

## Candidate Competency Profile

As the search is now entering the evaluation phase, we would like to present the client organisation with a summary, in your own words, of your qualifications for this position.

Please email the completed form to [LVercoustre@sri-executive.com](mailto:LVercoustre@sri-executive.com) in **Microsoft Word format**.

<b>Role</b>	President
<b>Organisation</b>	California Institute for Regenerative Medicine (CIRM)

Salutation (e.g. Dr/Prof)	
Forename	
Middle Name	
Surname	
Current Location	
Current Organisation	
Current Job Title	
Academic Qualification(s)	
Professional Certificate(s)	

Are you authorized to work in the USA?	
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### Professional Experience

(Candidate: Please specify the beginning and ending dates of each job in a **Month Year** format, e.g., Jan 2022-Dec 2023. Please specify any **career gap** and the reason.)

Current Employer	Title	Month Year – Month Year	Reason for Leaving
Previous Employer	Title	Month Year – Month Year	Reason for Leaving

## Key Competencies

Please provide relevant examples of where you have demonstrated your capabilities in the key competencies outlined. Please keep in mind that these answers will be used to help determine your suitability for the longlist. Please give **detailed and concrete examples**, while keeping answers **focused and succinct**.

<b>1. Why are you interested in pursuing this opportunity?</b>
Answer
<b>2. What makes you the ideal candidate for this role? What are the three most significant experiences or skills you would bring to the role?</b>
Answer
<b>3. The President should be motivated by CIRM’s mission to accelerate world class science to deliver transformative regenerative medicine treatments in an equitable manner to a diverse California and world. Please give examples from your career that demonstrate how your career align with CIRM's mission.</b>
Answer
<b>4. Following the existing strategic plan, the President will develop a new and compelling multi-year strategic plan with a clear vision and well-identified goals. Please provide at least one example from your career of leading a similar strategic planning, goal setting, and delivery process that achieved the desired outcomes and moved your organization forward.</b>
Answer
<b>5. The President will lead a public agency with a large and diverse Board as well as a complex governance structure that operates within specific regulations around transparency and disclosure. Please provide examples from your career of leading and operating in similarly complex organizational structures.</b>
Answer
<b>6. The President will be responsible for building and retaining a talented, diverse, and cohesive leadership team. Please provide 1-2 examples of similar leadership experiences from your career.</b>
Answer
<b>7. The President will be the public face of CIRM and will be required to communicate thoughtfully and succinctly with internal and external audiences. Please provide 1-2 examples from your career where you were acting in a similar capacity.</b>
Answer
<b>8. The President will support CIRM’s diversity goals, including promoting diversity, equity, and inclusion in all programs CIRM supports, including our research, education, workforce development, and infrastructure programs. Please outline your prior experience in leading or supporting diversity programs.</b>
Answer

Please define your experience in the following areas:

Language Fluency <i>(Please state your written and spoken language proficiency - Native, Basic, Conversational, Fluent)</i>	English	Spoken	
		Written	
	Other	Spoken	
		Written	
	Other	Spoken	
		Written	
Key Internal Relationships	Current-Reporting Line		
	Total Team Size		
	Past - Reporting Line		
	Total Team Size		
Key External Relationships <i>(Key external stakeholders that you manage/engage with)</i>	Current		
	Past		
Portfolio & Budgetary Management	Current Portfolio <i>(description and size)</i>		
	Former Portfolio <i>(description and size)</i>		
Are there any honors or awards relevant to this role that you would like to mention? Please list them here.			
The role location is based in California with an expectation to be in-person near San Francisco. If not based there, are you okay to relocate?			
What is your notice period? If successful, how soon can you join CIRM?			
The gross salary range indicated for this position is between \$439,810 and \$650,960. Please confirm if you are happy with this, or please provide your expected salary.			
Is there any other information that you would like to volunteer in support of your candidacy for this position?			



As part of the recruitment process, our client may also seek your consent to conduct confidential background checks via a third-party vendor **SHOULD YOU PROCEED TO LONGLIST.**

As part of our ongoing due diligence process, we will also conduct online research on your background using publicly available resources and may share relevant findings with our client.

Please indicate Yes or No by ticking the appropriate box below:

- Yes, I consent to these actions.
- No, I do not consent to these actions.

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Client Information Only:**

- This Competency Profile has been sent with the prior consent of our candidate with the full understanding that SRI Executive will be representing this candidate to you.
- This Competency Profile is confidential and should be viewed only by the relevant hiring employees within your organisation.