



Position Specification

Ames National Laboratory
Laboratory Director

All inquiries, nominations, and applications may be sent c/o the search firm at AmesDirector@RussellReynolds.com. For a complete position description and information about how to apply, please refer to www.ameslab.gov/ames-national-laboratory-director-search.

About Ames National Laboratory

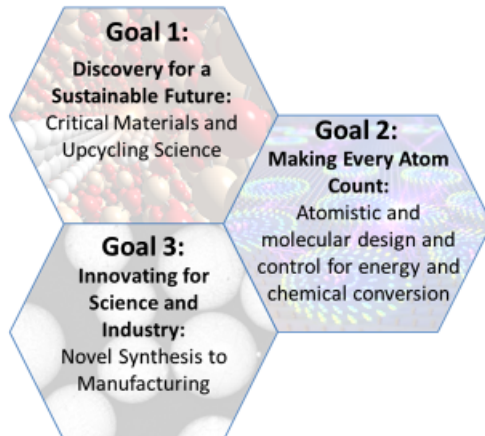
Ames National Laboratory is a government-owned, contractor-operated national laboratory of the U.S. Department of Energy (DOE), operated by and located on the campus of Iowa State University in Ames, Iowa. For more than 75 years, Ames National Laboratory has successfully partnered with Iowa State University, and is unique among the 17 DOE national laboratories in that it is physically located on the campus of a major research university. Many of the scientists and administrators at the Laboratory also hold faculty positions at the University and the Laboratory has access to both undergraduate and graduate student talent.

Ames National Laboratory conducts fundamental science addressing chemical and materials challenges, with a focus on three long-term strategic directions: critical materials and upcycling science, atomistic and molecular design and control for energy and chemical conversion, and novel synthesis to manufacturing. The Laboratory is distinctive among the 17 Department of Energy (DOE) national laboratories by being physically co-located on the Iowa State University (ISU) campus in the heartland of the Midwest, Ames, Iowa. With more than 65,000 people, Ames offers recreational, educational, business, and entertainment amenities more common in a bigger metropolitan area. It attracts talent from around the world, with over 26% of ISU faculty identifying as multicultural, which creates a vibrant community that embraces many views and perspectives. Ames has a robust and stable economy, a thriving technology park, comprehensive medical care, and top-quality schools.

Ames National Laboratory Strategic plan FY23-27:

Mission: Deliver critical materials solutions to the nation

Vision: Lead the nation in translating foundational science for energy and chemical conversion into critical technology innovation



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Ames National Laboratory leads a strong research program supported by DOE's Office of Science, Basic Energy Sciences, that aims to understand and harness fundamental material and chemical processes that will underpin future capabilities. This program includes several world-leading efforts, including leadership of two Energy Frontier Research Centers. Ames National Laboratory has a proven track record of transitioning basic energy science through early-stage research into licensed technologies and commercialization and seeks to lead the nation in translating foundational science for energy and chemical conversion into critical technology innovation. Ames National Laboratory manages the DOE Advanced Materials & Manufacturing Technologies Office's Critical Materials Institute, bringing together leading researchers from multiple DOE national laboratories, academia, and industry, with the collaborative goal to provide technical solutions to address domestic rare-earth material

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shortages and other materials critical to U.S. energy security. The Laboratory and Iowa State University is the U.S. home to the 2011 Nobel Prize in Chemistry winner Dan Shechtman.

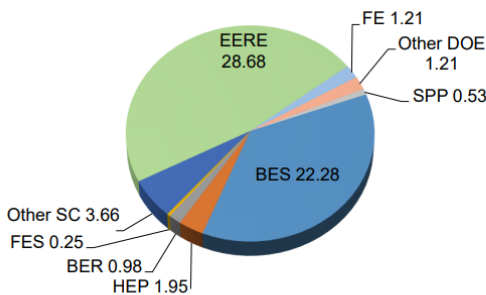
Ames National Laboratory has an unwavering commitment to diversity, equity, and inclusion to advance the U.S. research and scientific enterprise. The Laboratory's Strategic Plan outlines a commitment to strengthen its inclusive and diverse workplace that celebrates a diversity of people, ideas, cultures, and educational backgrounds to accomplish its primary missions for the Nation. Laboratory's core values of creativity, collaboration, and community to promote diverse, safe, and inclusive workplaces to advance its most important resource: people.

