



CHIEF ADVANCEMENT OFFICER  
LIEBER INSTITUTE FOR BRAIN DEVELOPMENT  
Baltimore, Maryland



LIEBER INSTITUTE *for*  
BRAIN DEVELOPMENT

The Aspen Leadership Group is proud to partner with the Lieber Institute for Brain Development in the search for a Chief Advancement Officer.

The Chief Advancement Officer will be responsible for the Institute's overall short- and longer-term fundraising, philanthropic co-investment, and communications strategy and execution. As the most recent addition to the Institute's Leadership Team, the Chief Advancement Officer role provides the potential to both embed fundraising thinking into every part of the organization and simultaneously change the way fundraising can be done by challenging notions of traditional fundraising, utilizing flexibility, agility, and novel thinking, and focusing on the integration of fundraising opportunities across the Institute's activities. The Chief Advancement Officer will create significant sources of revenue by driving philanthropic joint ventures that achieve impact and, in a *peer-to-peer* manner, cultivate opportunities for the Institute.

The World Health Organization found that four of the ten most disabling diseases of world societies are psychiatric. These diseases create a large economic burden, but more importantly, they involve enormous personal cost for affected individuals and their families. Treatment for these disorders is largely inadequate and prevention is almost nonexistent. The Lieber Institute for Brain Development (LIBD) was created eleven years ago from the need for a new approach to finding opportunities to accomplish the critical goal of helping affected individuals and their families. The Institute's goal is to transform the research landscape in two ways: by providing new tools for scientific discovery in the fields of neurobiology, pharmacology, genetics, and neuroscience, and by developing new collaborative approaches to achieve its ambitious mission.

The Lieber Institute for Brain Development translates the understanding of basic genetic and molecular mechanisms of schizophrenia and related developmental brain disorders into clinical advances that are changing the lives of affected individuals. Conceived as a hybrid of an academic institution and a biotech company, the Institute brings scientists with diverse experience and perspectives together in a common space, with a common mission and purpose, to work together without many of the financial pressures of academic life. The expectation of deliverables and milestones exists in a culture of innovation, creativity, and flexibility. This is a unique institutional environment where scientists work together to achieve progress in mental illness research that has eluded more traditional academic and industry research models.

A key to successfully achieving its mission of developing the next generation of treatments is the need to understand the underlying mechanisms that lead to illness. This requires the study of the human brain. The LIBD brain repository, the largest collection of postmortem human brains for the study of neuropsychiatric disorders in the world, has more than 4,000 postmortem human brains. This precious tissue, donated by the deceased's next of kin, is a foundational resource for Institute researchers and collaborators around the world.

In the unique environment of the Lieber Institute for Brain Development, with its dedication to collaborating with academic institutions, pharmaceutical companies, government agencies, and other private research institutions around the globe, advances in brain disease research and treatment continue to improve the outlook for individuals suffering from devastating psychiatric disease.

### **REPORTING RELATIONSHIPS**

The Chief Advancement Officer will report to the Director and Chief Executive Officer, Daniel R. Weinberger, M.D. and will serve as a member of the Institute's Leadership Team, participating in key decisions affecting the Institute, both strategic and operational. The Chief Advancement Officer will oversee a team currently consisting of one to two staff.

### **FROM THE DIRECTOR AND CEO**

*Eleven years ago, Nature magazine did a full-page news piece on the opening of the Lieber Institute for Brain Development. The word was out that something dramatic was about to happen in scientific research about the brain and behavior. What happened was the launch of the first and still the only medical research institution devoted specifically to understanding how genes and the environment build human brains from early in life that travel along a developmental trajectory leading to schizophrenia and related disorders. The institutional model and culture, inspired by the vision of two philanthropic families with a personal stake in the outcome, were and still are, unique among academic research institutions. The two founding families, Steve and Connie Lieber and Milton and Tamar Maltz, made historic commitments to found LIBD because they both had children with serious and debilitating psychiatric illness. Like so many parents who have children who suffer, they wanted to know why. Why was their child afflicted with a lifelong illness that had robbed them of their personality and future, and how could these illnesses be cured or prevented?*

*Our founders knew that research was the key to opening a new chapter in understanding mental illness. They knew that research was the best way to reduce stigma, and that knowledge and scientific information were the anecdotes to fear and myth. They committed themselves and their resources to improving the lives of others.*

*Today, we are a group of dedicated, diverse, multidisciplinary, and optimistic researchers, working at the cutting edge of science in schizophrenia, autism, bipolar disorder, suicide, and health disparities, utilizing state-of-the-art tools to unlock the mystery of the brain and transform the way we approach the development of new treatments, and ultimately cures.*

*As we embark on our second decade of discovery, what we are calling Lieber 2.0, our next chapter promises to be a great adventure and there will be successes, challenges, and significant discoveries that will improve the lives of people around the world who suffer from psychiatric illness. We are seeking an innovative, passionate, and creative Chief Advancement Officer to join the Leadership Team to help us to develop and engage with the next generation of families, partners, and donors.*

