

EXECUTIVE SEARCH



SENIOR DIRECTOR OF EDUCATION AND RESEARCH



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JN-092026-39237

Client: Alliance for Academic Internal Medicine
Role: Senior Director of Education and Research
Location: Alexandria, VA (Hybrid)
Reports To: Chief Executive Officer
Website: im.org



SITUATION OVERVIEW:

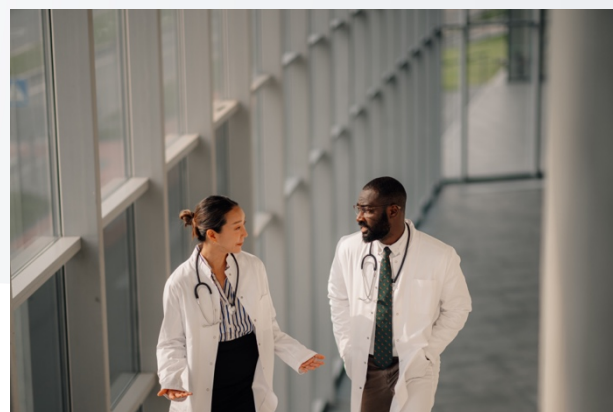
ZRG Aspen Leadership Group is proud to partner with the Alliance for Academic Internal Medicine in the search for its **Senior Director of Education and Research**.

ABOUT AAIM:

The Alliance for Academic Internal Medicine (AAIM) is a professional society dedicated to the advancement and professional development of its members, who prepare the next generation of internal medicine physicians and leaders, through education, research, engagement, and collaboration. The 14,000+ Alliance members include highly engaged faculty and staff in departments of internal medicine at more than 500 medical schools and teaching hospitals throughout North America and beyond.

AAIM brings together the academic internal medicine community to advance education, research, professional learning, and collaboration. The organization conducts research and shares data on trends and issues affecting undergraduate and graduate medical education; develops best-practice resources, tools, guidelines, and other materials to support faculty and administrators; and advances issues important to its members and academic internal medicine. AAIM also works closely with major medical societies and other organizations to advance shared priorities and strengthen the voice of academic internal medicine.

Through its Digital Learning Center, AAIM provides professional development opportunities for physicians and administrative leaders in academic internal medicine. The Center combines live and self-directed learning through virtual courses and provides access to a robust library of educational content from AAIM conferences, webinars, and other programs. AAIM also hosts three major conferences each year, bringing together faculty and staff from departments of internal medicine at medical schools and teaching hospitals across the country. Its premier



conference, Academic Internal Medicine Week (AIMW), convenes more than 3,200 professionals annually for learning, exchange, networking, and engagement across AAIM's member communities.

AAIM is expanding its programs and resources for members, increasing its impact, strengthening its governance, and adapting to and helping shape the rapidly evolving field of academic internal medicine. This is an exciting time to join AAIM and contribute to its continued evolution and its role in shaping the future of academic internal medicine.

POSITION:

This is an opportunity to join AAIM at an exciting time in its evolution, make meaningful contributions to the rapidly evolving field of academic internal medicine, and play an important role in helping shape the future of AAIM and the field of academic internal medicine. The **Senior Director of Education and Research** (Senior Director) will provide strategic leadership for a broad portfolio of work critical to AAIM's mission and its role in advancing academic internal medicine.

The role has three primary areas of responsibility: providing strategic leadership and oversight for AAIM's Education and Research team; serving as a key member of the senior management team and contributing to organization-wide strategy and priorities; and representing AAIM, serving as a senior liaison to key stakeholders and helping develop AAIM positions and advocacy efforts on issues affecting academic internal medicine.

As the leader of the Education and Research team, the Senior Director will oversee AAIM's research and data activities, including survey research, data collection and reporting, as well as the team's support and management of committees, task forces, and work groups. The Senior Director will also oversee the organization and staffing of convenings of the Internal Medicine Education Advisory Board in support of the AAIM President. The Senior Director will set direction and priorities for the Education and Research team, ensure that resources are aligned with organizational goals, and support an experienced group of directors and staff in advancing AAIM's priorities on behalf of the academic internal medicine community.

As a member of the senior management team, the Senior Director will contribute to organization-wide strategy and work closely with the AAIM CEO, the AAIM President, and other senior leaders to advance organizational priorities. The Senior Director will identify, develop, and recommend long-term strategies and initiatives related to undergraduate and graduate medical education, research and data, accreditation, certification, and health policy.

The Senior Director will also serve as a key senior staff liaison and representative to stakeholders across the academic internal medicine community, building and sustaining relationships with national organizations, medical specialty societies, and other partners. Working in concert with the AAIM CEO and AAIM President, the Senior Director will help ensure that AAIM is informed of

key developments and that the perspectives of its members are represented in important conversations affecting academic internal medicine. The Senior Director will identify opportunities for collaboration and advocacy, engage with advocacy coalitions, advise leadership on emerging policy issues, and help develop AAIM positions and responses as appropriate.

