Position Description

Job Title: Director of Research
Position Status ☒ FT Exempt ☐ FT Non-Exempt ☐ PT-Seasonal/Intern Non-Exempt
Effective Date: Summer 2015
Area Director: Executive Director

POSITION PURPOSE
This position oversees the Research program at BRIT, which includes the botanical library and herbarium collections, BRIT Press scientific journals and publications, biodiversity data collection and dissemination, and research projects focused on botanical and ecosystem exploration as well as biodiversity and native plant sustainability initiatives. The Director of Research conceptualizes a broad vision for the overall program aligned with the Institute’s strategic goals and leads planning and implementation of that vision. This leadership position will work collaboratively with cross-departmental teams on projects and initiatives that build the organization’s influence in the fields of botany, conservation, and public policy. The Director of Research will guide and supervise research within BRIT’s mission and is responsible for ensuring publication of that research in scientific peer-reviewed journals. Essential duties of this position include initiating proposals and securing funding in support of research; collaborating with colleagues locally and internationally; contributing to the institute’s outreach and educational activities; and representing BRIT with community and professional organizations.

PRINCIPAL RESPONSIBILITIES/DUTIES/FUNCTIONS/TASKS
The Director of Research develops a visionary long-term research strategy for BRIT in line with the Institute’s strategic goals. Builds a solid core of research infrastructure to support this vision through collaborating with scientific institutions and respected universities to acquire grants and create research projects that contribute to botanical diversity and sustainability. Develops and maintains networks and strategic relationships with other research and community organizations and leaders and seeks opportunities to articulate the relevance and importance of the Institute’s scientific work to various audiences, publicly and professionally.

The Director of Research leads the Knowledge Management Team (research, press, biodiversity informatics, and collections programs) in annual, long-range and strategic planning to ensure data and information are accurate and accessible to the scientific, educational, and layperson communities. Manages the research program through supervising area staff and staff development, overseeing annual budgeting aligned with area goals, and ensuring systematic reporting from each unit. Provides strong and innovative leadership through an open, collaborative working environment.

The Director of Research promotes highly productive research teams and facilitates research collaboration with Education and Development to connect education constituents and the public with botanical science and research initiatives. Promotes BRIT’s mission in professional associations and attends meetings, symposia, workshops, etc., presenting papers as appropriate.

The Director of Research promotes an ethical, safe working environment with a sense of open community that is welcoming to a diversity of ideas and people. Encourages development and maintenance of a cadre of volunteer researchers and research associates and encourages a collegial spirit among volunteers, associates, and staff members. Performs such other duties as requested by Director.

QUALIFICATIONS
A Ph.D. in botany, ecology, conservation biology, or related field is required. A minimum of 10 years of experience to include a combination of conducting research, analyzing data, and managing research programs and staff. Proficiency in grant writing and experience publishing original research is important. Demonstrated
success with project management including grant acquisition. Strong oral and written communication skills are essential.

SPECIAL POSITION REQUIREMENTS

Occasional travel is required. Working conditions vary including indoor air-conditioning and field work in outdoor conditions.

ACCOUNTABILITY: Director

BRIT strives to maintain a positive work environment focused on growth and success of individuals working together in a collaborative, professional manner with communication a priority.

To apply, please submit a cover letter with salary requirements and a resume to: Brithr@brit.org. Applications will be considered until the position is filled. BRIT is an Equal Opportunity Employer.