



# Society for Academic Emergency Medicine *Chief Executive Officer*

## Position Specification

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***Mission:*** To lead the advancement of academic emergency medicine through education, research, and professional development.

***Vision:*** To be the premier organization for developing and supporting academic leaders and shaping the future science, education, and practice of emergency and acute care.

***Core Values:*** Knowledge and Discovery • Equity • Health and Wellbeing • Community and Collaboration

[The Society for Academic Emergency Medicine \(SAEM\)](#) is dedicated to the improvement of care of the acutely ill and injured patients by improving research and education. To achieve this mission, SAEM influences health policy through forums, publications, interorganizational collaboration, policy development, and consultation services for physicians, teachers, researchers, and students. SAEM represents excellence and leadership in academic emergency medicine, and its values include idealism and quality in all endeavors, nurturing and camaraderie and diversity among members, as well as creative and symbiotic interactions with other organizations.

SAEM provides administrative support to the Society for Academic Emergency Medicine Foundation (SAEMF), Association of Academic Chairs of Emergency Medicine (AACEM) and to the SAEM journals, Academic Emergency Medicine (AEM) and Academic Emergency Medicine Education and Training (AEM E&T). SAEM and SAEMF are 501(c)(3) not-for-profit organizations and headquartered in Des Plaines, Illinois. SAEM is the Foundation's sole member which gives SAEM oversight of the SAEM Foundation.



**SAEMF Vision:** Transform the science, education, and practice of emergency medicine.

**SAEMF Core Purpose:** To improve health by investing in academic emergency medicine career development, research, and education.

The core purpose of [the SAEM Foundation](#) (SAEMF) is to improve health by investing in academic emergency medicine career development, research, and education. Alongside SAEM's work to strengthen the specialty today, the SAEM Foundation supports the research and researchers who will shape the specialty tomorrow.

The assets of the SAEM Foundation currently total \$14 million, making it the largest foundation for emergency care. To date, Society for Academic Emergency Medicine (SAEM) and the SAEM Foundation have provided nearly \$14.5 million to fund over 600 grants for emergency medicine researchers and educators. The SAEM Foundation is independently incorporated as a 501c3 nonprofit organization and is governed by a Board of Trustees. SAEMF

- Is the **largest private foundation** of research and research training in emergency medicine, with annual funding growing every year and reaching over \$1M for SAEMF's 2025-26 grantees.
- Represents the **gold standard** in research quality, with a rigorous peer review process that prepares applicants for the National Institutes of Health.
- Makes a **career-defining impact** on aspiring researchers by funding their work at a critical stage before they compete for NIH funding.
- Drives **100 percent of annual fund donor support to clinical, translational, and education research** with a singular mission focus and an efficient operation supported by SAEM.

# The Opportunity

The next Chief Executive Officer (CEO) of the Society for Academic Emergency Medicine (SAEM) and SAEM Foundation (SAEMF) will join a preeminent, growing organization with a focus on developing and supporting academic leaders in emergency medicine.

Partnering with collaborative, aligned Boards and a highly committed staff, the CEO will ensure the continued evolution of SAEM and SAEMF and lead the organization to deliver value and support for members and the emergency medicine specialty.

SAEM seeks a CEO to build on SAEM's and SAEMF's growth and success to define and achieve short and long-term strategic objectives, effectively navigate the changing landscape for emergency medicine, and advance acute and emergency care. The successful CEO will build a collaborative, transparent relationship with the Boards while retaining and motivating a committed, high-performing team. Additionally, they will ensure that the organization continues to promote and develop its unique value proposition.



# The Role

## Position Summary

The Chief Executive Officer of SAEM partners with the SAEM [Board of Directors](#) and SAEMF [Board of Trustees](#) to evolve the vision for the future of SAEM and SAEMF, and this Executive leads the strategy to support and develop academic leaders in emergency medicine. This leader is responsible for the effective leadership and management of SAEM and SAEMF, including each organization's vision, resources, and leadership.

The CEO serves as an effective external representative for SAEM and SAEMF, leveraging their experience as an organizational leader and the expertise of volunteer leaders to effectively define and strategically grow SAEM's value proposition and the future of academic emergency medicine.

Reporting to the Board of Directors, the CEO is responsible for the management and stewardship of SAEM's resources – human, financial, intellectual, technological, and more. As CEO, this Executive will develop and retain a committed staff to drive the strategic growth and evolution of SAEM's programmatic and financial success in service to its members and the field of emergency medicine.

This Executive will manage an \$8 million budget, lead a Des Plaines, Illinois, based team, and will be based in the greater Chicago area. This executive will also manage \$14 million (and growing) in Foundation funding and grantmaking.



# Candidate Profile *(1 of 3)*

SAEM seeks a motivated Executive with experience driving a long-term vision in partnership with volunteer leaders, executing and evolving a strategy, and leading organizations through periods of change.

The CEO will be a strategic organizational leader and natural relationship builder who can effectively collaborate with a diverse group of engaged, entrepreneurial academic and physician leaders – partnering collaboratively to generate ideas, providing sound counsel, encouraging open discussion, and demonstrating shared ownership for the organization's vision and strategy.

This Executive will have demonstrated success in retaining and developing motivated, high-performing teams with clear responsibilities and accountability. The CEO will maintain a culture of community, transparency, and commitment to SAEM. The ideal candidate will have a track record of success leading evolutionary change and effectively navigating a changing landscape for academia, medicine, research, or a related space. They will have experience driving the achievement of well-defined objectives in alignment with a strategic plan and vision. SAEM's next CEO will have demonstrated experience identifying and driving opportunities to strengthen an organization's value proposition and drive strategic membership growth while maintaining a sense of community.

An organizational leader with experience in medical specialty groups, academia, associations, foundation or another relevant area is preferred. Experience driving fundraising efforts with/for a foundation, including through grantmaking and corporate partnerships is desired.

# Candidate Profile (2 of 3)

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



## **Setting Strategy**

- The ability to articulate and evolve an inspiring vision for SAEM, SAEMF, and for academic emergency medicine.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry.
- 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 SAEM and SAEMF 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 risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks.
- 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.



# Candidate Profile (3 of 3)



## Leading Teams

- The ability to attract and retain top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges and exhibit a steadfast resolve and relentless commitment to higher standards that commands respect from followers.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.



## Relationships and Influence

- Naturally connects and builds collaborative relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and openly.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive to achieve SAEM's and SAEMF's vision.
- An effective external representative who encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose and meaning for the team that generates followership beyond their own personality; engages others in advancing the future of academic emergency medicine.

# Contact and Compensation

**Russell Reynolds Associates, the global leadership advisory firm, has been exclusively engaged to lead this search.**

**Submissions of interest and inquiries about the position may be submitted to [SAEMCEO@RussellReynolds.com](mailto:SAEMCEO@RussellReynolds.com).**

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**Compensation**

The approximate annual salary range for this position is \$400,000.

This salary range is reflective of a position based in Chicago, IL.

