



International Society on
Thrombosis and Haemostasis

A STRATEGIC LEADERSHIP OPPORTUNITY

INTERNATIONAL SOCIETY ON THROMBOSIS AND HAEMOSTASIS (ISTH)

Executive Director

Position Profile and Job Description

February 2026

Executive Director

THE OPPORTUNITY

The International Society on Thrombosis and Haemostasis (ISTH) seeks a strategic leader to serve as Executive Director. For more than 50 years, the ISTH has been the trusted global authority on clotting and bleeding disorders, bringing together the world's leading scientists, clinicians, and healthcare professionals to advance discovery, elevate clinical standards, and improve patient outcomes worldwide. The Society's credibility and influence span academia, clinical practice, industry, and policy across more than 100 countries. This is an exceptional defining opportunity to strategically lead one of the world's most respected international scientific societies into the future during a moment of expanded possibility, positioning the ISTH to leverage its unparalleled global network of experts to drive greater scientific influence, build transformative partnerships, and create sustainable, diversified revenue growth.

The opportunity is clear: leverage the ISTH's scientific standing, authority, and global expert network to expand partnerships with major foundations, academic institutions, governments, and industry, and create new revenue streams, deepening global impact and strengthening long-term sustainability. This requires a leader who understands nonprofit governance and scientific organization culture; who can build trust with volunteer leadership and diverse stakeholders; who thinks creatively about partnership models and funding innovation; and who has the operational discipline to execute strategy while empowering a talented, distributed staff team.

ABOUT THE ISTH

The ISTH is the leading global organization advancing science, education, and clinical excellence in thrombosis and hemostasis. The ISTH convenes the world's distinguished scientists, spanning academia, clinical practice, industry, and public health, unified by a shared commitment to reducing the burden of thrombosis and hemostasis diseases. This international network of experts drives discovery, sets scientific and clinical standards, and improves patient outcomes worldwide.

The ISTH shapes the scientific and clinical agenda of the field through its internationally renowned annual Congress, high-impact peer-reviewed journals, and a comprehensive global education portfolio. The ISTH sets scientific standards through internationally recognized guidelines, standardized nomenclature, and rigorous methodology. The ISTH demonstrates deep commitment to global health equity through signature initiatives, including World Thrombosis Day, a worldwide awareness and prevention campaign, and the Reach-the-World program, which expands education and engagement in under-resourced regions. This global orientation, coupled with strong relationships across academia, industry, and public health policymakers (WHO, CDC), positions ISTH as a trusted leader in shaping the future of the field.

The organizational strength of the ISTH is based on a 32-person headquarters, a highly experienced staff leadership team with more than 65 years of combined institutional and industry expertise, and a dedicated governing Council of international scientific and clinical experts. The scientific breadth of the Society is further supported by an internationally diverse volunteer leadership serving on more than 30 committees of Council and the Scientific and Standardization Committee (SSC), thereby providing a strong foundation for strategic growth, innovation, and sustained impact.

STRATEGIC CONTEXT

The ISTH stands at a critical threshold for expansion and refinement of its mission. The field of thrombosis and hemostasis is evolving rapidly, shaped by advances in precision medicine, digital health, and a growing global recognition that these diseases demand coordinated, systems-level attention. Simultaneously, major organizations, mission-driven institutions, and government agencies are increasingly seeking partnerships with scientific organizations that can provide trusted guidance, elevate standards, and drive impact in underserved regions.

These organizations face a rapidly changing environment of research funding, health care delivery, and education. ISTH's current revenue model relies on its successful annual Congress, publishing, educational programs, and membership. These strong, established revenue streams require further diversification, built on an authentic strategy that leverages the society's unique strengths, unmatched global network of scientific experts, credibility, independence, and ability to set standards and shape the field.

The Executive Director will integrate the deep scientific knowledge and organizational strengths of the organization to lead this evolution by transcending and amplifying what the ISTH does best – connecting world-class scientists and clinicians around shared scientific purposes – and creating partnerships that make that network valuable to funders, institutions, and the communities ISTH serves. This requires both strategic vision and operational discipline: the ability to identify viable partnership opportunities, negotiate collaborations, manage new initiatives, and ensure all team efforts remain aligned with ISTH's scientific mission and values.

ROLE OVERVIEW

The Executive Director serves as Chief Executive Officer, reporting to the elected Council and Executive Committee while working in close partnership with volunteer scientific leadership across the ISTH. The Executive Director is the organization's strategic architect and operational leader, responsible for translating ISTH's scientific mission into strategic direction, executing the Council-approved strategic plan, and ensuring the Society operates with financial health, integrity of governance, and organizational excellence.

