



Executive Brief:

President and CEO

**California Institute for
Regenerative Medicine (CIRM)**



SRI Executive
Search • Strategy • Leadership

CIRM
CALIFORNIA'S STEM CELL AGENCY

About CIRM

The California Institute for Regenerative Medicine (CIRM), California's Stem Cell Agency, advances regenerative medicine in California through collaboration, innovation, and support for all stages of research. The organization is guided by its mission to accelerate world-class science to deliver transformative regenerative medicine treatments in an equitable manner to a diverse California and the world.

CIRM works toward this mission by providing grants and loans for stem cell research, for research facilities, and for other vital research opportunities to realize therapies, protocols, and medical procedures that will result in the cure or substantial mitigation of diseases and injuries. Since its inception in 2004, it has deployed \$3.8 billion to fund regenerative medicine research, infrastructure, and education programs. A list of all our funded awards [is available here](#).

CIRM was originally created by the voters of California in 2004 when they overwhelmingly passed [Proposition 71](#), which authorized \$3 billion in funding for stem cell research in California and institutions and companies outside of the state that conduct a portion of their research in California.

In 2020, California voters approved continuing funding California's Stem Cell Agency through the passage of [Proposition 14: The California Stem Cell Research, Treatments, and Cures Initiative of 2020](#), providing an additional \$5.5 billion in funding.

The ultimate goal is to fast-track stem cell and genomics treatments for patients with unmet medical needs. By promoting and encouraging the growth of the stem cell biotechnology sector, CIRM is also helping attract the best scientists to the state and establishing California as a global leader in stem cell research. To learn more, visit www.cirm.ca.gov



A Message From the CIRM Search Committee

“An Extraordinary Opportunity”

What could you accomplish leading the most respected institution in regenerative medicine, with world-class infrastructure, a best-in-class team, and nearly \$4 billion to deploy against some of today’s most vexing medical problems?

At the California Institute for Regenerative Medicine (CIRM), we believe regenerative medicine can transform the lives of Californians suffering from diseases and disorders that have no known cure. Our next leader will have the opportunity of a lifetime to bring their passion for patients to California and join a world-class team that focuses each day on accelerating world-class science into therapies for the state and world. At CIRM, we never stop looking for ways to improve, to be faster, smarter, and more responsive.

The next leader won’t be satisfied if the groundbreaking regenerative medicine we strive to enable isn’t within reach for all who need it. Our new President and Chief Executive Officer will play an enormous role in helping set strategies to make regenerative medicine accessible and affordable for all Californians. As goes California, so goes the nation, and our new leader will seize the chance to impact the lives of diverse patients and communities far beyond the geographical boundaries of the state.

And the next President and CEO won’t be alone. In addition to the Institute’s passionate team on the ground at CIRM HQ, the next leader will collaborate with key stakeholder groups, including our expert oversight board composed of leaders in California from the patient advocacy, biotechnology, and medical research sectors - as well as the broader community of leading scientific and regulatory bodies and patient advocate community. CIRM is a key constituent in many of the most important scientific and policy groups in the nation and around the world, and our next leader will have a megaphone that few, if any, other organizations can match.

Ushering in a new era of medicine needs much more than simply funding great science - it requires a talent pool prepared to support the rapid growth in regenerative medicine. Our next leader will guide the institute in developing a diverse community of future scientists through programs designed to introduce the next generation to regenerative medicine and supporting their academic and career pursuits in the field.

And our next leader will be well-funded to execute their vision. More than four billion dollars remain for the next President and Chief Executive Officer to shape the future of CIRM and the health of Californians and the world.

At CIRM, we work every day as if lives depend on it, because they do. If this sounds like a team you want to be part of, and if you see yourself in the paragraphs above, we’d like to hear from you.



CIRM's Mission

Accelerating world-class science to deliver transformative regenerative medicine treatments in an equitable manner to a diverse California and world.

CIRM's mission is to accelerate world-class science to deliver transformative regenerative medicine treatments in an equitable manner to a diverse California and world. In doing so, CIRM promotes the values of diversity, equity, and inclusion in all programs, including our research, education, workforce development, and infrastructure programs. All people in California, regardless of their background, deserve equal access to the benefits of regenerative medicine. The President will pursue and promote the mission and their commitment to addressing DEI within CIRM and the initiatives CIRM supports.