The successful candidate will be excited by the opportunity to immerse themselves in the field of academic internal medicine and contribute to AAIM's important role in advancing it. The Senior Director will confidently engage with accomplished leaders and subject matter experts and represent AAIM across the academic internal medicine community.

FROM THE CEO:

Thank you for your interest in joining AAIM at such an important moment for our organization and for the field of academic internal medicine. AAIM occupies a unique position in bringing together leaders, educators, researchers, and partners who are shaping the future of internal medicine education and advancing our mission.

The Senior Director of Education and Research will have an extraordinary opportunity to help guide work that is central to AAIM's mission. This role calls for a strategic, collaborative, and intellectually curious leader who can support an experienced team, strengthen our research and data efforts, contribute to organization-wide priorities, and represent AAIM thoughtfully with key stakeholders across the field of academic internal medicine.

The Senior Director will work closely with me, the AAIM President, senior staff, volunteer leadership, and external partners to raise our organizational profile, identify emerging issues, develop sound strategies, and ensure that AAIM remains a trusted voice.

We are looking for a leader who is energized by complex, mission-driven work; who values relationships and consensus-building; and who is eager to learn from and contribute to a community of accomplished professionals.

I look forward to learning more about the candidates who are inspired by this opportunity and to welcoming a new colleague who will help shape AAIM's next chapter.

— Erica Holland, CEO

RESPONSIBILITIES:

STAKEHOLDER RELATIONS

The **Senior Director** will

- serve as the key senior staff liaison to national stakeholder organizations and medical specialty societies to advance AAIM's positions on matters that directly affect academic internal medicine faculty, administrators, and learners;

- attend and contribute to external and internal stakeholder meetings related to undergraduate and graduate medical education, research and data, health policy, and advocacy;
- participate in stakeholder check-in meetings with the AAIM CEO and the AAIM President;
- direct the selection and orientation of AAIM's external representatives and ensure mechanisms are in place to facilitate effective two-way communication with AAIM leadership; and
- facilitate the development of AAIM positions and AAIM's participation in stakeholder advocacy letters.

EDUCATION AND RESEARCH LEADERSHIP AND MANAGEMENT

The **Senior Director** will

- allocate appropriate staff resources for projects and initiatives as approved by the AAIM Board of Directors;
- ensure effective dissemination of information, data, trends, and other relevant updates so that AAIM members have the tools and information they need to do their jobs effectively;
- ensure effective management and support of Education and Research committees, task forces, and work groups;
- guide team directors in proactively forecasting budgetary issues and identifying strategies to address them;
- assess the budgetary impact of changing or adding programs and recommend forward-looking resourcing strategies to support AAIM's initiatives and ensure effective fiscal management;
- provide leadership, strategic direction, and guidance to team directors and assistant directors, working collaboratively with them to establish goals and support their continued success and professional growth;
- guide team directors and assistant directors in leading and supporting their staff, including making appropriate and timely employment decisions and recognizing and rewarding strong performance to help motivate and retain high-performing talent;
- develop recruitment strategies and hiring plans to identify and attract highly qualified talent; and
- provide newly hired team directors with a solid foundation for success by designing and overseeing meaningful orientation, training, and onboarding.

ORGANIZATIONAL LEADERSHIP

The **Senior Director** will

- serve on AAIM's senior management team, contribute to organization-wide strategy, and work collaboratively with other senior leaders to advance AAIM's annual and long-term goals;

- contribute to broad organizational initiatives and provide guidance on project planning, resourcing, and implementation; and
- maintain current knowledge of trends and developments in academic internal medicine and share relevant information and insights with AAIM volunteer and executive leadership.

QUALIFICATIONS:

AAIM seeks a **Senior Director of Education and Research** with

- a commitment to the mission of AAIM — to promote the advancement and professional development of its members, who prepare the next generation of internal medicine physicians and leaders, through education, research, engagement, and collaboration;
- experience working with organizational leaders to shape major organizational strategies and initiatives;
- the ability to critically evaluate, conceptualize, and recommend policies and guidelines that advance organizational goals and initiatives;
- highly effective communication skills, with the ability to communicate verbally and in writing with presence, persuasion, and polish across a range of internal and external audiences;
- the ability to translate emerging trends, data, and developments into strategic insights and organizational priorities and synthesize and communicate complex information to a broad range of audiences;
- strong relationship-building skills, along with the ability to establish credibility with external stakeholders and represent AAIM effectively with national organizations, medical specialty societies, advocacy coalitions, and other partners;
- advanced problem-solving, evaluative, analytical, and strategic thinking skills, with the intellectual curiosity and agility to quickly grasp complex and evolving subject matter and develop a strong understanding of new issues;
- an understanding of the evolving role of artificial intelligence in research, education, and learning and its potential implications for AAIM and academic internal medicine;
- experience working independently and collaboratively as part of team, demonstrating sensitivity, professionalism, and confidence when engaging with leaders, executives, and subject matter experts;
- the ability to lead and support experienced professionals responsible for a complex portfolio of education, research, and related programs and initiatives and build a collaborative, high-performing team; and
- exceptional organizational and prioritization skills, with the ability to manage multiple complex initiatives and competing demands effectively in a collaborative leadership environment.