KEY RESPONSIBILITIES

- **Strategic Planning & Execution.** Work with the Executive Committee, Council, and scientific volunteers to develop and articulate a bold 5-year strategic plan that positions ISTH for growth and expanding influence. Ensure strategy is clearly communicated throughout the organization and to stakeholders. Monitor progress toward strategic objectives and adjust plans as needed in response to changing conditions. Support innovation in how programs are designed and delivered. Monitor and report the effectiveness and return on investment of major initiatives.
- **Governance & Program Oversight.** Serve as primary staff liaison to Council and support Council committees and governance functions. Ensure Council has information needed for effective oversight and decision-making. Provide regular reports on organizational performance, finances, and progress toward strategic objectives. Oversee execution of ISTH's Congress, publications, education programs, and special initiatives. Ensure programs deliver high quality and impact.
- **Diversified Revenue Growth & Partnership Development.** Assess current revenue streams and identify new partnership opportunities aligned with ISTH's mission. Build relationships with mission-aligned academic and corporate partners, foundations, and government agencies. Develop and execute partnership models that generate mutual value and sustainable revenue while strengthening ISTH's scientific impact and global reach.
- **Global Representation & Stakeholder Engagement.** Serve as the face and voice of ISTH internationally. Communicate ISTH's mission, credibility, and impact to diverse audiences. Position the society as a trusted partner for scientific collaboration, clinical standardization, and global health leadership.
- **Financial Management & Administration.** Direct the organization's operations to ensure efficiency, quality, cost-effectiveness, and accountability. Provide transparent financial management of Council-approved budgets, regular performance reporting, and sound governance practices. Oversee financial planning and scenario analysis to support long-term sustainability. Ensure compliance with policies, regulations, and audit requirements.
- **Staff Leadership & Organizational Development.** Provide strategic direction, transparent communication, and support to a talented, geographically distributed staff team. Foster an inclusive, collaborative organizational culture. Develop staff capacity and create opportunities for professional growth. Lead thoughtful organizational change, improvement initiatives, modernization, and the effective use of digital technologies. Ensure alignment around strategic priorities and clear accountability for results.

THE IDEAL CANDIDATE

The Executive Director will be a seasoned leader with demonstrated success in strategic leadership, organizational management, and partnership development. This person will combine:

- **Strategic Leadership in Nonprofit or Scientific Organizations.** Proven track record leading mid-to-large nonprofits, scientific societies, academic institutions, or mission-driven organizations. Deep understanding

of nonprofit governance, volunteer leadership models, and board relations. Experience translating mission into strategy and executing against strategic plans.

- **Partnership and Relationship Development.** Ability to build trust with diverse stakeholders—foundation leaders, government officials, academic institutions, and industry partners. Demonstrated success in negotiating partnerships, generating new funding streams, and creating mutually beneficial collaborations. Ease at senior levels and in cross-cultural settings.
- **Financial Acumen & Revenue Diversification.** Strong understanding of nonprofit economics, budgeting, and financial management. Experience in diversifying revenue beyond traditional sources. Ability to evaluate new opportunities and assess financial sustainability.
- **Operational Excellence.** Ability to provide clear direction and manage complex operations. Strong project management skills. Commitment to organizational efficiency, data-informed decision-making, and continuous improvement.
- **Global Perspective & Cultural Fluency.** Comfort working in global, multicultural environments. Understanding of how scientific and healthcare organizations operate across different geographies and cultures. Ability to communicate effectively across diverse audiences.
- **Leadership of Distributed Teams.** Demonstrated success managing geographically dispersed teams. Ability to foster collaboration, transparency, and accountability across time zones and locations. Commitment to an inclusive, supportive organizational culture.
- **Scientific Literacy & Respect for Mission.** Genuine understanding of and passion for the scientific mission. Ability to communicate credibly with scientists and clinicians. Background or experience in healthcare, medical science, or scientific research is valued; commitment to the mission is essential.
- **Emotional Intelligence & Collaborative Leadership.** Ability to build trust, communicate transparently, and inspire diverse teams. Servant leader orientation. Comfort being accessible and approachable while maintaining executive presence. Genuine commitment to international diversity, equity, and inclusion.

REQUIRED QUALIFICATIONS

- Master's degree or equivalent executive education; MBA, MPA, MPH, or Certified Association Executive (CAE) preferred
- 10+ years of senior executive leadership experience in nonprofit, scientific, healthcare, academic, or mission-driven organizations
- Demonstrated experience with nonprofit governance, volunteer leadership, or board relations
- Proven track record in partnership development, revenue diversification, or business development
- Strong financial management experience, including budgeting, financial planning, and sustainability
- Experience leading distributed or remote teams with strong communication and inclusive leadership
- Experience working effectively in global, multicultural environments
- Fluency in English; additional languages a plus
- Ability to travel internationally as needed; willingness to work virtually across time zones and be based in the United States

