



EXECUTIVE DIRECTOR

INVINCIKIDS

Location – Flexible

[Invincikids](#)



The Aspen Leadership Group is proud to partner with Invincikids in the search for an Executive Director.

Working closely with the Board of Directors, the Executive Director will provide leadership to Invincikids and build upon the solid groundwork laid by the founding team. The next six months is a critical phase for Invincikids and the Executive Director will play a key role in executing on the mission and vision of the organization, successfully scaling Invincikids while upholding its values and positioning the organization for long-term success. The Executive Director will lead Invincikids' fundraising efforts and serve as the chief spokesperson for the organization, and will contribute meaningfully to the strategic plan while managing the day-to-day operations of the organization.

Invincikids is a startup non-profit with a mission to increase the access and use of immersive technologies for pain management in children all over the world. With the organization and infrastructure in place and a first round of funding closed, Invincikids is ready to scale globally through hospitals, foundations, technology partners, and other non-profits. It has a well-laid out roadmap and has already begun building key strategic relationships. All it needs now is an experienced and passionate Executive Director to refine and execute on its roadmap and strategic plan, while also bringing their own vision and ideas to the table.

Invincikids was born out of the [Stanford Chariot Program](#). Founded in 2015 by pediatric anesthesiologists who had developed expertise in using technology to distract children prior to surgery, the Stanford Chariot Program set out to reduce pain, fear, and the need for anesthesia in children receiving medical treatments in the Lucile Packard Children's Hospital at Stanford. By focusing on research, software development, and hardware customization, the Stanford Chariot Program quickly became successful at developing and delivering a range of clinical immersive technology experiences for pediatric patients. Fueled by research grants and private and corporate philanthropy, the software and customized hardware developed by the Stanford Chariot Program soon spread across the U.S. and internationally, with the founding team of doctors helping to initiate clinical immersive technology programs in nearly 20 hospitals and counting.

With a growing community of hospitals utilizing the software and customized hardware, the Invincikids non-profit was established in 2019 to accelerate worldwide distribution and adoption of clinical immersive technology experiences for pediatric patients. While Stanford Chariot continues to focus on institutional research and developing cutting edge software and hardware modifications, Invincikids will leverage the technology and expertise, through an exclusive license and close ties with Stanford, to build out a distribution and knowledge hub to engage and support a wide network of healthcare providers, hospitals, and strategic partners.

REPORTING RELATIONSHIPS

The Executive Director will report to the Board of Directors. The Executive Director will have six direct reports including the Chief of Operations.

FROM THE BOARD OF DIRECTORS

Invincikids seeks to hire an ambitious, mission-driven Executive Director to build on the groundwork laid by the founding team and successfully scale Invincikids. This is a rare entrepreneurial opportunity for a hardworking, business-minded individual to get involved and have impact at the early stages of a startup non-profit.

During this critical next phase for Invincikids, the Executive Director will have the opportunity to update the existing strategic and operational roadmap; develop and execute on fundraising strategies to ensure Invincikids' sustainability and growth; lead and manage key distribution and technology partnerships; and bring visibility to the organization through marketing, PR, and strategic opportunities.

The Executive Director will manage a small but passionate team, and be the primary point of contact for legal, human resources, and financial matters. The Board of Directors will actively support the Executive Director in these functions.

–Tom Caruso, Board Co-Chair

DIVERSITY, EQUITY, AND INCLUSION

Invincikids is deeply committed to diversity, equity, and inclusion in its mission, work, and in the culture of the organization. Core to the Invincikids mission is equitable access to its technologies and solutions – Invincikids exists to make immersive technologies equally available to anyone, anywhere in the world irrespective of geography, background, or ability to pay. It also strives to bring in a DEI lens to designing and developing its technology solutions to ensure that they do not create barriers for any patients and are inclusive and representative of the diverse representation seen in the patient community and providers.

As a team, Invincikids is equally committed to building an organization with diverse representation and an inclusive culture that reflects and respects a wide range of backgrounds and perspectives. It provides equal employment opportunities to all qualified applicants and employees without discrimination with regard to race (including protective hairstyles and hair texture), religious creed (including religious dress or grooming practices), color, sex, sex stereotype, pregnancy, childbirth or related medical conditions (including breast feeding), age (40 years or over), sexual orientation, gender, gender identification and expression, transgender status, transitioning employees, physical or mental disability, medical condition (including cancer), genetic characteristics, genetic information, family care, marital status, enrollment in any public assistance program, status as military, a veteran or qualified disabled veteran, status as an unpaid intern or volunteer, ancestry, citizenship, national origin, protected medical leaves (including a request for or approval of leave under the Family and Medical Leave Act or the California Family Rights Act), domestic violence victim status, political affiliation, or any other classification protected by law ("Protected Characteristics"). It also prohibits discrimination based on the perception that anyone has any of those Protected Characteristics, or is associated with a person who has or is perceived as having any of those Protected Characteristics.

