



American Board
of Ophthalmology®
ADVANCING EXCELLENCE IN EYE CARE

Chief Executive Officer (CEO) Position Description

The American Board of Ophthalmology (ABO) seeks a visionary and strategic Chief Executive Officer (CEO) to lead the organization into the future of board certification. The CEO will champion the value, relevance, and integrity of certification for ophthalmologists, positioning the ABO as an essential leader in the advancement of clinical excellence and public trust. As the primary ambassador for the ABO, the CEO will foster collaborative relationships with stakeholders, ensure financial sustainability, and drive innovation in certification processes.

Reporting directly to the Board of Directors, the CEO is a voting member of the Board who serves as the primary steward of the ABO's mission, setting the tone for an inclusive and effective culture while ensuring transparency and accountability to diplomates and other stakeholders. This leader will manage a high-performing professional team, prioritize the ongoing engagement of board directors and volunteers, maintain our fiscal stability, and represent the ABO on the national stage with credibility and clarity.

Position Priorities

Strategic Leadership and Innovation

The CEO will identify a roadmap for the continued efficacy and rigor of board certification by integrating innovation and ongoing data/measurement into certification and assessment processes. Recognizing rapid advances in ophthalmology and the evolving healthcare landscape, this leader will provide the vision and leadership to ensure that the ABO's programs remain relevant and valuable.

- **Adapt to Rapid Advancements:** As ophthalmology evolves, certification must keep pace with emerging technologies and approaches to patient care, subspecialization, and innovative assessment tools.
- **Address Threats to High Standards:** Certification remains essential for the protection of patients, yet public and physician skepticism of board certification's value and alternative credentialing organizations increasingly undermine the rigor of the credential. The CEO will promote the ABO's distinctive value and validity.
- **Active Participation in Regulatory and Policy Discussions:** The CEO will position the ABO as a responsive, forward-thinking leader. This includes fostering collaborations with societies and organizations to ensure ophthalmology's continued excellence.

Stakeholder Engagement and Public Trust

The CEO will strengthen the bond between the ABO, its diplomates, and other key stakeholders, understanding and addressing their evolving needs while fostering transparency and trust.

- **Prioritize Sustained Engagement:** Build and oversee programs that enhance lifelong learning and professional development. Deepen our meaningful connections with our key stakeholders to ensure the ABO remains attuned to the needs of ophthalmologists and their patients.
- **Lead Research Initiatives:** Clearly demonstrate the impact of certification on patient outcomes and the continued advancement of excellence in ophthalmic practice
- **Be Visible and Accessible:** Interface with diplomates using tools such as social media, town halls, and advisory committees to gather insights and feedback. Attend key society meetings and promote the ABO's mission and strategic priorities.
- **Communicate with Clarity, Authority, and Transparency:** Serve as the face and voice of the ABO across diverse audiences and platforms. Continually reaffirm the value of certification to both physicians and the public.

Advocacy and Collaboration

The CEO will cultivate and expand our existing strategic alliances and partnerships with influential organizations such as the American Board of Medical Specialties (ABMS), ophthalmic and professional societies, and patient advocacy organizations. By actively participating in national conversations on clinical education, certification standards, and patient care, the CEO will champion initiatives that advance and strengthen the ABO's influence.

- **Cultivate Relationships and Coalitions:** Build strategic relationships with organizations and foster collaborations that enhance the impact of the ABO's mission.
- **Increase Public Awareness:** Serve as the chief advocate for board certification, engaging with policymakers, ophthalmic community leaders, and health care organizations to increase awareness about the ABO, its mission, and its certification programs.
- **Establish Thought Leadership:** Facilitate knowledge-sharing and best practices across relevant organizations.
- **Build Community:** Lead effective and sustained collaboration between the Board of Directors, various volunteer committees, diplomates, candidates, and other stakeholders.

Organizational Excellence and Governance

The ABO maintains a platinum rating from GuideStar (now part of Candid) by annually demonstrating an exceptional commitment to transparency, accountability, and performance measurement. Continued operational and fiscal integrity will be central to the CEO's leadership.

- **Ensure Financial Sustainability:** Enact sound fiscal policies and growth strategies, ensuring operational efficiency and accountability to the Board of Directors.
- **Inspire Best Efforts and Outcomes:** Lead high-performing teams of professional staff and volunteers, fostering collaboration and strategic alignment.

- **Establish Key Metrics and Benchmarks:** Monitor and assess key performance indicators (KPIs) for organizational effectiveness and operational excellence.
- **Innovate and Improve:** Continually implement systems and processes to improve efficiency, productivity, and quality.

Position Requirements

Applicant Criteria

- Current American Board of Ophthalmology certification and ABO volunteer history
- Active clinical practice experience
- Understanding of ABO certification processes, professional self-regulation, and healthcare trends
- Leadership experience
- Organizational and administrative management skills, including financial oversight and team leadership
- Strong public speaking and communication abilities
- Ethical judgment, intellectual honesty, and a commitment to the principles of the ABO

Desired Experience and Characteristics

- Knowledge of clinical research with publication experience
- Collaborative leadership style with an ability to mentor, inspire, motivate, and energize teams
- Adaptability and resilience, with the drive and stamina to meet complex challenges

Position Details

The CEO position offers remote work flexibility with opportunities for in-person engagement and travel to support organizational goals. Key requirements include:

- **Employment Type:** Full-time or part-time (at least 80%) depending on candidate needs.
- **Compensation:** This role includes a starting salary of \$500,000 (based on 80% time), with flexibility dependent on experience, qualifications, and negotiated terms.
- **Commitment to In-Person Engagement:** Regular in-person meetings with staff to foster collaboration and team building.
- **Travel Expectations:** Approximately 25% travel, including one trip per month for meetings, conferences, and stakeholder engagement.
- **Term Limits:** The position is structured for up to two five-year terms.
- **Remote Role:** Fully remote, while maintaining regular in-person connections as outlined above.

To apply, visit: <https://survey.alchemer.com/s3/8190446/ABO-CEO-Application>.