PREFERRED EXPERIENCE

- Leadership experience in scientific societies, academic organizations, or research institutions
- Background in healthcare, medicine, or scientific research; understanding of clinical or research environments
- Experience with foundation fundraising, government partnerships, or major donor relations
- Experience in global health, health equity, or capacity building in underserved regions
- Familiarity with hematology, clotting and bleeding disorders, cardiovascular medicine, or related clinical fields
- Experience with digital platforms, education technology, or online engagement initiatives

ISTH CORE VALUES

The ideal candidate will actively embody ISTH's core values in all aspects of leadership and decision-making,

- **Trust** – Demonstrated integrity, transparency, and consistency in all dealings
- **Collaboration** – Valuing diverse perspectives and partnering effectively with volunteer leadership and stakeholders
- **Respect** – Inclusive leadership and thoughtful engagement across disciplines, regions, and backgrounds
- **Clear Communication** – Timely, honest, accessible communication that ensures alignment and accountability
- **Progress** – Embracing innovation, data-informed decision-making, and thoughtful improvement
- **Recognition** – Cultivating a supportive culture that values contributions and strengthens connections within a global, distributed team

COMPENSATION & LOCATION

Compensation

ISTH offers a competitive compensation structure aligned with the scope, complexity, and global impact of the Executive Director role, as well as the candidate's prior experience.

- Base Salary: \$300,000 – \$350,000 (depending on relevant experience, demonstrated expertise, and other considerations)
- Opportunity for performance-based incentive
- Comprehensive benefits package, including health insurance, retirement, professional development, and paid time off

Location

In the United States, the organization can accommodate remote work. Candidates should be able to travel internationally as needed and engage virtually across time zones. Relocation to the U.S. is expected; exceptions may be considered for exceptionally qualified candidates.

SUCCESS METRICS

The Executive Director's effectiveness will be assessed by the Executive Committee and Council against the following outcomes:

- **Strategic Leadership** – Clear articulation of 5-year strategic vision; successful translation to annual plans with measurable progress on strategic objectives
- **Revenue Growth** – Achievement of new revenue partnerships and streams; growth in non-traditional revenue sources; increased organizational financial stability
- **Global Reach & Influence** – Expansion of ISTH engagement in underserved regions; growth in international member participation; increased visibility with major stakeholders
- **Program Excellence** – Successful execution of Congresses, publications, education programs, and key initiatives; positive feedback from participants and stakeholders
- **Financial Health** – Achievement of annual budget targets; transparent financial management; maintenance of financial reserves; positive audit results
- **Organizational Health** – Staff engagement and retention; clear communication, transparency, and inclusive, collaborative culture; positive feedback from Council and scientific volunteers
- **Stakeholder Confidence** – Strong relationships with Council, scientific leadership, and external partners; effective representation of the ISTH's mission globally; trust and credibility with diverse constituencies

OUR COMMITMENT TO INCLUSION

The ISTH is committed to building an inclusive organization that values diverse perspectives, backgrounds, and experiences. We recognize that the qualities and experiences described in this profile may manifest in varied ways.

Individuals from underrepresented communities in leadership and scientific fields are encouraged to apply. We invite qualified candidates to share how their unique backgrounds, perspectives, and leadership approaches could contribute to ISTH's future success and mission.

EQUAL OPPORTUNITY

ISTH is an Equal Employment Opportunity employer committed to building an internationally diverse and inclusive workforce. ISTH does not discriminate in employment based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other protected characteristic. Qualified individuals with disabilities are encouraged to apply; ISTH will provide reasonable accommodation throughout the hiring process and employment.

HOW TO APPLY

Interested candidates are invited to submit the following materials:

- Detailed resume reflecting leadership experience, organizational scale, and key achievements
- Cover letter (2-3 pages) describing your vision for ISTH's future, your understanding of the strategic opportunities and challenges ahead, and how your experience uniquely positions you to lead the organization
- Contact information for 3-4 professional references (to be contacted for finalist candidates only)

Applications will be reviewed on a rolling basis by the Executive Search Committee. Candidates selected for interviews will be contacted directly. Confidentiality is assured throughout the process. The target start date is no later than July 2026, before the ISTH annual Congress.



ISTH Contact: Executive Search Committee, isthedsearch@isth.org

Application Portal: [ISTH Executive Director](#)

ISTH is a premier scientific Society where excellence, integrity, and global impact intersect.

Official websites

ISTH	www.isth.org
ISTH Annual Congress	www.isthcongress.org
Journal of Thrombosis and Haemostasis (JTH)	https://www.jthjournal.org
Research and Practice in Thrombosis and Haemostasis (RPTH)	https://www.rpthjournal.org
ISTH Academy	https://academy.isth.org/isth
World Thrombosis Day	www.worldthrombosisday.org

Official ISTH social media

Facebook	https://www.facebook.com/internationalsocietythrombosisandhaemostasis/
X	https://x.com/isth
Instagram	https://www.instagram.com/isth_official
LinkedIn	https://www.linkedin.com/company/international-society-on-thrombosis-and-haemostasis-isth-