

OFFICE OF THE DIRECTOR

SLAC National Accelerator Laboratory Director of Communications

SLAC National Accelerator Laboratory is one of 17 Department of Energy (DOE) National Laboratories. Operated by Stanford University on behalf of the DOE, SLAC develops and operates some of the world's premier science facilities, including the first hard X-ray free-electron laser. Researchers from SLAC and other premier institutions around the world use our facilities to investigate some of the most exciting and important problems facing our society in areas such as clean energy, environmental science, biomedicine, and advanced materials.

POSITION OVERVIEW:

SLAC is seeking a senior communications leader with an understanding of science and technology as well as the vision and management skills to develop and implement an overarching, multi-platform communications strategy for internal and external audiences. Reporting to the Laboratory Director, the Director of Communications will be a member of the Laboratory's Senior Management Team and will oversee a staff of approximately 20 people, and lead the creation and implementation of a communications strategy aligned with SLAC's mission that elevates the reputation of the organization as a world-class research institution.

Primary responsibilities for this position include the following:

- Develop an overarching strategic communications plan, including a compelling positioning strategy to increase the visibility, understanding of, and support for SLAC locally, regionally, nationally and beyond.
- Develop key messages to communicate complex information to multiple audiences and constituencies through a wide variety of communications platforms, including digital, print, social and media.
- Deliver a robust set of communications services and capabilities to SLAC scientists and engineers.
- Lead internal staff communications efforts designed to generate awareness of and advocacy for SLAC's mission among laboratory staff.
- Serve as a member of the laboratory's senior management team, and as a strategic thought partner and advisor to SLAC's Director, Deputy Director, and other members of senior management.
- Serve as the laboratory's primary spokesperson. Direct crisis communications response, including issues with reputational impact and emergency matters.
- Build and maintain strong, collaborative relationships with key internal and external sponsors and partners, including DOE and at Stanford University.
- Establish a robust metric program and regularly measure the success of Communications efforts across all stakeholders.

Education & Experience:

- Bachelor's degree in communications, journalism, marketing communications or related field, and 12 or more years of relevant experience required. Advanced degree preferred.
- Proven experience in crafting and implementing a communications strategy.
- Proven experience as a member of an Executive Management Team.
- Experience advising senior management on complex communications issues. Strong understanding of reputational risk, brand management and issues management.
- Depth of experience, sensitivity, and confidence befitting a strategic leadership position.
- Proven ability in managing large and complex issues through diverse and competing interests.
- Exceptional communications skills and presence at all levels and for all audiences.
- Strong influencing, negotiating, and relationship management skills.
- Demonstrated ability to earn credibility and influence opinion leaders.
- Capacity to write and synthesize complex materials and communicate highly technical information in a manner easily understood.
- High degree of personal initiative; outstanding interpersonal, verbal, written communications; team building, negotiation, and process facilitation skills.
- Proven management skills and the ability to build and sustain a best in class communications team.
- Experience working within a scientific, technical or academic organization.

Desired Competencies and Behaviors:

- **Fosters Innovation:** Encourages diverse thinking, new ideas, and creative problem-solving and creates an environment in which unique and creative perspectives are nurtured.
- **Strategic Focus:** Proven forward-looking, big-picture thinker who plans and makes decisions in support of the mission and vision of the Lab's strategic intent.
- **Resourceful:** Orchestrates resources and employs knowledge of internal structures and processes to manage multiple activities simultaneously.
- **Demonstrates Accountability:** Establishes clear responsibilities and processes to ensure commitments are met and results are measurable throughout the organization.
- **Develops Employee Capabilities:** Operates with a focus on growth through organizational and staff development; values and encourages continuing development; demonstrates a proven ability to align individual development with organizational needs and objectives.
- **Attracts Talented People:** Effectively evaluates current and future workforce needs, and attracts and selects the best talent to meet them.
- **Collaborator:** Solid interpersonal skills and the ability to build coalitions and inter-functional teams to leverage synergistic relationships. Demonstrated ability to effectively build and maintain working partnerships with external stakeholders – including Stanford University, the Department of Energy, and the DOE National Lab Complex.
- **Deals with Ambiguity:** Demonstrated ability to manage risk and uncertainty in a complex environment.
- **Resiliency:** Strong bias to take action and persevere through challenge and the ability to manage conflict and crisis with calm confidence.
- **Promote Culture of Safety:** Demonstrates commitment to personal responsibility and value for safety; communicates safety concerns; uses and actively promotes safe behaviors based on training and lessons learned.

Physical and Working Requirements*:

- Perform desk-based computer tasks.
- Frequent movement as needed and the ability to meet with, communicate and speak with colleagues.
- Light lifting and the ability to move and organize as needed.
- Occasional work during evening hours and weekends.
- On call and ability to respond 24/7.

** 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.*

To Apply:

- Applications (resume, and cover letter as desired) can be submitted via the link below.
<https://chk.tbe.taleo.net/chk01/ats/requisitions/RequisitionView.jsp?act=show&id=2132>
- For questions or issues with the application or document uploading please contact Vinnie Warren vinnie@slac.stanford.edu.

Stanford University is an equal opportunity employer and is committed to increasing the diversity of its faculty. 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 university's research, teaching and clinical missions.