



AgriNovus Indiana President and CEO

Initiative and Position

Background and Profile

AgriNovus Indiana is the Central Indiana Corporate Partnership’s (CICP) initiative focused on promoting and advancing the agbioscience sector in the state of Indiana. Designed to advance the sector as a nationally recognized leader in the development of new, innovative products and services, AgriNovus was launched from BioCrossroads in 2013.

AgriNovus has provided a deep understanding of the agbioscience impact in the state - \$16 billion in economic contribution and 75,000 jobs - its assets, and the four innovation sub-sectors poised for longer-term collaboration and growth, including:

- Plant sciences
- Animal health and nutrition
- Human food and nutrition
- High tech agriculture

AgriNovus began to craft and build strategic programs to meet the public education, talent and workforce, and entrepreneurial needs of the sector. Four key programmatic priorities were identified during this period and guide the initiative still today:

- **Amplify** the agbioscience innovation story
- **Connect** people and organizations with both traditional and unexpected partnerships
- **Build** a world-class agbioscience workforce
- **Activate** an entrepreneurial mindset and accelerate early stage companies

THE POSITION – President and CEO

AgriNovus Indiana’s President and CEO is expected to devote full-time attention to ensuring the overall success, financial stability, management and effectiveness of the organization. The President and CEO also sets forward a vision for continued growth and scaling of the organization. The President and CEO implements priorities and leads additional activities, as identified by the Board of Directors and Executive Committee to further the vision of the organization that Indiana is home to unparalleled agbioscience talent and innovation.

The principal responsibilities of the President and CEO are:

- Responsible for overseeing and actively participating in the work of the entire AgriNovus initiative and its professional team.
- Responsible for managing and frequently initiating and securing sufficient funding for the organization’s growing portfolio of programs and initiatives.
- Collaborating with the AgriNovus Executive Committee and Board of Directors to envision and implement new strategic directions and projects and to seize particular opportunities for continued growth for the organization.
- Serving as the focal point and principal spokesperson for carrying out the organization’s unique position as the “go-to” principal authority, voice and public advocate for Indiana’s agbioscience sector, including maintaining effective, constant and productive relationships with pertinent state governmental, industry, academic and other external stakeholders.
- Coordinating and collaborating with the President and CEO of CICP and the leaders of the other branded strategic initiatives (Ascend Indiana, BioCrossroads, Conexus, Energy Systems Network and TechPoint) under the CICP umbrella.

LEADERSHIP PRIORITIES FOR THE PRESIDENT AND CEO

In order to continue to grow AgriNovus and advance its mission, the leadership skills and experiences prioritized for the next President and CEO include:

1. Leadership and vision – for both the organization and its future programming
2. Fundraising – able to cultivate and secure important sources of funding from diverse channels
3. Relationship building and engagement
4. Serve as the primary Indiana agbioscience authority – (or at least serve in a role so that AgriNovus maintains its position as leading authority)
5. Coordinate closely with the Board of Directors, Executive Committee and CICP Board and other initiatives
6. Program administration and support of the team. The President and CEO will have to “WORK” and contribute to the programmatic deliverables of the organization. S/he will serve as mentor to the team and determine how best to allocate responsibilities and grow individual team members.
7. Management – budgets, HR, technology, office relocation

IDEAL ATTRIBUTES AND EXPERIENCE – VISIONARY + BUILDER + CONNECTOR

- 10+ years executive leadership.
- Undergraduate degree required; advanced degree strongly preferred.
- Selfless leader who is solution-oriented and able to advance programs, people and the entire AgriNovus organization.

- High energy and charismatic executive presence with a proven track record of building credibility and inspiring trust with a broad and diverse set of stakeholders.
- An entrepreneurial spirit inspired to make a significant impact on the state's long-term economic development positioning in the agbioscience sector. Intellectually curious coupled with a high level of business acumen to combine for a leader who is willing to push boundaries and also translate vision to programming.
- Strong passion for the larger food and agricultural system and a belief in the power of innovation and technology to achieve economic development, talent recruitment and to develop solutions to significant global challenges.
- Relationship oriented and brings strong interpersonal skills and existing relationships but also is able to envision new relationships and can communicate and build those effectively between and among a broad range of individuals, groups and organizations – corporate, philanthropic, educational/university, public/government, trade organization and other stakeholders and partners. Unique and creative approaches to relationships, vision, opportunities.
- Superb communication and presentation skills and ability to persuasively convey the mission of the organization to diverse groups of individuals and organizations crucial to the overall success of AgriNovus.
- A diverse professional background with experience in multiple sectors (i.e., business, consulting, university, government, non-profit, etc.) Be familiar with a number of critical partner sectors and communities, including government; education and academia (college/university); community and economic development; and start-up/investment/venture; among others.
- Strong, relevant and creative fundraising experience with relationship-intensive opportunities and also grant proposals – required from corporate, public and philanthropic sources.
- Ability to lead a growth-stage organization that is also relatively non-hierarchical and includes diversely talented team members at different stages of career growth. Must energize, inspire and WORK alongside colleagues and this will need to be done through leadership, demonstrated knowledge and commitment, and influence.
- Demonstrated capacity and knowledge of successfully developing and implementing strategies, deliverables and metrics/measurements that result in impact.
- Proven track record in leading and managing multiple projects in situations involving complex decision-making and a wide range of diverse stakeholders. Demonstrated capabilities in project management, including financial planning and budgeting, time allocations, and reporting to stakeholders, partners and investors.
- Ability to work under pressure individually and alongside the AgriNovus team with unfaltering attention to detail and follow-through. Ability to manage through unexpected circumstances and situations calmly and creatively.
- Experience building a staff and managing and contributing to the team's efforts as projects are initiated. Ability to collaborate and participate effectively within a small

team and to work with a high degree of flexibility.

REPORTING RELATIONSHIPS

The AgriNovus President and CEO serves on and reports directly to the AgriNovus Board of Directors through the Board's chair and its Executive Committee, on which the CEO also sits as a voting member. The President and CEO is also accountable to the CICP Board of Directors through the CICP President and CEO, who is also a standing member of both the AgriNovus Board of Directors and its Executive Committee.

INTEREST AND APPLICATION

AgriNovus has secured Indianapolis-based Medallion Partners, a national organizational development and executive search firm, to lead the president and CEO search. Updates on the CEO search can be found on the AgriNovus website at www.AgriNovusIndiana.com/agrinovus-ceo-transition and interested parties can also submit resumes and inquires directly to tomb@medallionpartnersinc.com