When taking action, we consider what impact our efforts will have in these areas:

- Will it speed up the development of a stem cell and gene therapies?
- Will it increase the likelihood of success?
- Will it fill an unmet medical need?
- Is it efficient?

CIRM's key strategic investments towards the realization of CIRM's mission include:

- **Commercialization of Cell and Gene Therapies:** CIRM is committed to advancing cell and gene therapies from research to FDA marketing approval, while supporting patient access and scaling of manufacturing processes
- **Collaborative Networks for Discovery Research:** CIRM is fostering multidisciplinary teams, enhancing understanding of disease mechanisms and leading to discoveries that will push boundaries in treatment development.
- **Training and Workforce Development:** CIRM's educational initiatives integrate an educational framework with practical applications, creating a comprehensive network that connects training with real-world application.
- **Advancements in Regenerative Medicine Technologies:** CIRM supports research to improve cell reprogramming, gene editing, and therapy delivery systems, ensuring the continuous evolution of the field

Progress by the Numbers

As of June 30, 2023

9 Alpha Clinics

CIRM now supports nine medical facilities with staff experienced in cutting-edge clinical trials in regenerative medicine therapies

11 RMAT Designations

CIRM-funded projects recognized by the FDA as Regenerative Medicine Advanced Therapies to expedite development and FDA approval

\$24+ billion

Investments in CIRM-funded research from biotechnology and pharmaceutical companies and other industry partners

410 Therapy Development Advisory Meetings

Translational and Clinical Advisory Panels that help CIRM-funded researchers accelerate development of their therapies and anticipate future challenges

40+ Diseases/Conditions

Research projects to address a wide range of health issues, from arthritis to Alzheimer's disease, cancer, rare diseases in children, heart disease, and stroke

50+ New Businesses

Number of startup companies with roots in CIRM-funded research projects

91 CIRM-Funded Clinical Trials

Clinical trials are vital steps on the path to U.S. Food and Drug Administration (FDA) approval of new therapies for patients

200+ Clinical Trials Conducted at Alpha Clinics

Hosting clinical trials for CIRM-funded research, as well as other research

3,400+ Participants in Clinical Trials

Pioneers who have consented to be part of a CIRM-funded clinical trial

3,800+ Interns and Fellows

High school and college students, postdoctoral candidates, and clinical fellows involved in CIRM-supported education and training programs



Photo: UCLA Broad Stem Cell Research Center

For more information, you can access CIRM's 2023 Annual Report [here](#).



CIRM's Governance

CIRM is governed by an Independent Citizens' Oversight Committee (ICOC) consisting of 35 dedicated Californians representing patients, researchers, and members of the biotechnology industry. Their knowledge, passion, and commitment to CIRM's mission have guided the organization since its inception. The Governing Board collaborates with the President and the organization to serve CIRM's diverse constituents and accelerate scientific discovery and its benefits for patient populations. Among other responsibilities, the Board adopts scientific, medical, ethical, and intellectual property policies, makes final decisions on all grant and loan awards, and oversees the operations of CIRM. More information about the Governing Board can be found [here](#).

As a public institution, CIRM's Governing Board meetings are open to the public. Recordings and transcripts of previous meetings can be found [here](#). Applicants are encouraged to familiarize themselves with one or more of the previous meetings of the ICOC and / or sub-committees by viewing publicly available recordings and transcripts.

CIRM's Strategic Plan 2022-2027

The current Strategic Plan is organized into three main themes, and each theme comprises 5-year strategic goals, listed below:

Advance World-Class Science

- Develop next-generation technology competency hubs that broadly empower and connect California's research ecosystem.
- Build knowledge networks that foster and advance novel discovery, translational and clinical research approaches.

Deliver Real World Solutions

- Optimize CIRM's clinical trial funding partnership model to advance more therapies to FDA marketing approval.
- Overcome manufacturing hurdles for the delivery of regenerative medicine therapies by building a public-private manufacturing partnership network.
- Expand Alpha Clinics and create Community Care Centers of Excellence that support diverse patient participation in the rapidly maturing regenerative medicine landscape.

Provide Opportunity for All

- Build a diverse and highly-skilled workforce to support the growing regenerative medicine economy in California.
- Deliver a roadmap for access and affordability of regenerative medicine for all California patients.

