

# EXECUTIVE BRIEF

FOR THE POSITION OF

## CHIEF EXECUTIVE OFFICER



AgriNovus  
INDIANA

MEDALLION  
PARTNERS

Medallion Partners helps business executives and HR leaders solve their most difficult talent challenges.

[Confidential@medallionpartnersinc.com](mailto:Confidential@medallionpartnersinc.com)

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## POSITION DESCRIPTION

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<b>Position</b>	Chief Executive Officer
<b>Organization</b>	AgriNovus Indiana
<b>Location</b>	Indianapolis, Indiana
<b>Website</b>	<a href="http://agrinovusindiana.com">agrinovusindiana.com</a>

## SEARCH TEAM: MEDALLION PARTNERS

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## AGRINOVUS INDIANA OVERVIEW

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[AgriNovus Indiana](#) is a nonprofit organization committed to accelerating the growth of Indiana's agbioscience economy—a sector where food, agriculture, science, and technology converge. Established in 2015 as a branded initiative the Central Indiana Corporate Partnership (CICP), AgriNovus serves as a catalyst for innovation, entrepreneurship, and economic development in the state.

The organization's mission is to position Indiana as a global leader in agbioscience by fostering advancements in agricultural production, plant science and crop protection, animal health and nutrition, value-added food, and agricultural technology. AgriNovus aims to enhance the state's economic vitality and address global challenges in food and agriculture through strategic initiatives and partnerships.

The organization focuses on three key areas - Business Growth, Innovation Acceleration and Thought Leadership. These areas include programs such as the Velocity Accelerator, a six-month initiative offering \$75,000 to support tech-enabled startups addressing challenges in bio-innovation, farmer-focused innovation, and food is health. The organization's thought leadership program includes the Agbioscience podcast and Field Atlas – a digital and in-person program that seeks to connect students to career opportunities in agbioscience to build a robust talent pipeline for the industry.

Economically, Indiana's agbioscience economy contributes more than \$72 billion to the state's economy, generates \$22.7 billion in gross domestic product (GDP), and employs more than 147,000 people. AgriNovus has a goal to grow this sector to \$77 billion by 2030, through execution of programs in its three key areas.

AgriNovus Indiana's vision involves mobilizing resources and accelerating collaboration to create a sustainable and prosperous future for Indiana's agbioscience economy. By uniting stakeholders, including industry leaders, academic institutions, and government agencies, the organization drives innovation and economic growth in the agbioscience economy.

Explore more:

- [Latest News](#)
- [Accelerate 2050 – A Vision for Indiana Agbioscience](#)
- [Growth & Expansion Opportunities Research](#)
- [Economic Overview](#)



## **CENTRAL INDIANA CORPORATE PARTNERSHIP (CICP)**

The [Central Indiana Corporate Partnership](#) (CICP) is a unique civic and economic engine committed to transforming Indiana's economy through strategic collaboration across the state's most critical sectors. Founded in 1999, CICP unites the chief executives of Indiana's leading corporations, universities, and philanthropic organizations to foster innovation, investment, and long-term prosperity.

From its inception, CICP has operated with a clear mandate: to harness Indiana's distinctive strengths and position the state for sustained economic leadership. That vision began with a comprehensive economic development blueprint in 2001, produced in partnership with the Battelle Memorial Institute. This foundational study identified key industry clusters—life sciences, advanced manufacturing and logistics, and technology—as levers for future growth, all underpinned by a strong entrepreneurial ecosystem.

To advance this mission, CICP established five targeted branded initiatives—each designed to accelerate progress in a high-potential industry or talent domain:

- [AgriNovus Indiana](#) – advancing the agbioscience economy
- [Ascend Indiana](#) – building Indiana's talent and workforce pipeline
- [BioCrossroads](#) – growing the life sciences sector
- [Conexus Indiana](#) – leading in advanced manufacturing and logistics
- [TechPoint](#) – scaling Indiana's tech and innovation economy

Each initiative operates as an industry-specific catalyst, aligning cross-sector partnerships, launching impactful programs, and driving measurable outcomes.

CICP's alliance building work is driven by state, federal and industry funds. Supported by the CICP Foundation and anchored by philanthropic investment from grantors like Lilly Endowment Inc., CICP's work also spans charitable, educational, and scientific activities that advance its core mission:

**To transform Indiana's economy and create sustainable prosperity and quality of life for current and future generations.**

CICP continues to serve as a vital connector—where ideas meet action, and collaboration meets impact.

## INDIANA AGBIOSCIENCES ECONOMY OVERVIEW

# INDUSTRY GROWTH

**\$72.4B**

agbioscience contribution  
to Indiana's economy

**28**

new company commitments  
since 2020

**4,000+**

new job commitments  
since 2020

**\$2.0B**

Capital investment  
since 2020

### WE FUEL GROWTH

with food and agriculture  
outputs and talent for  
a growing world.

**\$4.6 Billion**

in agricultural exports\*

- Top producer at every stage of food value chain
- Top Ag & Biological Engineering Program in the country (Purdue University)\*

### WE ENABLE SUCCESS

with the operating environment  
and solutions businesses need  
to thrive.

**4.9%**

Corporate Tax Rate\*

- 1st in shortest distance to median center of U.S. population\*
- Talent pipeline and partnerships with research universities including Purdue University, Indiana University, University of Notre Dame

### WE POWER COLLABORATION

with a nationally recognized  
economy of innovation.

**2nd in the Nation**

for advanced industries\*

- Over 86,000 tech industry jobs and more than \$7B of tech transactions in the past decade\*
- 2nd in the nation for life sciences and home to the nation's largest medical school

## CHIEF EXECUTIVE OFFICER POSITION OVERVIEW

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The AgriNovus President and CEO (CEO) sets forward a vision for continued growth and scaling of the organization. The CEO is expected to devote full-time attention to ensuring the overall success, financial stability, management and effectiveness of the organization. The 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.

