



Confidential Position Specification

# **Patient-Centered Outcomes Research Institute (PCORI)**

**Deputy Executive Director for Patient-Centered Research  
Programs**

March 2021



## CONFIDENTIAL POSITION SPECIFICATION

<b>Position</b>	Deputy Executive Director for Patient-Centered Research Programs
<b>Company</b>	Patient-Centered Outcomes Research Institute (PCORI)
<b>Location</b>	Washington, D.C.
<b>Reporting Relationship</b>	Executive Director, Nakela Cook, MD MPH
<b>Website</b>	<a href="http://www.pcori.org">www.pcori.org</a>

## COMPANY BACKGROUND/CULTURE

The Patient-Centered Outcomes Research Institute (PCORI) is an independent, nonprofit organization authorized by Congress in 2010 to fund comparative clinical effectiveness research (CER). PCORI-funded studies are designed to produce reliable, useful information that will help patients, caregivers, clinicians, employers, insurers, policy makers and others make better-informed health and healthcare decisions. In addition, the organization seeks to improve healthcare delivery and outcomes, by producing and promoting high-integrity, evidence-based information that comes from research guided by patients, caregivers, and the broader healthcare community.

Comparative clinical effectiveness research compares two or more available healthcare options to determine what works best for which patients and under what circumstances. PCORI supports patient-centered outcomes research, which is CER that focuses not only on traditional clinical outcomes but also on the needs, preferences, and outcomes most important to patients and those who care for them.

Since its founding, PCORI has awarded more than \$2.8 billion to support over 1,700 projects, including research studies, engagement programs, dissemination and implementation projects, and research infrastructure activities including funding of PCORnet®, the National Patient-Centered Clinical Research Network. Among the most studied conditions are mental and behavioral health, cancer, neurological disorders, cardiovascular disease, and multiple chronic conditions. PCORI funding focuses on several populations of interest, including diverse racial and ethnic groups, individuals with low socioeconomic status, women, older adults, and people with multiple chronic conditions.

Additionally, PCORI funds projects on ways to improve the conduct of patient-centered outcomes research and has developed a set of Methodology Standards as the basis for sound research.

PCORI's original strategic framework includes the following five National Priorities for comparative clinical effectiveness research:



- Assessment of Prevention, Diagnosis, and Treatment Options
- Improving Healthcare Systems
- Communication and Dissemination Research
- Addressing Disparities
- Accelerating Patient-Centered Outcomes Research and Methodological Research

An ongoing strategic planning effort will update PCORI's National Priorities which will frame the organization's Research Agenda for the future.

PCORI is funded through the Patient-Centered Outcomes Research Trust Fund established under the Patient Protection and Affordable Care Act of 2010. Under the 2019 amendment to the authorizing law, the Trust Fund receives income from statutory appropriations and a fee assessed on private insurance and self-insured health plans. PCORI's dissemination of these funds are decided and guided by input from all sectors of the healthcare community. The organization builds strong partnerships and research capacity through multi-stakeholder engagement. Engagement is operationalized at every stage of the research process, from topic generation to evaluation of projects for funding to dissemination and implementation of results.

## KEY RESPONSIBILITIES

PCORI now seeks to hire a well-respected, dynamic, and agile executive who will report directly to the Executive Director and serve as Deputy for Patient-Centered Research Programs. This individual will drive the operational execution and implementation for day-to-day activities related to funding of programs and projects at PCORI and maintain optimal efficiency and flawless delivery for this fast growing, expanding, and diversifying organization. This person will optimize functional alignment and coherency with the goal to implement a future-looking operating model that integrates across disciplines, provides clearly defined positions, and creates a collaborative, inclusive culture where employees can thrive and work collaboratively to deliver on PCORI's mission. Responsibilities will be, but not limited to the following mandates:

### Organizational Design and Workplace Culture

- Work with the Executive Director to build an organizational structure for the unit guided by the broader organization transformation initiative and strategic plan, which includes defining responsibilities, decision authorities and decision-making within the unit, and identify and launch high priority recruitments.
- Attract, motivate, engage, and develop a diverse staff which fosters an inclusive, mission-focused culture.