Following the completion of the existing Strategic Plan, the President will develop a new and compelling multi-year strategic plan for CIRM with a clear vision and well-identified goals.

For more information, you can access CIRM's 2022-2027 Strategic Plan [here](#).

CIRM's Impact:



Collaborative Networks for Discovery Research

CIRM is fostering multidisciplinary teams, enhancing understanding of disease mechanisms and leading to discoveries that will push boundaries in treatment development



Training and Workforce Development

CIRM's educational initiatives integrate an educational framework with practical applications, creating a comprehensive network that connects training with real-world application



Commercialization of Cell and Gene Therapies

CIRM is committed to advancing cell and gene therapies from research to FDA marketing approval, while supporting patient access and scaling of manufacturing processes



Advancements in Regenerative Medicine Technologies

CIRM supports research to improve regenerative medicine technologies ensuring the continuous evolution of the field

**Realization of
CIRM's mission**

President: About the Role

The transition to a new President comes at an exciting moment for CIRM as it navigates a rapidly evolving landscape of science, medicine, and related technology. CIRM continues to capitalize on newly available innovations, techniques, and trends in order to translate them into successful therapies.

The President will be required to provide strategic leadership and insight as they work collaboratively with researchers, patients, commercial agencies, regulators, and the public of California. They will need to be able to connect and communicate effectively with these groups and others to build understanding and enthusiasm as a strong representative of the organization.

The President will work with the talented and motivated team members and Governing Board united around CIRM's mission. The President will build upon the strength of the organization by encouraging collaboration, removing barriers to success, and providing resources to accomplish agreed-upon objectives. They will empower their teams and partners and encourage humility and teamwork.



Profile

The successful candidate will have some combination of the following:

- Significant experience with and a strong personal commitment to, the research and development of transformative treatments for unmet medical needs, including for underserved populations.
- Understanding of CIRM's mission and responsibilities as a state agency as outlined in Proposition 14.
- A proven ability to create alignment to the mission and vision of an organization with important stakeholders both within and outside the organization.
- Experience with or understanding of the research and development of therapeutics from entry into pre-clinical development through clinical studies aimed at FDA approval, including basic understanding of clinical development, process development and manufacturing, regulatory requirements, and reimbursement considerations.
- Sincere interest in entering into engaging productive dialogue regarding CIRM's performance and future direction with important stakeholders, including patients, advocates, academia, industry, government officials, and board members.
- Experience reporting to a board of directors with the necessary confidence and ability to develop collaborative and productive relationships with the board and its leadership.





- Experience in overseeing an organization or team that evaluates, approves, and conducts large, multi-year projects or programs.
- Experience leading, as the sole head or chief executive, a medical or scientific unit or organization with administrative and programmatic budgets and workforce comparable to that of CIRM including direct responsibility for:
 - Building and retaining a diverse, cohesive, and talented leadership team.
 - Establishing a compelling vision and developing and executing the strategic plan.
 - Gaining board and organizational support for the plan.
 - Evaluating the progress of the plan with objective measures of success.
 - Celebrating accomplishments with all stakeholders to reinforce momentum and build a culture of success.
- Experience budgeting and implementing budgets in a fiscally responsible manner.
- A proven track record of creating a culture of diversity and inclusivity within an organization.
- A doctoral degree (MD, DO, PhD, etc.) in science or medicine is preferred.



Role Location

CIRM's office is located in the San Francisco metropolitan area.

This is a global search; relocation support and visa assistance will be provided.

It is expected that the President will be traveling 30% of the time within the State of California, and for select international meetings.