Key Facts



Ames Laboratory at a glance

FY 2022 Costs by Funding Source (\$M)



EERE: Energy Efficiency and Renewable Energy
FE: Fossil Energy
SPP: Strategic Partnerships Projects
BES: Basic Energy Sciences
HEP: High Energy Physics
BER: Biological and Environmental Engineering
FES: Fusion Energy Science
Other SC: Other Office of Science

Human capital:

- 307 FTE
- 454 paid staff and students
- 42 joint faculty
- 51 postdoctoral researchers
- 93 graduate students
- 47 undergraduate students
- 41 graduate student contributors
- 48 staff contributors

Physical assets: 10 acres and 13 buildings

Lab Operating Costs: \$60.75 M

- DOE Costs: \$60.22 M
- SPP (Non-DOE/Non-DHS) Costs: \$0.53 M
- SPP as % Total Lab Operating Costs: 0.87%

FTE: Full Time Equivalent
SPP: Strategic Partnerships Projects
DHS: Department of Homeland Security

The Role

Ames National Laboratory seeks applications and nominations for its next Laboratory Director to lead and enhance its ongoing world-class, mission-driven research of delivering critical materials solutions to the Nation. For over 75 years, Ames National Laboratory scientists and administrators have successfully partnered with ISU to deliver valuable science and engineering solutions for our Nation. The Director is responsible for maintaining and presenting a long-term vision for the Laboratory that captures its unique capabilities and efforts and is responsive to materials and chemical challenges of national significance. The Director is responsible for the financial stability, sustainability, and growth of a \$65 million operating budget, and for the safe and secure operation of government-owned facilities and property. The Director will build on current strengths, strategically focus on emerging opportunities, and recruit and retain top scientists and leaders by fostering a safe, welcoming, equitable, and inclusive work and research environment valuing mutual respect and integrity. The Director will

develop and maintain strong relationships, collaborations, and research opportunities with DOE, other national laboratories, and other institutions. The Director will actively participate in technology transfer initiatives and Laboratory education and outreach activities, as well as engage with national and international scientific institutions and local, state, and federal officials to promote the mission of the Laboratory. The Director reports directly to Ames National Laboratory's Contractor, Iowa State University's Senior Vice President and Provost.

Candidate Profile

The Search Committee seeks an internationally recognized and collaborative leader in the sciences or engineering with vision for the future, commitment to inclusive excellence in broad areas of research and research management, proven administrative skills that span the academic and federal environments, and strong interpersonal skills to work effectively with all Ames National Laboratory constituencies. A Ph. D. in an area aligned with the research activities of the Laboratory, and outstanding scientific credentials and accomplishments to merit a faculty position at ISU are required. An appropriate DOE background check will be required for the successful candidate. We strongly encourage nominations and applications from all members of the science and engineering communities, as Ames National Laboratory, the DOE, and ISU are committed to achieving excellence through diversity and inclusion.

To guide the nominator or applicant, it is highly desirable that the Director possess:

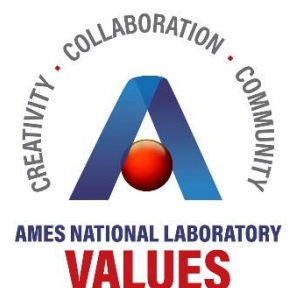
- An established record of visionary, collaborative scientific leadership and effective organizational management.
- A track record with, and a commitment to, diversity and inclusion and an understanding of the benefits that diversity, inclusion, equity, allyship and accessibility bring to the Ames National Laboratory and ISU communities.
- A passion for and the ability to energize and sustain the multi-disciplinary culture of Ames National Laboratory.
- Demonstrated evidence of and commitment to developing and retaining talent within a research environment.
- Demonstrated evidence of a commitment to the safety, security, and well-being of employees, assets, and the environment.
- The ability to cultivate relationships and develop programs with the DOE's Office of Science, other DOE offices, leadership of other national laboratories, and public stakeholders, including the State of Iowa, and other private customers to further the mission of the Laboratory. The Director will understand federal funding agencies and, preferably, have prior experience with and knowledge of the DOE: its culture, how funding decisions are made, and the environment of and partnership with federal funding agencies.
- Interpersonal skills needed to be a spokesperson to diverse stakeholders in promoting the mission, vision, and accomplishments of Ames National Laboratory. As needed, the Director will travel to DOE headquarters and other locations for direct interactions with relevant stakeholders.
- The ability to leverage and build upon the unique opportunities afforded by the partnership of Ames National Laboratory and ISU, while also respecting their differences.

Competencies for Success

In terms of the performance and personal competencies required for the position, we would highlight the following:

Setting Strategy

- The ability to create and articulate an inspiring vision for the enterprise as a whole.



- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with Ames National Laboratory's overall strategy.
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful.

Executing for Results

- The ability to set clear and challenging goals while committing Ames National Laboratory to improved performance, tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- Brings credibility and an ability to inspire trust and followership in others through compelling influence and demonstrated track record.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.

Stakeholder Management

- Brings established relationships at the highest levels of the Department of Energy and the National Laboratory Community.
- Builds trust and credibility with key stakeholders by demonstrating an ability to "speak the language" to both technical and non-technical audiences with the requisite technical acumen to influence stakeholders in the scientific and academic community.
- Is knowledgeable and conversant in the "hallways" of universities, national labs, and DOE.

Procedure for Candidacy

The search committee will begin reviewing materials immediately and will continue until the position is filled. Priority will be given to applications received by August 1, 2023.

The complete application should contain a cover letter, résumé/CV, and list of references (as a single PDF file) that will enable the Search Committee to understand how the nominee's background, accomplishments, and vision will serve the Lab as its future leader. References will only be contacted for finalists following a notification of intent to interview.

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Ames Director Search Committee Co-Chairs

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