For purposes of national origin discrimination, improper and unlawful conduct includes, but is not limited to, an employee's or applicant's (or that individual's ancestors') actual or perceived physical, cultural, or linguistic characteristics associated with a national origin group, marriage to or association with persons of a national origin group, tribal affiliation, membership in or association with an organization identified with or seeking to promote the interests of a national origin group, attendance or participation in schools, churches, temples, mosques, or other religious institutions generally used by persons of a national origin group, and a name that is associated with a national origin group, possessing a driver's license issued under Vehicle Code § 12801.9, or any other characteristic protected by law.

Invincikids is committed to maintaining a work environment which is free from discrimination.

PRIMARY RESPONSIBILITIES

Startup Phase

The Executive Director will

- update the existing strategic and operational roadmap to deliver on the ambitious mission and vision of the organization;
- develop and execute on medium- and long-term fundraising strategies to ensure Invincikids' sustainability and growth;
- lead and manage key funding, revenue, distribution, and technology partnerships, including hospital partners, NGO, and consortium members;
- bring visibility to the organization through marketing, PR, and strategic opportunities; and
- manage current staff, lead new hires, and be responsible for legal, human resources, and financial matters.

Future Responsibilities

The Executive Director will

- drive the growth of Invincikids into an established leader in the space and provide leadership in the areas of leadership and direction, fundraising and development, and marketing and public relations;
- in concert with the Board of Directors, oversee and ensure the stability and adequacy of the organization's financial resources;
- work with the Board of Directors to establish financial and programmatic goals and metrics;
- in collaboration with the Board of Directors, create and execute annual plans for delivery of services and operations that are consistent with Invincikids' mission and vision;
- develop and maintain a strong relationship with the Board of Directors;
- recruit, interview, and select a diverse staff of quality personnel;
- ensure the organization develops and implements human resources policies and procedures that are compliant with applicable laws;
- support staff with ongoing performance feedback, training, and supervision;
- ensure the development, implementation, and delivery of programs and services that are consistent with Invincikids' mission and vision;
- plan, direct, and be accountable for the daily operations of the organization;
- oversee the management of all facility and security concerns, including vendor relationships;
- establish annual fundraising goals and ensure identification and solicitation of public, private, non-profit, and grant funding sources;
- oversee the management of donor relations programs, databases and records, files, and gift processing;

- develop funding proposals and special events to ensure the continuous delivery of services and/or arrange for contracted services to secure funds that are consistent with the mission and vision of Invincikids and ensure financial stability;
- ensure the implementation of marketing and public outreach campaigns to build relationships and awareness nationally and internationally; and
- oversee the creation of all publications and media, including videos, print, and digital ads and other marketing tools to align with Invincikids' mission and vision.

KEY COLLEAGUES

Dr. Tom Caruso

Co-founder and Board Member

Dr. Tom Caruso is a Clinical Associate Professor of Pediatric Anesthesiology at Lucile Packard Children's Hospital Stanford. He is the co-director of the Stanford Chariot Program, which aims to reduce pediatric patients' anxiety and pain by utilizing immersive technologies, including mixed spatial and virtual reality. Dr. Caruso has published and presented internationally on the utilization of virtual reality in the hospital setting. Software developed by the Chariot Program can be found in hundreds of hospitals and their customized VR hardware solutions are widely used by researchers in the field. He is also founder and board chair of Invincikids, a global non-profit that distributes immersive technologies to pediatric patients around the world. Dr. Caruso holds a bachelor's in science from the University of Virginia, where he graduated with high distinction, a medical degree from Stanford School of Medicine, and a master's degree in education from Johns Hopkins School of Education. He is also currently enrolled as a doctoral candidate in Stanford's Graduate School of Education, where his dissertation focuses on the utilization of immersive technologies to augment pediatric therapies in the hospital settings. He lives in Menlo Park with his wife, Erika, and their two daughters, Charlotte (7 years old) and Marielle (5 years old).