Terms of Appointment

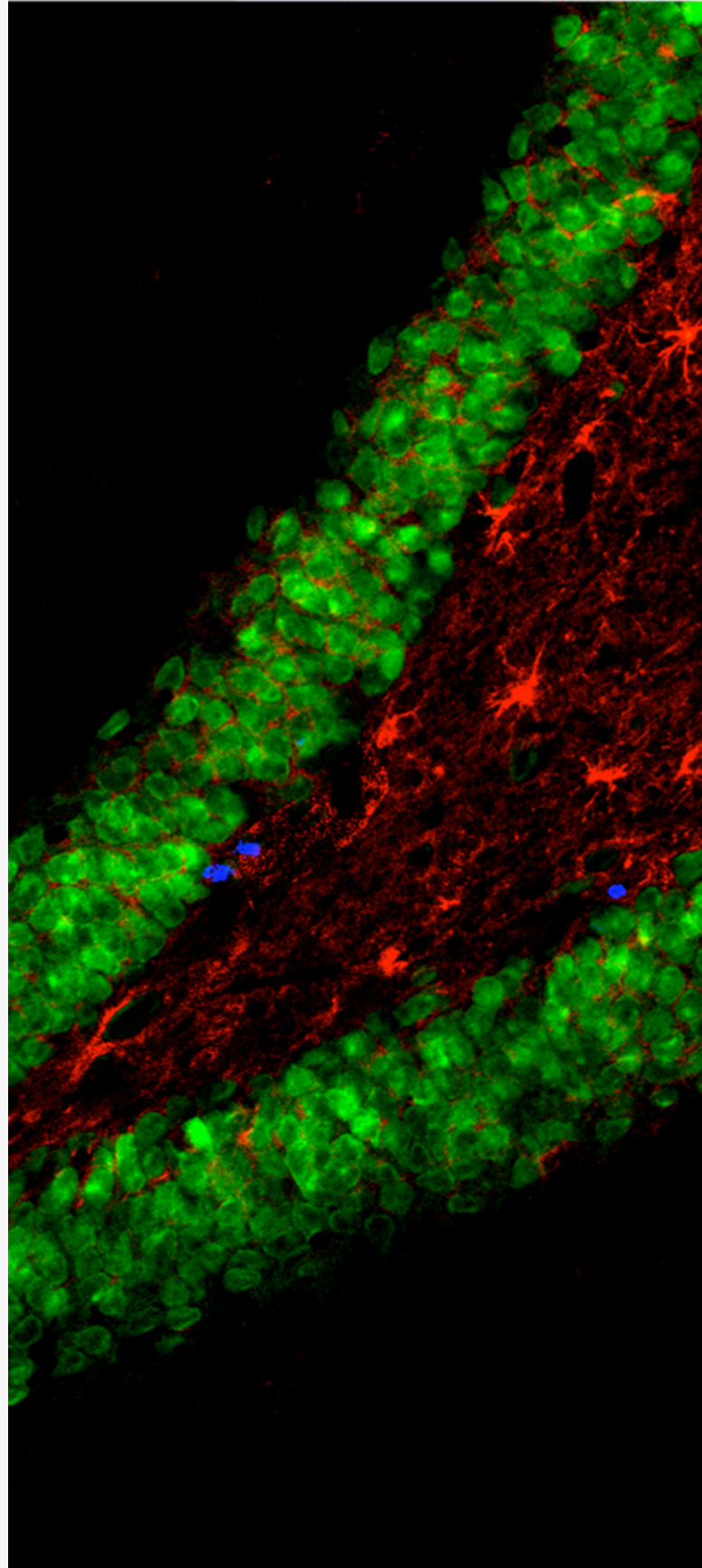
The President is appointed on an "at-will" basis and does not have a set contract period.

The salary range for the President role is \$439,810 to \$650,960. Benefits for the role will be shared upon request.

