

Success Profile – ASM – COMS-Elected Board Director

A Success Profile identifies the kind of talent, skills and experience needed to successfully fulfil the duties required by the position

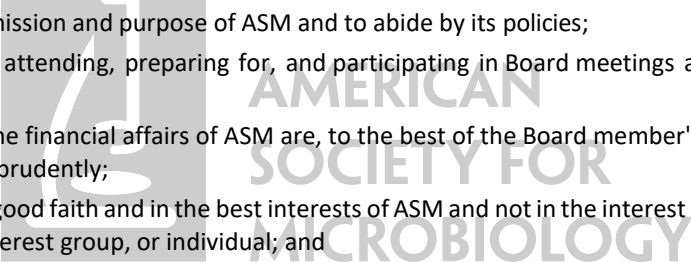
Terms

COMS-Elected Board Directors are elected for a three-year term. COMS-Elected Board Directors may serve two three-year terms unless they are elected to be an Officer of the Society. There are a total of two COMS-Elected seats on the Board of Directors.

Strategic context

The ASM Board of Directors provides strategic direction to the Society. It brings ASM's mission to life by setting and approving the vision and the strategy for the Society. The Board also is ultimately responsible for approving all legal, financial, and governance matters. As such, each COMS-Elected Board Directors must ensure that ASM activities and transactions are, first and foremost, advancing its mission of promoting and advancing microbial sciences; recognizing and disclosing conflicts of interest; making decisions that are in the best interest of the “whole of ASM.”

Serving on the ASM Board is an honor and a privilege, one that carries with it the responsibility to serve the interests of ASM, its members, and stakeholders and to accomplish its mission. Board Directors should conduct themselves and perform their duties in an exemplary fashion, commensurate with the position of leadership in which they serve. All Board members are expected to abide by key legal duties, as defined in the DC Code of Law—the duties of care, loyalty, and obedience. Directors have basic responsibilities that derive from these duties, which include the following:

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- To support the mission and purpose of ASM and to abide by its policies;
 - To be diligent in attending, preparing for, and participating in Board meetings and related activities on behalf of ASM;
 - To ensure that the financial affairs of ASM are, to the best of the Board member's knowledge, managed responsibly and prudently;
 - To always act in good faith and in the best interests of ASM and not in the interest of a specific constituency, interest group, or individual; and
 - To maintain the confidentiality of sensitive, privileged, or proprietary information obtained because of Board service.

Success at the Board level depends on the contributions of all Directors and their ability to collaborate well to accomplish its mission. As with any Board position, COMS-Elected Board directors are encouraged to draw on their own professional and volunteer experiences. Debate and even dissent are greatly cherished and encouraged during Board deliberations. Board members are expected to speak with one voice once a decision has been made by the Board. While COMS-elected Board members are elected by COMS, they represent the whole organization, like other members of the Board and not the specific body that elected them.

Success Drivers

- **Strategic Thinking:** Focusing on the big picture and strategic view for the organization, COMS-Elected Board Directors must be strategic thinkers who are focused on the big picture, long-range, reasonably comfortable working with complexity and overall vision approach, understanding that management, operations and programs are not the direct responsibility of the COMS-Elected Board Directors or of the Board. This includes demonstrating strength and substantial contributions when acting at the strategic, generative and fiduciary level, while allowing others to implement the vision and the strategy. The ASM CEO, aided by staff, has responsibility for the implementation of the strategy with Board members responsible for oversight in assessing achievement of the goals.
- **Acting Reliably and Ethically:** Upholding ethics, follows the rules laid down for Board, operates in line with

conviction, and delivers on promises.

- **Making Decisions:** Makes prompt decisions and takes decisive action even when faced with risk. Acts quickly and decisively (and at ease with making decisions).
- **Inclusive Leader:** An inclusive leader focuses primarily on the growth and well-being of people and the communities to which they support. In interacting with the diversity around them, inclusive leaders build interpersonal trust, take the views of others into account, and are adaptive. An inclusive leader requires openness to differences curiosity, and empathy. An inclusive leader shares authority and puts the needs of others first and helps people develop and perform as highly as possible. Utilizes constructive and collaborative approaches, modeling inclusive behaviors toward volunteer members and staff.
- **Dealing with Ambiguity:** Agility, flexibility, and adaptability are critical for success in an increasingly dynamic and demanding environment.

Experience

The COMS-Elected Board Director must be an ASM member in "good standing"¹ and demonstrate interest in ASM, its programs and act as an ambassador for the organization. They will have to reach an agreement, using evidence-based data, on a variety of complex, important issues.

They also have senior-level experience and recognition within the professional and/or scientific communities effective leadership, diplomacy, communication, strategic skills; demonstrated professional competency; and a strong commitment to the ASM mission to protect the scientific interest.

The COMS-Elected Board Director should ideally also have the following experience and background:

- Understand ASM volunteer leadership position structures and purpose
- Direct and guide a variety of activities found in a progressive organization.
- Is recognized for their scientific and professional achievements and are leaders in their profession.
- Is visionary regarding the future of microbial sciences and gathers other perspectives, capable of looking forward and capturing the future, not the past, of the microbial sciences.
- Is focused on the long-term horizon of the science, professional practice, and educational affairs
- Visible presence in the microbial science industry
- Demonstrate interest in ASM and its programs. Ability to reach agreement, using evidence-based data, on a variety of complex and important issues.
- Past or current engagement with a mission-driven organization (e.g., partnership, membership, volunteer role).
- Bring a rigor, sense of urgency, and best-in-class business approach to the organization.
- Interest in and willingness to support ASM's goals and objectives.
- Significant and senior-level experience and recognition within the professional communities.
- Effective leadership, diplomacy, communication, strategic skills; demonstrated professional competency; and a strong commitment to the ASM mission.

Skills include:

- Exceptional leadership
- Proven skills and experience in strategy development
- Relationship building and communications
- Integrity
- Initiative
- Sound decision-making ability
- Commitment to open and honest communication
- Confidentiality on sensitive matters and where needed

- ¹ *Member in Good Standing.* A Member in Good Standing is defined as any member who has paid his or her current dues or who is designated as a certified Global Outreach, Emeritus, or Honorary member. *A Member in Good Standing, including dues-paying and honorific Academy Fellows, must further abide by the Society's Code of Ethics.*



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