Dr. Sam Rodriguez

Co-founder and Board Member

Dr. Sam Rodriguez is a native of New Jersey and pediatric anesthesiologist at Stanford Children's Hospital. He is a founder and co-director of the Stanford Chariot Program which creates and studies innovative approaches to treating pediatric pain and stress through technology. The Chariot Program has impacted thousands of children around the world and has grown to include emerging technologies like virtual reality, augmented reality, and interactive video games. Dr. Rodriguez is also highly involved in medical humanities education at Stanford Medical School and teaches courses at the undergraduate and graduate levels on how studying art can make better physicians. Dr. Rodriguez is an internationally renowned oil on canvas artist, and he is often found painting in his garage when time permits. He lives with his wife Fatima and their three children (Sam, Eva, and Mia) in Menlo Park.

Dr. Ellen Wang

Co-founder and Board Member

Dr. Ellen Wang is a Clinical Associate Professor of Pediatric Anesthesiology and Medical Director of Clinical Informatics for Perioperative Services at Lucile Packard Children's Hospital Stanford. She is board-certified in Pediatric Anesthesiology and Clinical Informatics, with particular emphasis on EHR enhancement and optimization projects that support surgical, nursing, and pediatric and obstetric anesthesia workflows. She is also Chief of Operations of the Stanford Chariot Program, combining her interest in clinical care, process improvement, data analytics, and research with virtual/augmented reality technologies to advance and evolve standards in patient care. Dr. Wang is a California native, born in Los Angeles but

transplanted to the Bay Area after falling in love with the area during her undergraduate years at Cal Berkeley and medical training at UCSF. She lives in Burlingame with her husband, Robert, and their three sons, Spencer (9), Callen (6), and Emmett (3).

Dr. Maria Menendez

Team Member

Dr. Maria Menendez is a passionate and enthusiastic M.D., driven to improve the quality of life of children. She completed an Anesthesia residency program in Madrid, Spain, in June 2010 and she practiced for three years as a Pediatric Anesthesiologist at one of the most prestigious pediatric hospitals in Spain: Hospital Universitario “El Niño Jesús.” During this time she provided pediatric anesthetic care consisting in general anesthesia, sedation, pain management, and postoperative care to around 600 children per year. After relocating to California with her family from Spain, Dr. Menendez began working with the Stanford Chariot Program at Lucile Packard Children’s Hospital as their Program Coordinator in March 2018. In this role, she managed the program’s technology (VR, AR, projectors), implemented the tools in new units, trained providers on how to use these tools, distributed these technologies to other institutions and used the emerging technologies with the children at the hospital. In her free time, she loves playing with her three kids, biking, hiking, and flying on the trapeze!

Singari Seshadri

Founding Board Member

Singari Seshadri is the head of Stanford Venture Studio and associate director at the Center for Entrepreneurial Studies at Stanford Graduate School of Business. Prior to Stanford, Seshadri worked in venture capital investing, and founding roles at several startups.

Kyle Evans

Founding Board Member

Kyle Evans serves as chief operating officer for SouthCoast, a real estate investment and asset management firm. He also serves on several professional and community non-profit boards, including Invincikids.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Invincikids seeks an Executive Director with

- a commitment to the mission and vision of Invincikids;
- knowledge of the full spectrum of philanthropic fund development, including special gifts, major gifts, capital campaigns, annual giving, special events, prospect research, proposal development, and gift planning;
- experience identifying, cultivating, soliciting, closing, and stewarding principal gifts from foundations and major donors;
- exceptional communication skills and an ability to share Invincikids’ mission and impact with donors and other stakeholders;
- experience managing an organization’s budget against goals;
- an entrepreneurial mindset and solid organizational management skills; and
- an interest in and passion for applying technology for social good, especially a focus on addressing healthcare sector needs and/or a focus on children.

A bachelor's degree is required for this position as is at least five years of leadership experience within a non-profit, technology startup, and/or other relevant organization.

SALARY & BENEFITS

Invincikids offers a competitive salary and benefits package.

LOCATION

At this time, this is a remote position that requires flexibility for travel, particularly to the San Francisco Bay area.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Invincikids as well as the responsibilities and qualifications stated in the position prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Executive Director, Invincikids.](#)

To nominate a candidate, please contact Anne Johnson:

[annejohnson@aspenleadershipgroup.com.](mailto:annejohnson@aspenleadershipgroup.com)

All inquiries will be held in confidence.