



# Cold Spring Harbor Laboratory

[www.cshl.edu](http://www.cshl.edu)  
Cold Spring Harbor, NY

## VICE PRESIDENT OF COMMUNICATIONS

### THE OPPORTUNITY



Founded in 1890, Cold Spring Harbor Laboratory has shaped contemporary biomedical research and education with programs in cancer, neuroscience, plant biology and quantitative biology. Home to eight Nobel Prize winners, the private, not-for-profit Laboratory employs 1,100 people including 600 scientists, students, and technicians. The Meetings & Courses Program hosts more than 12,000 scientists from around the world each year on its campuses in Long Island and in Suzhou, China. Cold Spring Harbor Laboratory (CSHL)'s education arm also includes an academic publishing house, a graduate school, and programs for middle, high school, and undergraduate students and teachers.

CSHL seeks a dynamic, visionary, and strategic Vice President of Communications (Vice President) to amplify and advance CSHL's outreach, institutional profile, and scientific and educational impact. As the fulcrum of CSHL's communications strategy, the Vice President will play a pivotal role in increasing the organization's visibility, creating articulate and persuasive communications materials through a philanthropic lens, representing the organization as an active spokesperson, and reimagining the CSHL brand.

The Vice President will bring an innovative and comprehensive approach to branding and communications with the stature and demonstrated ability to build strong relationships and alliances with constituencies, both internally and externally. The successful candidate will serve as a visible and active spokesperson to external and internal audiences, including presentations about CSHL's scientific and educational programs. The Vice President will revitalize CSHL's institutional and program communication across multiple digital and media platforms, ensuring a cohesive and compelling narrative that resonates with the organization's diverse

audiences. They will elevate the visibility of CSHL's initiatives at the local, national, and international levels by evolving the organizational brand, developing multimedia content, producing publications, and supporting *Foundations for the Future*, CSHL's \$500 million capital and endowment fundraising campaign to expand scientific and educational initiatives.

Cold Spring Harbor Laboratory has retained [Freeman Philanthropic Services, LLC](#) to assist with this important recruitment.

## ABOUT COLD SPRING HARBOR LABORATORY

Cold Spring Harbor Laboratory (CSHL) is a community of 1,100 scientific, academic, administrative, and support staff hailing from over sixty different countries, working together to advance research and education in the biosciences. For over 100 years, CSHL scientists have made many significant discoveries that have advanced knowledge and brought about a deep understanding in fields as diverse as cancer, identifying the first cancer gene, uncovering genetic changes that give rise to autism, the functioning of the brain, and mathematical and theoretical biology. CSHL was the site of the initial discussions leading to the Human Genome Project, the Innocence Project, and the BRAIN initiative, all of which have had a transformative impact on science and society.

A key component of CSHL's worldwide influence is its role as a global hub for the exchange and critical assessment of research. The course programs have trained many of the leading scientists while the meetings have been the venue for the announcement of ground-breaking research. The combination of research of the highest level and communication makes CSHL a unique and collaborative institution.

CSHL's research initiatives present an integrated approach that builds on CSHL's strengths, its world-class research, and the essential part it plays in communicating the fruits of research. The research programs are directed at some of the most challenging facing society, including tackling Alzheimer's and Parkinson's disease, advancing artificial intelligence (AI) by building on understanding of how our natural intelligence develops, and on Quantitative Biology, developing new theoretical approaches essential for progress.

As a preeminent international research institution, CSHL is placed among the top 1% of life science institutions most cited in published research. Home to eight Nobel Prize winners, CSHL is also a National Cancer Institute-designated Cancer Center and an incubator for over 30 biotechnology start-ups. CSHL's history of innovation starts in 1908, when hybrid vigor in corn was discovered, revolutionizing modern agriculture, through the present day, including the discovery of how to reprogram T cells to fight aging in 2024.

The Laboratory has several international and national collaborations, including an alliance in cancer with Northwell Health. Additional collaborations include Memorial Sloan-Kettering Cancer Center, Dana-Farber Cancer Institute, Johns Hopkins University, New York University, Weill Cornell Medicine, Columbia University, Yale University, and University of California, Los Angeles. CSHL's educational divisions are:

- ❖ [Banbury Center](#) – A think-tank that convenes global experts to guide science and public policy.
- ❖ [CSHL Press](#) – CSHL Press publishes scientific information in the form of journals, books, manuals, and online resources including a preprint service, used by more than 2,000 leading academic, government, and corporate research institutions and hundreds of thousands of scientists worldwide. Its publications include two of the world's top five research journals in genetics, the most widely used laboratory protocols in molecular biology, and popular primers on the craft of being a scientist.
- ❖ [DNA Learning Center](#) – The DNA Learning Center produces web-based multimedia tools, delivers 33,000 hands-on learning experiences to middle and high school students every year, and trains teachers; over 610,000 students have been taught since 1988.

- ❖ [Meetings & Courses Program](#) – The Meetings & Courses Program attracts 12,000 scientists annually from around the world to learn the latest technologies and share advances in biological research.
- ❖ [Graduate Program](#) – The School of Biological Sciences trains the next generation of scientists through an innovative Ph.D. program that fully funds the doctoral research of each student.