A bachelor's degree is required for this position; an advanced degree, such as a master's degree or PhD in a relevant field, is preferred.

The successful candidate will bring at least 10 years of progressively responsible experience, including at the senior management level working with educators, medical professionals, or other highly skilled professional communities. Experience in one or more of the following areas is highly desirable: medical education; research and data collection; and health policy and advocacy.

AAIM will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to AAIM, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

REPORTING RELATIONSHIPS:

The **Senior Director of Education and Research** will report to the CEO, [Erica Holland](#). The Senior Director will supervise the Director of Medical Education and Research and the Director of Survey Research and be responsible for a team of approximately seven staff.

SALARY & BENEFITS:

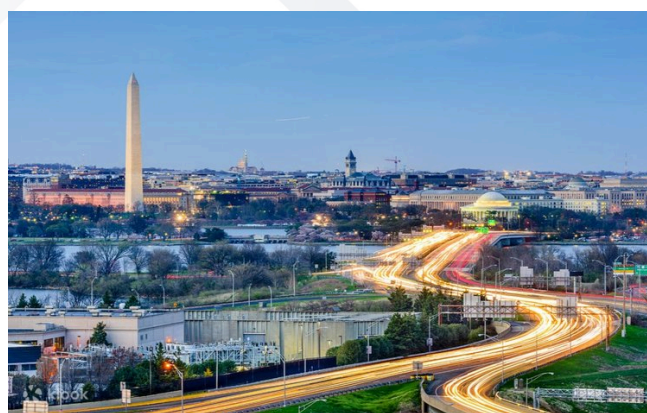
The salary range for this position is \$185,000 to \$200,000. AAIM offers a generous and comprehensive package of benefits, including health, dental, and vision insurance, a 403(b)-retirement plan with employer contributions, and professional development memberships.

LOCATION:

AAIM offers a hybrid work environment. While remote candidates will be considered, AAIM has a strong preference for those residing within a reasonable commuting distance of its offices in Alexandria, VA.

Located just outside of Washington, D.C., Alexandria is an energetic town that features more than 200 independent restaurants and boutiques plus intimate historic museums and waterfront events. Here, you'll experience the charm of an evolving community rooted in history and progress.

With excellent public transportation and endless things to see and do, nearby Washington, D.C. provides a vibrant and inspiring atmosphere for people from all walks of life. The city is home to iconic landmarks, renowned museums, and beautiful parks like the National Mall and Rock Creek Park.



APPLICATION PROCESS:

All applications must be accompanied by a cover letter and résumé. Cover letters should be responsive to the mission of AAIM and the responsibilities and competencies presented in the position prospectus. Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Senior Director of Education and Research, Alliance for Academic Internal Medicine](#).

To nominate a candidate or inquire about the position, please contact [Wisla Heneghan](#).

ABOUT ZRG PARTNERS:

ZRG is a global talent advisory firm that is changing the way companies find, hire, and manage talent through its data-driven approach to executive and professional search. The company's digital Zi platform combines talent intelligence, candidate insights, and process improvement to dramatically deliver executive searches quicker and with proven better results.

ABOUT ZRG ASPEN LEADERSHIP GROUP:

ZRG Aspen Leadership Group (ALG) supports exceptional careers in the nonprofit sector, recruiting presidents, executive directors, and chief advancement officers and helping them recruit, train, and inspire high-performing teams. The company's search services and leadership consulting focus on building teams that enable an organization to engage all its potential donors and volunteers and to drive unprecedented fundraising results.



Wisla Heneghan

Managing Director and Practice Lead, Finance and Operations

wislaheneghan@aspenleadershipgroup.com

Wisla Heneghan has over 25 years of experience leading nonprofit and for-profit organizations, including as Chief Operating Officer of Human Rights Watch and as Chief Operating Officer at The Nature Conservancy where she also held the role of General Counsel.

Today, Wisla leads the finance and operations practice at Aspen Leadership Group. Wisla leverages her experience leading global teams in finance, legal, human resources, technology, communications, marketing, audit, and risk management to help organizations find expert and strategic leaders for their most critical roles.

Wisla's personal experience as a member of executive teams and advisor to boards allows her to partner closely with hiring managers and committees to understand the goals, needs, and context critical to their executive search. Wisla's network and her own career experience enable

her to connect with candidates and develop a deep understanding of their expertise and experience as well as the leadership characteristics that a candidate brings to an organization.

Wisla is passionate about the role that highly collaborative and effective leadership teams can play in the success of an organization's mission and impact on the world. During her tenure at The Nature Conservancy and Human Rights Watch, Wisla assisted boards and CEOs through leadership changes, organizational growth, restructuring, and geographic expansion. Her goal is to bring her experience advising leaders and developing highly effective management teams to help place expert, dedicated individuals in critical roles.

Wisla spent the earlier part of her career in the corporate sector, including as Vice President and Associate General Counsel at Staples, Inc. She started her career in private legal practice in Boston after graduating from Boston University School of Law. Wisla was born in Brazil and raised in Brazil and New York.