*The Chief Advancement Officer will have the opportunity to build a strategy for development, branding, and donor engagement as part of Lieber 2.0. The successful candidate is someone who seeks an entrepreneurial environment, can put ideas into action, establish relationships with our scientists and our Board of Directors and champions, set targets, and accomplish goals. We seek an individual who thinks “out of the box,” who can work with the diverse world of philanthropists who have a personal interest in our mission, with our Champions Council of celebrities, and with the literally many hundreds of individuals who have donated the treasured brain tissue of their passed loved ones for the service of our scientific mission.*

—Daniel R. Weinberger, M.D., Director and Chief Executive Officer

### **LIEBER INSTITUTE FOR BRAIN DEVELOPMENT'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

The Lieber Institute for Brain Development is a transparent and collaborative community working to produce unique and imaginative patient-oriented solutions to developmental neuropsychiatric disorders. It is committed to integrating scientists from diverse disciplines, cultures, and countries into a research team that draws upon the best of its staff, like no other place in the world. The Institute is historic—it is defining a unique model for ground-breaking science. It values translational science that revolutionizes the field and improves the quality of life for those affected by mental illness. The Institute provides an environment that fosters independent growth through mentorship and a supportive, collegial community. Diverse minds, ideas, and talent are needed to support LIBD's mission. Fresh, innovative ideas and perspectives are a competitive necessity in an increasingly diverse and global marketplace. The success of the Institute's mission depends upon leveraging a diversity of talent.

The Institute's commitment to diversity goes beyond compliance with laws and regulations that promote equal employment opportunity, prohibit discrimination and harassment, and support minority and woman owned businesses. To realize the advantages of its diversity, it is necessary to work effectively together even when differences challenge us to consider ideas and methods that seem impractical or make us feel uncomfortable.

The Lieber Institute for Brain Development demonstrates its commitment to diversity by:

- Including others: Talent is not limited to those with a narrow set of industry and academic credentials. The Institute is committed to building diverse teams, inviting others to share their perspectives, seeking out a diversity of input when making decisions, questioning traditional thinking, and promoting continuous learning and development.
- Respecting one another: The Institute is committed to listening carefully to others, seeking consensus, engaging in active and constructive debate, thoughtfully challenging one another, and providing constructive feedback.
- Building trust: The Institute is committed to sharing information and resources, depending on one another to get things done, keeping promises, and conveying high integrity in all actions.

### **PRIMARY RESPONSIBILITIES**

The Chief Advancement Officer will

- operate as an individual contributor to develop the overall strategy for seeking funding sources and implement that strategy directly;

- identify and develop relationships with potential donors interested in the mission and programs of the Institute;
- leverage Board and staff relationships with potential donors who have already been identified, but not yet approached;
- provide oversight of advancement communications and messaging;
- create milestones and plans for fundraising goals and targets that can be easily demonstrated to and engaged in with Institute leadership;
- rationalize and operationalize a *co-investment* strategy, predicated on the notion that with financial resources in hand from its founders, LIBD is in a position to co-develop and co-invest in initiatives with other funders as a way to establish lasting (and, over time, growing) ties with the Institute;
- assume a leadership role and serve as a partner in providing insightful analyses and making recommendations regarding the viability and impact of various funding and investment opportunities;
- assist in strategies for communicating with the Board and other potential future collaborators and partners; and
- ensure there is timely and proper information flow to internal and external stakeholders.

## **LEADERSHIP**

### **Daniel R. Weinberger, M.D.**

#### **Director and Chief Executive Officer**

Daniel R. Weinberger, M.D., is the Director and CEO of the Lieber Institute for Brain Development and a Professor of Psychiatry, Neurology, Neuroscience, and Genetic Medicine at the Johns Hopkins University School of Medicine. He is regarded worldwide as one of the preeminent scientists in psychiatry research, having been at the forefront of scientific investigation of schizophrenia and related disorders for a generation. He attended college at the Johns Hopkins University, medical school at the University of Pennsylvania, and did residencies in psychiatry at Harvard Medical School and in neurology at George Washington University. He is board-certified in both psychiatry and neurology.

Dr. Weinberger was instrumental in focusing the research landscape on the role of abnormal brain development as a risk factor for many psychiatric disorders. His lab identified the first specific genetic mechanism of risk for psychiatric illness, and the first genetic effects that account for variation in specific human cognitive functions and in human temperament. In addition, he and his colleagues developed the first high-fidelity animal model of schizophrenia. In 2003, *Science* magazine highlighted the genetic research of his lab as the second biggest scientific breakthrough of the year, second to the discovery of the origins of the cosmos.

Dr. Weinberger is the recipient of many honors and awards, and he is a member of the National Academy of Medicine of the National Academy of Sciences. He has been president of major professional organizations. He has published over 700 papers in high-profile, peer-reviewed journals and has authored or edited 11 books. He has also written extensively on the impact of mental illness in our society, health disparities in brain research, and the role of the developing brain during adolescence.