How to Apply & Key Steps in the Process*

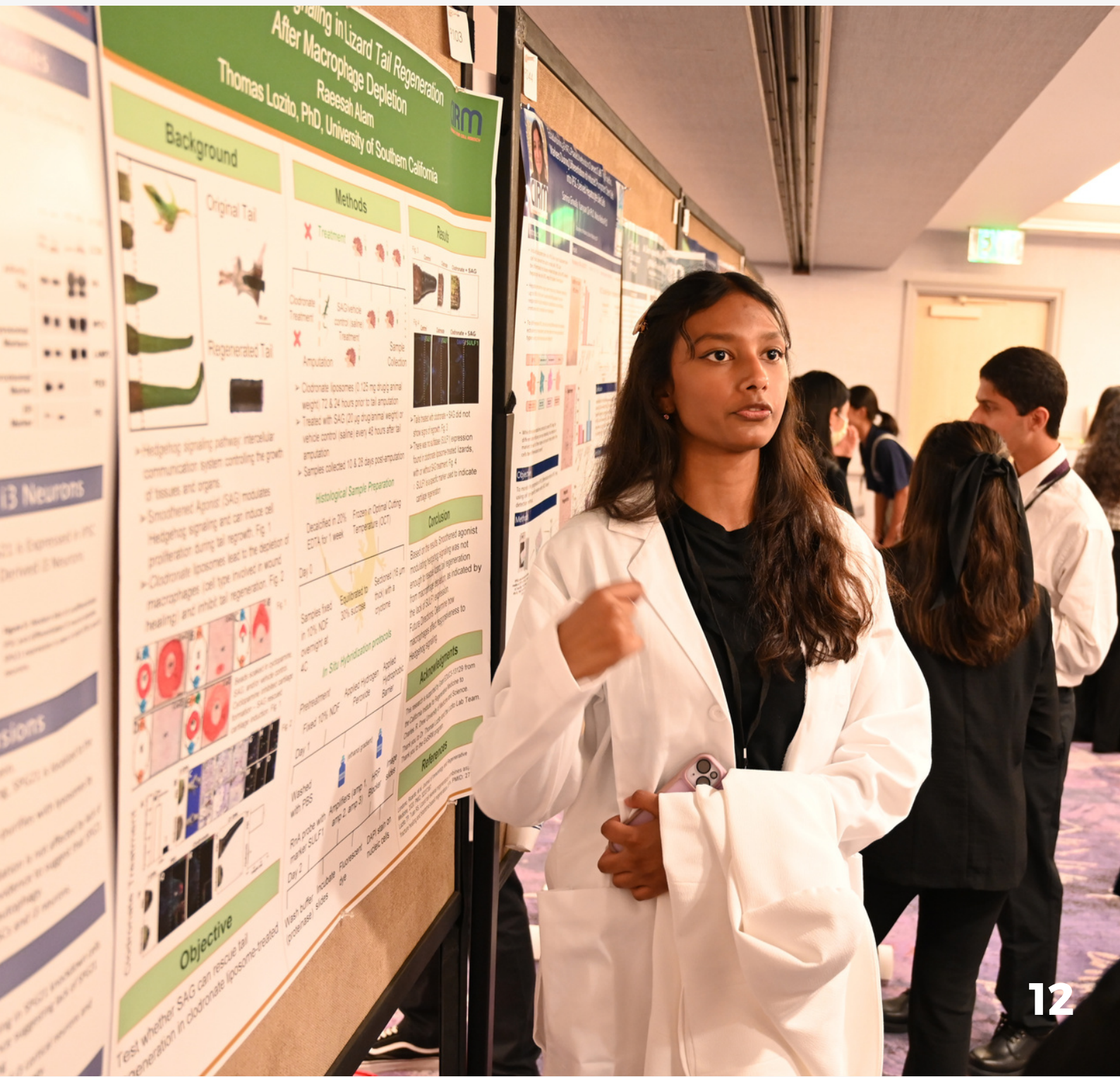
SRI Executive is exclusively retained by CIRM to undertake this assignment.

