

OFFICE OF WORKFORCE ATTRACTION AND STAFFING

SLAC National Accelerator Laboratory Associate Laboratory Director (ALD), Accelerator Directorate

SLAC National Accelerator Laboratory is one of 17 Department of Energy (DOE) National Laboratories. Ten of the national laboratories, including SLAC are supported by the DOE Office of Science. SLAC is operated by Stanford University on behalf of the DOE. Since its opening in 1962, SLAC has been helping create the future.

Our research facilities attract thousands of scientists from all over the world each year. Along with our own staff scientists, we are working to discover new drugs for healing, new materials for electronics and new ways to produce clean energy and clean up the environment. We operate, develop and built new accelerators at the forefront of accelerator science and technology. Cosmology and Astrophysics as well as researching the fundamental forces of matter are part of our portfolio.

This executive position reports to the Laboratory Director and oversees an annual budget of about \$160 million for operations and research programs in eight divisions: Instrumentation and Controls (ICD), Mechanical Engineering & Technical Support, RF Accelerator Research & Engineering, Accelerator Research, FACET, Accelerator Operations and Safety, Linac & FEL, and SPEAR3. The Directorate has over 450 scientists, engineers, and support staff including three service centers.

The AD ALD is responsible for providing strategic, scientific, and operational vision and leadership for the Accelerator Directorate. She/he will facilitate advanced R&D aimed at breakthroughs that extend the capability of current accelerators. The AD ALD will ensure alignment, engagement and commitment to providing the highest level of performance by all members of the Accelerator Directorate in support of SLAC's strategic mission.

In addition, the AD ALD is 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. Ideally the successful candidate will assume a Stanford University faculty position at SLAC, after a rigorous and comprehensive review of the candidate's qualifications.

The primary responsibilities include by are not limited to the following:

- Provide leadership, management and strategic vision for SLAC's Accelerator Directorate
- Collaborate in the development of Laboratory strategic planning
- Drive directorate strategic planning and execution to align with the strategic mission of the Laboratory

- Lead 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.
- Ensure the existing accelerators operate at the highest level of performance
- Improve the capability of existing accelerators, and support the construction of new ones
- Develop enabling technologies for existing and future accelerators
- Plan and execute directorate financial strategies to achieve to meet the Lab agenda and business plans
- Maintain and develop technology infrastructure to serve SLAC's mission and the DOE complex
- Ensure mission readiness of accelerator facilities to support the user and SLAC scientific community
- Partner with Stanford University, the Department of Energy, and other National/International Laboratories to ensure development and implementation of best scientific, operational, and business practices
- Represent 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
- Develop and maintain strong working relationships with scientific and operations leadership ensuring short and long term requirements for accelerator needs are aligned with the goals, plans, and projects of the Laboratory

Qualifications:

- Ph.D. in accelerator physics (or equivalent subject matter)
- Nationally and internationally recognized accomplishment and leadership in the design, operation, and commissioning of accelerators, especially linacs and storage rings
- Demonstrated experience leading high performing scientific and operational teams
- Demonstrated ability to build relationships and work effectively with funding and oversight organizations
- Broad and diverse knowledge of current and emerging accelerator physics research topics and priorities
- Strong analytical and computational skills necessary to gather, organize and make well informed decisions
- Experience identifying and developing new funding sources
- Proven 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
- Experienced people leader, including leading in a union environment
- 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

Required Leadership Abilities and Competencies:

- Excellent verbal and written communication skills to effectively discuss, influence, partner with, and present to all levels of the organization
- Solid interpersonal 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
- Strong ability to negotiate mutually beneficial outcomes, managing conflict, and motivating others to action
- The ability to maneuver through complex policy, process and people-related organizational dynamics
- Project management skills of control, scope, cost, schedule, risk, etc.
- Ability to multi-task via strong planning, organizing, and time management skills
- Strong bias 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

To Apply:

Applicants should submit a summary of their educational and professional background, a current list of published work, and the names of at least three people from whom the Search Committee may obtain references. A brief summary of how the candidate's experience matches the position described above should also be submitted with the application. Applicants are also encouraged to submit a brief description of their plans and ambitions for the future and how those plans might be realized in the present and future SLAC settings. Applications, preferably via the link below, should be submitted by 30 January 2015. **UPDATE: The application deadline has been extended to 15 March 2015.**

<https://ch.tbe.taleo.net/CH12/ats/careers/requisition.jsp?org=SLAC&cws=1&rid=1600>

For questions or issues with the application or document uploading please contact Stephanie Woodard, swoodard@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.