



**National Science Foundation**  
Office of the Director

May 15, 2020

Dear Colleague:

We recently initiated a national search for the National Science Foundation's Head, Office of International Science and Engineering (OISE), and seek your assistance in identifying outstanding candidates.

OISE oversees NSF's international research and education efforts and works closely with our disciplinary research directorates to develop an agency-wide strategy to cultivate international collaboration. The Office Head is a member of the NSF senior management team, who communicates and interacts with all of the staff, programs, and activities of the Foundation. The incumbent advises the Director, Deputy Director, and other senior managers on issues related to international scientific collaboration. The Office Head leads a diverse group of 31 program managers, analysts, and support staff. Enclosed is an information sheet that summarizes OISE's activities and the responsibilities of the position, together with the criteria for the search. Employment in the position may be on a temporary or permanent basis in the Federal Service or by temporary assignment under provisions of the Intergovernmental Personnel Act.

I am pleased to announce that Dr. Anne C. Petersen, Founder and President of the Global Philanthropy Alliance, Research Professor at the University of Michigan, and a former NSF Deputy Director and Dr. Susan Avery, President Emeritus of Woods Hole Oceanographic Institution, will co-chair the search advisory committee. I appreciate that each of these very busy, very accomplished individuals are willing to lend their time and expertise to help us fill this vital position.

We seek your help in identifying candidates with these qualifications: outstanding leadership; a deep sense of scholarship; a grasp of the issues involved with international science collaborations among a diverse community of researchers and stakeholders; and the ability to serve effectively as a key member of the NSF management team. Recommendations of individuals from any sector — academic, industry, or government — are welcome. The National Science Foundation is an equal opportunity employer committed to employing a highly qualified staff that reflects the diversity of our nation.

Please send your recommendations, including any supporting information that you can provide, to the OISE Search Advisory Committee via e-mail to [isesrch@nsf.gov](mailto:isesrch@nsf.gov). We would appreciate receiving your recommendations by June 19, 2020.

Thank you very much for helping with this important task.

  
F. Fleming Crim  
Chief Operating Officer

Enclosures

**Search Advisory Committee Review Criteria  
for the Head, Office of International Science and Engineering  
(OISE), NSF**

We are seeking demonstrated evidence of:

**Strategic Vision**

- Broad knowledge of the major current intellectual challenges and opportunities involving international science, engineering, and education.
- Ability to think strategically and formulate integrated plans for international research and education activities, partnerships, and collaborations, especially at the interfaces of, and boundaries with, other disciplines.
- Ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Includes the ability to establish an organizational vision and to implement it in a continuously changing environment.

**Leadership, Direction, Representation**

- Ability to lead people toward meeting the organization's vision, mission, and goals. Includes the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts. Ability to provide innovative and transformative leadership of people, reflective of NSF's organizational values.
- Ability to serve effectively as a member of NSF's senior management team, helping to develop consensus both within OISE and across the agency on policy and plans.
- Ability to plan, prioritize, and coordinate interagency and international research and education programs and to forge government-industry-university partnerships.
- Ability to manage an organization consisting of approximately 31 scientific and administrative professionals; ability to manage human, financial, and information resources strategically.
- Ability to communicate NSF policy and strategic plans to the external community, including the public, Congress, industry, colleagues in other disciplines.
- Ability to meet organizational goals and customer expectations. Includes the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

**Commitment**

- Commitment to transforming the frontiers of science and engineering, stimulating innovation and addressing societal needs through research and education, and exceling as a federal science agency goals of the NSF Strategic Plan and to the strategies for achieving these goals through developing intellectual capital, integrating research and education, and promoting partnerships and an ability to conceptualize the role of international scientific collaboration in achieving those goals.
- Commitment to the appointment and development of a highly qualified staff that reflect the diversity of our Nation and to the equitable representation of underrepresented groups and institutions on advisory committees, in workshops, and proposal review panels.
- Commitment to equitable representation of underrepresented groups in the national enterprise.

**Credibility within Research and Education Community**

- Substantial research contributions and experience in academic, government and/or private national research and education endeavors as evidenced in publications, innovative leadership in research administration and/or professional leadership awards. Ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments and research institutions, and other organizations to achieve common goals.
- Demonstrated commitment to scholarship and significant scientific contributions, with an emphasis on international outreach and collaboration.
- Broad understanding of universities and other institutions, foreign and domestic, where research and education are conducted.
- Familiarity with the existing U.S. and international infrastructures that support research and education.

## **The National Science Foundation Office of International Science and Engineering**

The **National Science Foundation (NSF)** is an independent agency of the United States Government. Its vision is to enable the Nation's future through its strategic goals of transforming the frontiers of science and engineering, stimulating innovation and addressing societal needs through research and education, and excelling as a federal science agency. The Foundation seeks to realize these goals using five core values: scientific excellence, organizational excellence, learning, inclusiveness, and accountability for public benefit. NSF invests in research and education that will advance the frontiers of knowledge and establish the Nation as a leader in transformational science; cultivate a world-class, broadly inclusive science and engineering workforce and scientifically literate citizenry; build the Nation's research capacity with critical investments in advanced instruments, tools and facilities; and cultivate a capable and responsive organization that promotes excellence in science and engineering research and education.

The **Office of International Science and Engineering (OISE)** is part of the NSF Office of the Director. OISE is the hub for international collaboration across the Foundation. The office manages its own international research portfolio, with programs that expand international research and education opportunities for U.S. scientists and engineers. OISE also works with the NSF research directorates to develop and promote an integrated, agency-wide strategy to cultivate international partnership.

The **Head, Office of International Science and Engineering (OH/ISE)**, serves as a key member of the NSF senior policy and management team. The Office Head, who reports to the NSF Director, provides leadership and direction to programs and initiatives within OISE. The Office Head is responsible for planning and implementing programs, priorities and policy within the framework of statutory authority and National Science Board authority. The incumbent must have outstanding leadership abilities, a deep sense of scholarship, clear vision regarding opportunities and issues in international scientific collaboration, and a commitment to attaining agency goals.