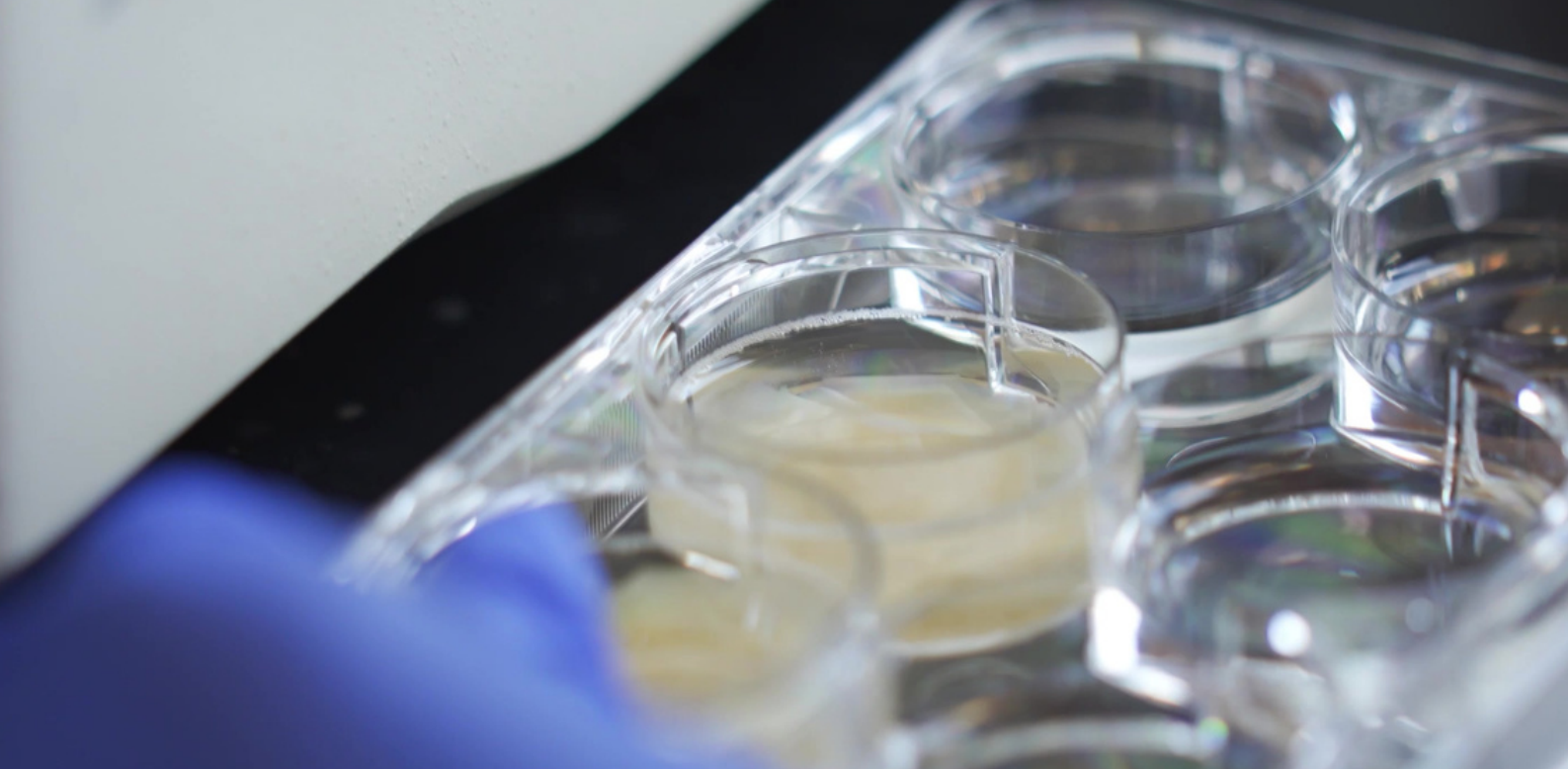
- If you wish to be considered for this position, please forward a copy of your CV in Microsoft Word format, along with any relevant documentation, as soon as possible and no later than **March 29, 2024**, to CIRM-President@sri-executive.com
- All information will be treated in the strictest confidence. Applications will be reviewed as they are received, and we will respond to you as soon as possible.
- During the recruitment process, if you demonstrate sufficient relevant experience, SRI Executive will require your cooperation in completing a Competency Profile. You will also be required to participate in several telephone or Microsoft Teams screening discussions with the SRI Executive team to ensure there is a clear understanding of the Terms of Reference and to ascertain if there is the appropriate “fit” (technical and behavioral) for you and CIRM.
- Based on the screening discussions, SRI Executive will provide a shortlist of recommended candidates to CIRM for further review. Suitable candidates to move forward for the first-round interview will then be selected by the hiring committee. SRI Executive will contact suitable candidates and arrange interviews.



- First-round interviews will be conducted by video conference. Based on the outcome of first round interview, successful candidates will be invited to participate in additional interviews.
- Please be aware that this appointment will require that you provide us with the contact information of three people who are willing to act as a reference, including former direct reports. We will not contact these individuals without your expressed permission.
- After you meet with CIRM, we will advise you of their decision and provide feedback. At the selection stage, if you are the preferred final candidate, CIRM will extend a letter of intent to offer.

* Please note that this process may be subject to some change.





About SRI Executive

SRI Executive is an Executive Search, Leadership and Strategy consulting practice specializing in International Development, Global Health, Sustainability, Development Finance and Education sectors. We have partnered with more than 300 organizations to place and support exceptional leaders and develop future-ready strategies that lead to impact.