### **Thomas M. Hyde, M.D., Ph.D.**

#### **Chief Medical Officer**

Thomas M. Hyde, M.D., Ph.D. is the Chief Medical Officer at the Institute. Dr. Hyde is also the Director of the Section on Neuropathology, managing the Institute's postmortem human brain repository. This repository, containing over 4,000 cases and growing, is the world's largest collection of human brains

dedicated to the study of neuropsychiatric disorders. He is an Associate Professor in the Departments of Neurology and Psychiatry & Behavioral Sciences at the Johns Hopkins School of Medicine.

**Elaine Jones**

**Chief Operating Officer**

Elaine is a C-level executive who has incorporated her for-profit sector experience, ranging from sales, marketing and, as Senior Vice President/General Manager, leading a key operating region of a Fortune 500 service company into the not-for-profit sector. As Chief Operating Officer, she has been involved in the start-up phase of significant research institutes: The Picower Institute for Molecular Medicine and the Allen Institute for Brain Science.

**Andrew Maslan**

**Chief Financial Officer**

Andrew leads all aspects of LIBD's financial management and plays a pivotal role in the organization's business development efforts. With more than 20 years of comprehensive financial and general business experience, including investor relations, capital raising, strategic planning and budgeting, licensing, mergers and acquisitions, financial reporting, and corporate governance, Andrew provides strategic guidance to the LIBD leadership, and manages all aspects of the organization's operational financial plans.

**Jean DuBose**

**Chief of Staff**

Jean joined the Lieber Institute in 2011 and has helped to establish the Institute's administrative functions as well communications, development, and community partnerships. She has over twenty years of experience in non-profit management, human resources, special event planning, and resource and program development.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

The Lieber Institute for Brain Development seeks a Chief Advancement Officer with a commitment to its mission—to translate the understanding of basic genetic and molecular mechanisms of schizophrenia and related developmental brain disorders into clinical advances that change the lives of affected individuals. The Chief Advancement Officer should possess deep knowledge of all fundamental aspects of fundraising and development and an ability to access a wide range of funding sources as well as a healthy disregard for following a formulaic approach and a deep desire to do things differently.

Furthermore, the Lieber Institute for Brain Development seeks a Chief Advancement Officer with

- experience growing, managing, and directing a multi-faceted fundraising function in both a mature organization and one built from start-up;
- an open minded, collegial, and highly entrepreneurial approach;
- flexibility and the experience and self-confidence needed to work in a diverse environment where open debate is encouraged;
- the well-developed communication skills needed to interface effectively with the Leadership Team, Board, existing and prospective donors, co-investors, and other external stakeholders;
- an ability to work independently and be self-driven, while simultaneously being a positive, effective influence on a highly-motivated Leadership Team;
- exceptional interpersonal skills, creativity, and an embrace of novel thinking, with an undisputed leadership presence;
- an ability to build and sustain respect and trust at all levels of the Institute from laboratory-based scientists to senior management;

- a natural tendency to set high expectations and standards;
- an ability to make impactful and effective presentations to all staff levels as well as executive management, external collaborators, and, as necessary, the Board of Directors;
- an ability to collaborate and perform cross-functionally;
- a commitment to the highest ethical and quality standards;
- an ability to develop consensus with or without authority;
- excellent analytical skills and an ability to think strategically; and
- experience in team leadership as well as mentoring and growing staff.

A bachelor's degree or commensurate experience to command the trust and respect of donors, staff, and Board members is required for this position as is at least seven years of fundraising experience, with an emphasis on senior leadership roles.

### **SALARY AND BENEFITS**

The Lieber Institute for Brain Development offers a competitive salary and comprehensive benefits package.

### **LOCATION**

The Lieber Institute for Brain Development is located in Baltimore, Maryland. The Institute is housed in a 60,000 square foot, state-of-the-art laboratory space on the Johns Hopkins Medical Campus, and is the largest non-Johns Hopkins University employer of the East Baltimore Bio-tech Park.

### **APPLICATION INSTRUCTIONS**

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

The Lieber Institute for Brain Development is committed to a work environment of mutual respect where employment decisions are based on merit. As an equal opportunity employer, the Lieber Institute does not discriminate in employment opportunities on the basis of race, color, religion, color, sex, gender identity/expression, sexual orientation, pregnancy, marital status, age, national origin or ancestry, citizenship, disability (physical or mental), genetic information, military service, or other non-merit based factors protected by state or federal law or local ordinance, with regard to any position or employment for which the applicant or employee is qualified.

*To apply for this position, visit:*

*[Chief Advancement Officer, Lieber Institute for Brain Development.](#)*

*To nominate a candidate, please contact Gregory Leet, [gregoryleet@aspenleadershipgroup.com](mailto:gregoryleet@aspenleadershipgroup.com).*

*All inquiries will be held in confidence.*