## LEADERSHIP



### **Bruce Stillman, Ph.D., President and Chief Executive Officer**

Dr. Bruce Stillman is President and Chief Executive Officer of Cold Spring Harbor Laboratory, and Oliver R. Grace Professor. A native of Australia, he obtained a Bachelor of Science degree with honors at The University of Sydney and a Ph.D. from the John Curtin School of Medical Research at the Australian National University. He then moved to Cold Spring Harbor Laboratory as a Postdoctoral Fellow in 1979 and has been at the Laboratory ever since, being promoted to the scientific staff in 1981. Dr. Stillman was Director of the Cancer Center at Cold Spring Harbor from 1992 – 2016. In 1994, he succeeded Nobel

Laureate Dr. James D. Watson as Director of Cold Spring Harbor Laboratory and was appointed President in 2003.

Dr. Stillman's research focuses on how chromosomes are duplicated in cells, a process that ensures accurate inheritance of genetic material from one generation to the next.

For his research accomplishments, Dr. Stillman has received a number of honors including election as a Fellow of the American Association for Cancer Research (AACR), as well as to The Royal Society, to the US National Academy of Sciences and to the American Academy of Arts and Sciences. In 1994, Dr. Stillman was awarded the Julian Wells Medal (Australia) and in 1999 he was appointed an Officer of the Order of Australia (AO) for service to scientific research in the field of molecular biology. In 2004, Dr. Stillman and Dr. Thomas Kelly of Memorial Sloan Kettering Cancer Center were awarded the Alfred P. Sloan Prize by the General Motors Cancer Research Foundation. In 2006 Dr. Stillman received the Basic Science award from the Society of Surgical Oncology. In 2010, Drs. Stillman and Kelly received the Louisa Gross Horwitz Prize from Columbia University. He is the winner of the 2014 Herbert Tabor Research Award given by the American Society for Biochemistry and Molecular Biology. In 2019, he was awarded the Canada Gairdner International Award with John Difley of The Francis Crick Institute. Dr. Stillman has received six honorary doctorates.

Dr. Stillman is a member of the Medical Advisory Board of the Howard Hughes Medical Institute and advises a number of other research organizations, including the M.I.T. Cancer Center. He was chair of the Board of Scientific Counselors of the National Cancer Institute and former vice-chair of the National Cancer Policy Board. He also served on the Board of Scientific Advisors of the National Cancer Institute.



**Charles Prizzi, Senior Vice President for Advancement and Special Advisor to the President**

Charlie is the Senior Vice President for Advancement and Special Advisor to the President at Cold Spring Harbor Laboratory, a world-renowned non-profit cancer and neuroscience research institution based on Long Island, NY. He has been at the Laboratory since 2000 and leads a development staff that annually raises \$40 million for research, capital, endowment, and education initiatives. Charlie has successfully raised more than \$1 billion for research and related initiatives to improve STEM education as well as furthering minorities and women in science. As Special Advisor

to President Bruce Stillman, Charlie serves as the primary liaison to elected officials in the local, New York State and federal governments.

Charlie has served on the boards of Save the Children Long Island, the Cold Spring Harbor Education Foundation, LIU Post Alumni Board, the Don Monti Memorial Research Foundation and the Thomas Hartman Foundation for Parkinson's Research. He was honored with the Special Humanitarian Award from the Order Sons of Italy in New York, the Outstanding Alumni Award from LIU Post and the "40 Under 40" Award by Long Island Business News. Charlie received both his MBA and BS from LIU Post.

**Board of Trustees**

The Board of Trustees is comprised of dedicated and engaged leaders committed to CSHL and its mission, vision, and continued growth. Trustees are accomplished scientists from major educational and research institutions, business leaders, and community leaders.

For a complete list of the Board of Trustees, please visit <https://www.cshl.edu/about-us/board-of-trustees/>.

## **REPORTING RELATIONSHIPS**

The Vice President will report to the Senior Vice President for Advancement and Special Advisor to President. They will manage, mentor, and develop a talented and diverse team of 12 staff including specialists in science writing, graphic design, video production, events, web development and social media.

The successful candidate will establish collaborative relationships and maintain consistent communications with colleagues across the organization. They will partner with scientific and educational staff to elicit and synthesize complex and nuanced information into compelling messages and communications strategies.

## **OPPORTUNITIES AND CHALLENGES**

The Vice President will be an inspired communications leader with a passion for advancing biology through research and education. They will respond effectively to the following key opportunities and challenges:

**Strategic Leadership**

- Craft and oversee the execution of a forward-thinking, long-term communications strategy that aligns with the CSHL mission, vision, and values.
- Develop, plan, and oversee CSHL's annual communications goals, aligning closely with the goals of the President and the Advancement office.
- Create and facilitate opportunities to raise the visibility of CSHL's scientists and leadership through media interviews, public speaking, op-eds, and other thought leadership contributions.
- Translate complex and nuanced scientific information into compelling messages and communications strategies.
- Serve as a visible, active, and dynamic spokesperson to external and internal audiences, including

presentations about CSHL's scientific and educational programs.

