

**ASSOCIATION FOR ACCESSIBLE MEDICINES**  
**PRESIDENT AND CEO**  
**Position Specifications**

**Position Summary**

The President and CEO of Association for Accessible Medicines (AAM) works closely with the Board of Directors to set the strategic direction of the Association and ensure a strong and sustainable member value proposition. When and where appropriate, s/he serves as the face and voice of the organization, including to policymakers, the industry, and within the broader healthcare landscape. The President and CEO oversees a strong team and ensures the organization is run according to best business practices and in a manner that encourages growth and optimization of assets.

**Key Relationships**

Reports to: Board of Directors

Key relationships: Key administration officials, including FDA, HHS and CMS  
Federal and State Legislators  
Relevant industry groups and associations  
Member company representatives

**Major Responsibilities**

- Advance the mission of AAM.
- Work with the Board to develop, gain consensus around and build and execute a strategic plan that enhances AAM's value proposition.
- Advocate for the Association in Washington, in legislative and regulatory arenas.
- Anticipate the political, social and economic issues that will affect the industry and its members and recommend appropriate industry action and/or response.
- Forge strong working relationships, building trust and engagement among all members of the Board of Directors; find areas of common ground, consensus and agreement among this diverse group of member companies.
- Serve as the public spokesperson and advocate for the industry, when appropriate.
- Create and implement a strategic communications plan to enhance the image of the industry and raise the profile of the Association before all key audiences within government, the public, and the media.
- Forge strategic alliances and partnerships with peer organizations and coalitions to advance the interests of the industry.
- Effectively lead operations of the organization, ensuring sustainable revenue streams and a high performing team committed to service members' interests.

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#### CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA

##### Ideal Experience

- Significant leadership and management experience with direct accountability for results in an organization of comparable scale, scope and complexity.
- Experience as a credible advocate, with a track record of influencing public policy in a bi-partisan fashion.
- Experience service as the “face and voice” of an industry or organization as the primary spokesperson with media, industry and other external stakeholders.
- A track-record building consensus among disparate groups with varied and sometimes competing interests.
- A proven leader, with a track record for attracting strong talent and building high performing, collaborative teams in a fast-paced environment.
- Experience working with an engaged Board of Directors.
- The ideal candidate will have knowledge of the healthcare industry, its public policy issues, and the quickly changing dynamics of the industry; knowledge of the generic and biosimilars industry is desirable but not required.
- Undergraduate degree expected; graduate degree preferred.

##### Critical Competencies for Success

*Strategic Vision and Leadership:* AAM’s President and CEO provides strategic leadership in the rapidly changing healthcare environment by leveraging his/her knowledge and/or appreciation of the generic pharmaceutical industry and model within the context of the broad healthcare landscape. S/he will:

- Partner with the Board to develop a strategic plan that enhances the association’s value proposition to its current and potential members.
- Drive membership growth and sustain a high level of involvement among key leaders within member companies.
- Be a dynamic and innovative leader who works closely with the Board and drives consensus for an agenda to achieve results locally, nationally and globally.
- Be comfortable in a changing environment and able to anticipate and assess new dynamics, incorporate those dynamics in the organization’s agenda, and ensure the agenda remains in alignment with the organization’s strategic vision.

*Political Acumen and Advocacy:* The President and CEO serves as the face and voice of the Association and as the lead advocate to policymakers and regulators. To enhance the association’s position as a thought leader and ensure the greatest impact on public policy, s/he will:

- Be a trusted, compelling, and influential advocate for the industry, working with the AAM’s members to develop and lead a legislative strategy for the industry.
- Have the political gravitas to build and leverage strategic partnerships.
- Serve as a primary spokesperson of the organization, articulating the industry’s positions and value to the media, government and business leaders nationally and globally.

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- Enhance the organization's position as a thought leader in the healthcare arena, ensuring the industry is represented where policymaking decisions are made.

*Organizational Management:* As the chief staff executive, the President and CEO will support the continued growth and excellence of the organization by:

- Recruiting, retaining and motivating a high-performing and service-oriented team in a collaborative environment.
- Leading the assessment and development of the staff to ensure skillsets align with the strategic goals of the Association.
- Optimizing assets and resources to further develop the organization's infrastructure in support of a growing 21<sup>st</sup> century association.
- Running AAM according to best business practices and providing a fresh assessment of the Association's operations.