relevant, informed ideas to lab growth.
- **Navigates Complexity** (managing complexity): Manages a multitude of information and complex circumstances to discern what is most important; demonstrates effective problem-solving, decision-making, and takes appropriate action, even in difficult situations or with conflicting data.
- **Builds Trust** (instills trust): Earns trust and credibility from team members, peers and stakeholders; demonstrates SLAC values of respect and integrity.
- **Relationships** (interpersonal savvy, collaborates, manages conflict, builds networks): Builds relationships to foster trust, collaboration, and a positive climate to achieve team, department/directorate and lab goals.
- **Communication** (communicates effectively): Ensures effective information flow to various audiences; delivers clear and appropriate written and verbal communications; makes clear and impactful presentations to a variety of internal and external audiences.
- **Self-Awareness** (demonstrates self-awareness): Seeks feedback from others and takes ownership of, and actions to address what is learned; recognizes impact on others and adjusts as needed; pursues continuous learning opportunities; implements a meaningful development plan.
- **Team Effectiveness** (builds effective teams): Effectively motivates team members and fosters a diverse and collaborative team environment; leverages team members' strengths for overall team effectiveness; incorporates insights to improve team operations.
- **Purpose & Vision** (drives vision & purpose): Articulates a clear vision of expected outcomes; inspires others to execute work plans and feel a sense of purpose and ownership for the mission.

Physical requirements and Working conditions:

- Consistent with its obligations under the law, the University will provide reasonable accommodation to any employee with a disability who requires accommodation to perform the essential functions of his or her job.
- *Given the nature of this position, SLAC will require onsite work.*

WORK STANDARDS:

- Interpersonal Skills: Demonstrates the ability to work well with Stanford colleagues and clients and with external organizations.
- Promote Culture of Safety: Demonstrates commitment to personal responsibility and value for environment, safety and security; communicates related concerns; uses and promotes safe behaviors based on training and lessons learned. Meets the applicable roles and responsibilities as described in the ESH Manual, Chapter 1—General Policy and Responsibilities: <http://www-group.slac.stanford.edu/esh/eshmanual/pdfs/ESHch01.pdf>
- Subject to and expected to comply with all applicable University policies and procedures, including but not limited to the personnel policies and other policies found in the University's Administrative Guide, <http://adminguide.stanford.edu>

The expected pay range for this position is \$280,000 to \$415,000 per annum. SLAC National Accelerator Laboratory/Stanford University provides pay ranges representing its good faith estimate of what the university reasonably expects to pay for a position. The pay offered to a selected candidate will be determined based on factors such as (but not limited to) the scope and responsibilities of the position, the qualifications of the selected candidate, departmental budget availability, internal equity, geographic location and external market pay for comparable jobs.

Apply by submitting a cover letter and CV to: <https://academicjobsonline.org/ajo/jobs/26246>.

SLAC National Accelerator Laboratory is an Affirmative Action / Equal Opportunity Employer and is committed to increasing diversity in the workplace. It welcomes nominations of and applications from women and members of minority groups, as well as from others who would bring additional dimensions to the lab's mission. 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 SLAC National Accelerator Laboratory must be able to demonstrate the legal right to work in the United States. SLAC is an E-Verify employer.