### **Media and Digital Presence**

- Manage and grow media relationships and cultivate partnerships to enhance the organization's visibility in traditional and digital media.
- Utilize effective media strategies to craft the organization's strategy and overall message to engage the media, public and private funders, policymakers, the scientific community, and the general public.
- Spearhead digital communications strategies, leveraging online platforms including intranet and external website, social media, and multimedia content to expand organizational reach and engagement.
- Develop and monitor engagement metrics across multiple platforms, leveraging data to make informed decisions, refine strategies, and optimize communication.

### **Messaging Development and Leadership**

- Oversee the design and production of compelling communications materials to effectively convey the organization's messages and scientific impact across multiple media platforms.
- Collaborate with the Senior Vice President and Advancement team in crafting compelling and persuasive fundraising campaign communications (including donor appeals, emails, videos and social media content) to drive donor engagement, cultivate relationships, and meet fundraising goals.
- Plan and oversee the implementation of cultivation events with current donors in key areas of wealth, notably on Long Island, Brooklyn, New York City, and Florida.
- Develop new markets for events to engage new prospects and expand CSHL's network.
- Ensure consistent and well-branded collateral and communications for all on-campus events, working in partnership with other Departments.
- Ensure the coherence and transparency of messaging across all organizational levels by managing internal communications channels including managing CSHL's intranet.
- Build and maintain strong relationships with CSHL scientists, educators, and other key departments as well as external stakeholders to enhance collaboration and mutual understanding.

### **Brand Management**

- Drive the development and evolution of CSHL's institutional brand during its current rebranding process, ensuring a strong and positive visual identity that aligns with CSHL's mission.
- Develop and implement effective crisis communications plans to protect and enhance the organization's reputation in the face of sensitivities or challenges encountered.
- Provide high-level messaging counsel to CSHL's scientists and leadership.
- Ensure the consistent and accurate implementation and usage of communication and graphic standards in all projects.

## **KEY QUALITIES AND CHARACTERISTICS**

The ideal Vice President will be a strategic and dynamic leader with the stature and professional experience necessary to effectively meet the responsibilities listed in the preceding section. The ideal candidate will possess the following characteristics:

- Passion, commitment, and understanding of the CSHL mission and values;
- Visionary communications and branding leader with a track record of providing strategic direction, leadership, and operational management of internal and external communications activities;
- Stature, self-awareness, and intellect to gain the trust and respect of the Board of Trustees, President and Chief Executive Officer, scientists, staff, colleagues, and the organization's key audiences;
- Excellent communication (writing, speaking, presentation, and listening) skills and keen attention to detail, with the ability to translate complex and nuanced scientific information into compelling messages and communications strategies;
- Proven ability to build, expand, and strengthen communications, ideally for a complex not-for-profit organization focused on science, healthcare, or medicine;

- Highly advanced facilitation skills to promote collaboration across the organization, resulting in a thorough, inclusive, and integrated communications plan and materials;
- Demonstrated track record of leading and overseeing a robust communications team with direct experience in science writing, graphic design, video production, events, web development and social media;
- Affirming management and team building skills to help guide and mentor a diverse team of communications professionals, while maintaining best practices, collaboration, and shared accountability;
- Agility and judgment to manage multiple priorities simultaneously, act decisively, and set priorities among competing demands for resources;
- Well organized and creative problem solver with a high attention to detail;
- Direct experience leading communications in a scientific research, healthcare, or educational environment preferred; and
- Bachelor's degree required; Master's degree in relevant fields preferred.

## DIVERSITY

CSHL is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of race, color, religion, sex, sexual orientation, national origin, age, marital status, gender identity or expression, genetic information, disability, veteran status, citizenship status, or any other factors prohibited by applicable law. Cold Spring Harbor Laboratory takes affirmative action in support of its policy to employ and advance in employment individuals who are minorities, women, protected veterans, and individuals with disabilities.

## COMPENSATION AND BENEFITS

CSHL offers a comprehensive benefits package for this full-time, in-person position which includes great retirement benefits, exceptional health benefits, and access to the SightMD Center for Health & Wellness, Child Care Center, and Fitness Center. More information about CSHL's benefits package can be found [here](#). The compensation range for the position is \$200,000 to \$225,000 and CSHL may consider higher levels of compensation in certain instances.

## CONFIDENTIAL INQUIRIES AND HOW TO APPLY

CSHL has retained Freeman Philanthropic Services, LLC (FPS) to assist in this executive recruitment. FPS is a national leader in recruitment for the nonprofit sector and related concerns and brings a proven track record of recruiting top talent to diverse institutions.

Please send all confidential inquiries, applications, and nominations directly to FPS via email at [CSHL@glfreeman.com](mailto:CSHL@glfreeman.com).

All applications must include (1) an up-to-date resume (2) a letter of intent (addressed to FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity is the logical and desired next step in their career, and (3) a list of references. Additional materials and information will be requested during the search and interview process.