We bring in-depth expertise, an exclusive network, and a tailored approach to our service so that in Executive Search, organizations are introduced to leaders who have the balance of behavioral and technical skills to succeed in shaping a better world. In Strategy, our teams are purpose-built with globally respected thematic experts who co-create a roadmap to achieve meaningful global change.

In enhancing the capability, capacity and resilience of mission-driven organizations around the world, we know it comes down to people.



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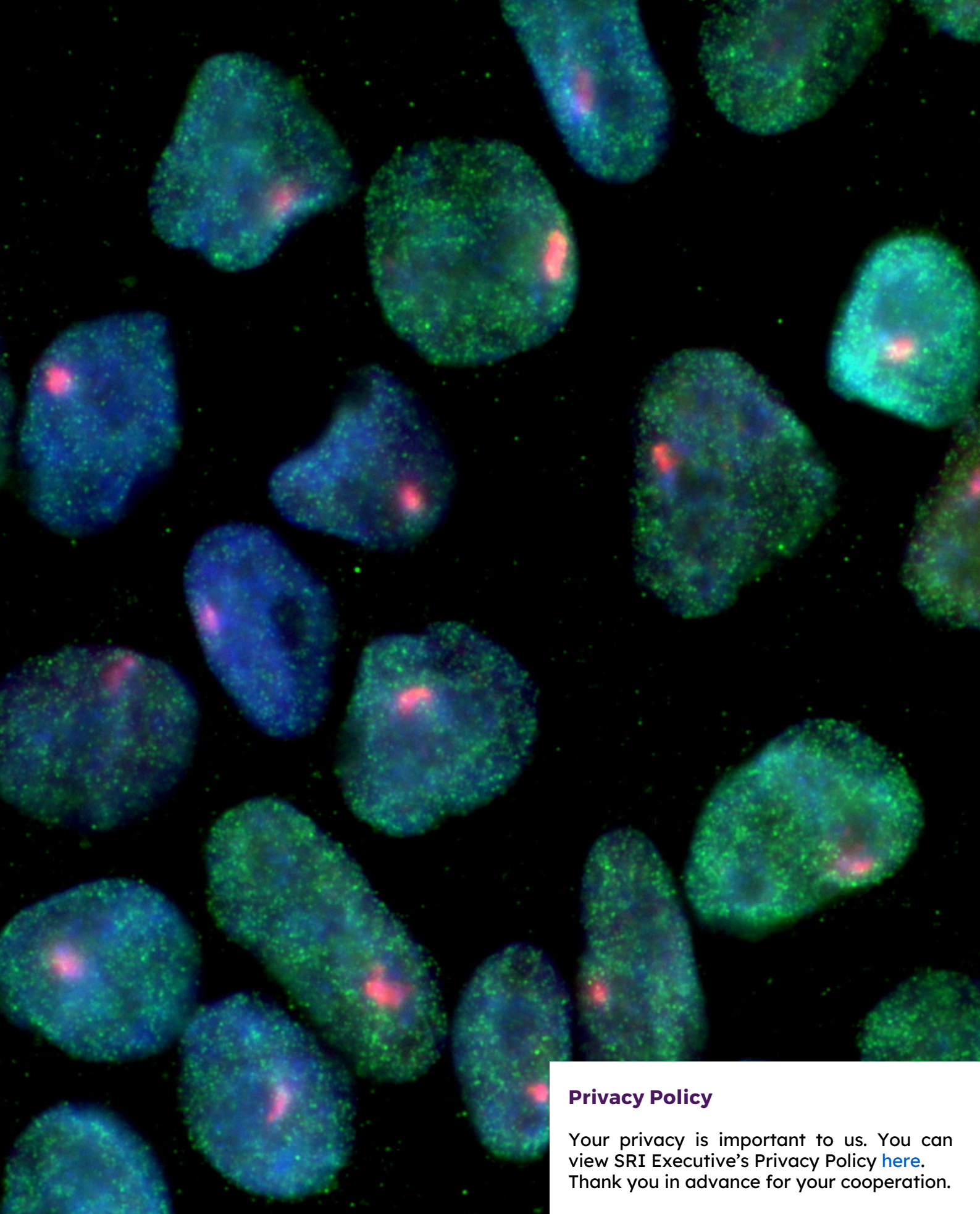
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