At its most basic level, the principal responsibilities of the 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 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 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 economy, including maintaining effective, constant and productive relationships with pertinent state governmental, industry, academic and other external stakeholders.
- Coordinating and collaborating with the CEO of CICP, President and CFO of CICP, and the leaders of the other branded strategic initiatives (Ascend Indiana, BioCrossroads, Conexus, and TechPoint) under the CICP umbrella.

## LEADERSHIP PRIORITIES

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In order to continue to advance AgriNovus' mission, the leadership skills and experiences prioritized for the next 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.** Developing partnerships
4. Serve as the primary Indiana **agbioscience authority** – (serve in a role such that AgriNovus maintains its position as the leading authority)
5. **Coordinate closely** with the Board of Directors, Executive Committee and CICP executive leadership and other initiatives

6. **Program administration and support of the team.** The 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** – team, budgets, HR, technology, office

## CANDIDATE PROFILE

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### Desired Executional Attributes

- **Strategic Program Execution:** Ability to create and translate high-level vision into tangible, scalable programming that delivers results. Knows how to prioritize, operationalize, and execute across initiatives without losing momentum or focus.
- **Stakeholder Influence & Navigation:** Demonstrated ability to influence external stakeholders, especially government and economic development leaders. Can overcome inertia and turn ideas into movement through trusted relationships.
- **Fundraising & Resource Mobilization:** Capable of securing diverse funding through strategic partnerships, corporate giving, and public/philanthropic grants. Brings creativity and rigor to fundraising while sustaining long-term organizational stability.
- **Industry Depth & Partnership Development:** Deep industry knowledge with meaningful Indiana influence. Builds coalitions & alliances across diverse groups. Navigates academia, corporate, and government circles fluidly.
- **Project & Operational Management:** Leads teams through complex, multi-stakeholder initiatives with confidence and discipline. Manages budgets, timelines, reporting, and deliverables with an eye on performance metrics and accountability.
- **Communication & Advocacy:** A persuasive, credible public voice for agbioscience. Delivers compelling messages across audiences—to inform public policy, farmers, investors and media—with clarity and executive presence.

### Desired Leadership & Cultural Fit Attributes

- **Mission-Driven Servant Leader:** Leads with purpose and service—placing mission above ego. Mobilizes teams and stakeholders by focusing on broader vision for innovation, impact, and economic growth.
- **Builder Mindset:** Brings a builder’s mindset to challenges and creates new pathways. Thrives in ambiguity and isn’t afraid to test, fail, iterate, and try again.

- **Team & Talent Developer:** Motivates high-performing teams through trust, humility, and action. Invests in people's growth, mentors others, and brings focused energy to the room.
- **Bridge-BUILDER:** Culturally fluent and inclusive. Builds trust across geographies, demographics, and perspectives—from research institutions to rural communities—bridging sectors to drive collective progress.
- **Presence Under Pressure:** Calm and adaptive in dynamic settings. Handles criticism, change, and setbacks with maturity. Leads through tension with poise, clarity, and a solutions-first posture.
- **Balanced Visionary & Operator:** Combines aspiration with realism. Balances big thinking with disciplined follow-through. Knows when to inspire and when to execute, aligning vision with traction.

## LEADERSHIP STRUCTURE

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The AgriNovus 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 CEO is also accountable to the CICIP Board of Directors through the CICIP CEO and CICIP President and CFO. The CICIP President and CFO is also a standing member of the AgriNovus Executive Committee. CICIP's CEO is a standing member of AgriNovus' board. *(Note: CICIP's board of directors has designated authority to the branded initiative boards and executive committees for budget oversight and approval as well as performance assessment and compensation setting for the CEOs.)*

**Board of Directors** – <https://agrinovusindiana.com/board-and-advisors/>

**AgriNovus Team** ([see team](#))

- Libby Fritz, Vice President
- Cayla Chiddister, Sr. Dir. of Communications
- Dan Dawes, Consultant
- Megan DeVelvis, Sr. Dir. of Industry Growth
- Kaylee Versteegh, Manager of Digital Media
- Karis Witte, Career Success Manager
- Geoff Zentz, Sr. Dir. of Innovation





## STATEWIDE IMPACT AND MISSION

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AgriNovus Indiana's work spans the entire state, reflecting its mission to grow Indiana's \$72.4B agbioscience economy. The organization is intentionally statewide in scope—serving rural producers, academic researchers, corporate partners, and entrepreneurs across every region. By uniting stakeholders from agriculture, life sciences, tech, and academia, AgriNovus serves as a platform for innovation and growth that benefits all of Indiana.

## HEADQUARTERS AT 16 TECH, INDIANAPOLIS

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AgriNovus is headquartered at [16 Tech Innovation District](#) in downtown Indianapolis—a dynamic, 50-acre hub for entrepreneurs, researchers, and industry leaders. Located in one of the city's fastest-growing innovation corridors, 16 Tech offers proximity to top universities, startups, and civic institutions. The location reinforces AgriNovus's role at the intersection of science, technology, and economic development.

Indianapolis boasts a diverse and evolving economy centered on advanced manufacturing, life sciences, technology, logistics, finance, and professional services. It is home to several Fortune 500 companies, regional headquarters, and thriving startup ecosystems. The city's robust infrastructure, affordability, and strategic location make it an attractive destination for talent and investment.

With its combination of economic opportunity, cultural vibrancy, affordable cost of living, and strong sense of community, Indianapolis offers an ideal home for professionals, families, and students seeking both career growth and quality of life in the capital of Indiana.

