



Fermilab Laboratory Director Job Description

(May 2025)

Working in partnership with the Department of Energy, the FermiForward Discovery Group, LLC (FFDG), and the FFDG Board of Directors, the next leader to serve as Fermilab's Director will be responsible for leading and managing the Laboratory's extraordinary staff, exceptional scientific programs and operational support systems, and for fostering and developing relationships with Fermilab's global stakeholders and partners, including the broader high energy physics community. The Director will represent and serve as the voice of the global high energy physics community as well as championing the laboratory's emerging science initiatives.

The new Director will lead the execution of the scientific vision for Fermilab, including responsibility for DUNE, an international flagship experiment to unlock the mysteries of neutrinos. The Director will also ensure the successful development of the LBNF project, which is closely coupled to the DUNE experiment and is currently under construction at Fermilab and at the Sanford Underground Research Facility in South Dakota.

In addition to these programmatic imperatives, the Director will play a pivotal role in championing the Laboratory's emerging scientific initiatives—including efforts in artificial intelligence, quantum science, and microelectronics—which are critical to maintaining and expanding Fermilab's relevance and impact across the broader scientific and technological landscape.

The Director will build and maintain strong support for Fermilab's associated projects and programs from the global scientific community and secure the resources to execute the vision from the Department of Energy and other sponsors. The Director will also seek to expand Fermilab's research portfolio into new domains of science and technology in collaboration with other national laboratories and research institutions in the US and abroad.

Because of the scale and breadth of the Fermilab programs, the Director will be expected to cultivate the international participation and resources that will play an increasingly critical role in the future of the Laboratory and its science, while maintaining US research security.

The Director will be accountable for fostering a positive organizational culture that is conducive to ground-breaking research and development, driving execution, attracting and retaining an outstanding and engaged workforce, and delivering results in an environment striving for operational excellence and efficiency.

The ideal candidate will be exceptional in seven primary categories:

- The candidate will have a record of visionary leadership, strategic thinking and planning, and leadership experience and accomplishments, particularly in a DOE National Laboratory or other complex research setting.

- The candidate will be recognized for scientific excellence through a demonstrated track record of scientific achievement, international collaboration and strong credentials, and will have the skills and attributes to represent and serve as voice of the global High Energy Physics field, as well as to serve as a champion of the laboratory's emerging science initiatives.
- The candidate will have a strong working knowledge of DOE missions, priorities, organizations and programs.
- The candidate will have demonstrated the ability to lead a large, complex organization with multiple stakeholders and significant operational and financial complexity.
- The candidate will possess the skills necessary to communicate directly and effectively with multiple constituencies, including the Department of Energy, other appropriate federal, state and global funding agencies, business and industry, university and research groups, the media, elected officials and their staffs in Washington, D.C., the States of Illinois and South Dakota, and the Midwest region. The candidate must also have the skills to cultivate vibrant and productive collaborations with Fermilab's multiple international partners.
- The candidate will also have a demonstrated track record of attracting, motivating, and retaining world-class scientific and operational talent, building a productive organizational culture, and developing future scientific and technical leaders.
- The candidate will have the ability and willingness to hold a DOE security clearance.

Critical Leadership Capabilities

Visionary and Impactful Leadership

The ability to conceive a compelling future-oriented vision for Fermilab, focused on enduring impact, and effectively communicate it to the laboratory's multiple internal and external stakeholders; The ability to motivate, unify and engage these stakeholders around a shared purpose and mission, and to exercise strategic thinking, empathy, and effective communication, foster a culture of innovation and excellence in science and operations that aligns with the envisioned future.

Execution and Driving Results

The ability to translate plans and strategies into tangible actions, in which goals are achieved within budgetary and financial considerations. This includes planning, organizing, and motivating the internal and external stakeholders to effectively execute the mission, while also assessing progress, adapting to challenges, identifying areas for improvement and ensuring accountability for progress. The ability to define the desired outcome, identify key actions, allocate resources effectively to achieve goals, monitor progress and drive continuous improvement. The ability to bring highly impactful, complex, and visible projects to fruition and to advance the field of high energy physics, emerging scientific initiatives and institutional partnerships.



Adaptability, Resilience & Change Management

The ability to exercise adaptability, resilience and change management to help the laboratory team and stakeholders navigate uncertainty, embrace transformation, and successfully execute the laboratory's mission through transitions.

Decision-making

The ability to exercise effective decision-making, by selecting the best course of action from available options, including the methodology to identify the problem, gathering information, evaluate options, and then making a timely choice, considering potential consequences and risks. The ability to communicate decisions clearly and considering the impact on the team, the organization and stakeholders. The ability to learn from experience and change course, if necessary.

Additional information on how to apply for the Fermilab Director position will be made available at a later date.