### Leadership, Management, and Strategy

- Contribute to organization-wide leadership and strategy by aligning programmatic unit strategy with organization-wide timeline, vision, strategy, and approach.
- Develop and implement strategy across domains of engagement, awards, dissemination and implementation, and program operations activities.
- Plan and manage unit resources, both programmatic and human resources for the unit.
- Manage overall operational administration and coordination of activities.



### **Programmatic Activities**

- Oversee operational aspects of funding announcement, application solicitation, merit review, and negotiation and management of awarded contracts for research, engagement, dissemination, or related activities.
- Oversee all the unit's engagement, awards, dissemination and implementation, and program operations activities (amounting to approximately \$400M in funding commitments annually).
- Oversee the planning and management of stakeholder partnerships.
- Promote enhanced dissemination and implementation efforts as emphasized in reauthorization legislation.
- Evolve program operations of all awards processes and awardee activities in alignment with the vision of the overall organization transformation, inclusive of:
  - Interactions and engagement with applicants and awardees, as well as integrating across programs internally;
  - Prospective planning and execution of solicitation cycle in alignment with Board-approved multi-year commitment plan;
  - Collaborative topic generation process with appropriate oversight and decision-making; and
  - Programmatic and external merit review and PCORI peer review.
- Prospectively plan and manage engagement with Board of Governors and relevant oversight committees related to programmatic activities, coordinating and aligning with newly established board leadership and organization-wide Board strategies.
- Serve as an external face/liaison for the programmatic areas when required by PCORI leadership.

### **PROFESSIONAL EXPERIENCE/QUALIFICATIONS**

- 15+ years' experience with strategic and analytic expertise in a defined area of research within PCORI's mandate (health services research, outcomes research, health equity/disparities, community-based participatory research, etc.) either primary research or research portfolio management. Pharmaceutical industry experience is also acceptable.
- Demonstrated commitment engaging stakeholders of the health care community in research or programs.
- Collaborative, adaptable, flexible to change and ability to lead teams through change.
- Multidisciplinary in nature and collaborative in working across teams and units.
- Collegial and respectful in approach to interactions with governing or advisory bodies.
- Public service approach (not self or individual-centered) and commitment to transparency.
- Patient-centered and stakeholder-driven perspective that incorporates understanding of importance of patient and stakeholder values in implementing the mission.
- Strong program and program administration experience within a clinical/research setting applicable to the understanding of specific goals of funding announcements and of the challenges of managing funded portfolios.
- Demonstrated commitment to diversity, equity, and inclusion in staff leadership and management and research processes more broadly.
- Collegial, open-minded, high emotional intelligence/quotient (including humility and empathy).



- Excellent communicator, oral and written, with varied stakeholders externally and ability to inspire and guide teams internally.
- Proven ability managing people and teams, setting goals and expectations, delivering feedback, inclusive leadership, motivating and inspiring staff.
- Leader of highly trained/expert individuals (scientists and other professionals) and expert teams with an ability to delegate effectively.

## EDUCATION

- A graduate degree in a Clinical, Scientific and/or Public Health related field is required.

## SUCCESS FACTORS

As this is a highly visible role within the organization and surrounding community, this person will be tasked with several key action items to be conducted within the first year:

- Implement a strategic plan through building of programmatic ideals of new research/priorities.
- Work with the organization as well as the Board to drive and align the program plan.
- Establish credibility and build relationships with the staff, relevant Board committees and PCORI constituencies.
- Ensure a motivated, diverse, cohesive, and professionally skilled staff, including a clearly defined management team whose work is aligned with the strategic and operational plans.

## KORN FERRY CONTACTS

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