



Women in Neuroscience

Women in Neuroscience (WiN) is an Austin-based 501c3 whose mission is to build a diverse community of women leaders in neuroscience and neurology.



We are looking for a skilled and motivated

Executive Director

to champion Women in Neuroscience – our organization, the women in the field today, and the women who will define the field tomorrow.



Interested?

Keep reading for details and info to apply!



THE OPPORTUNITY

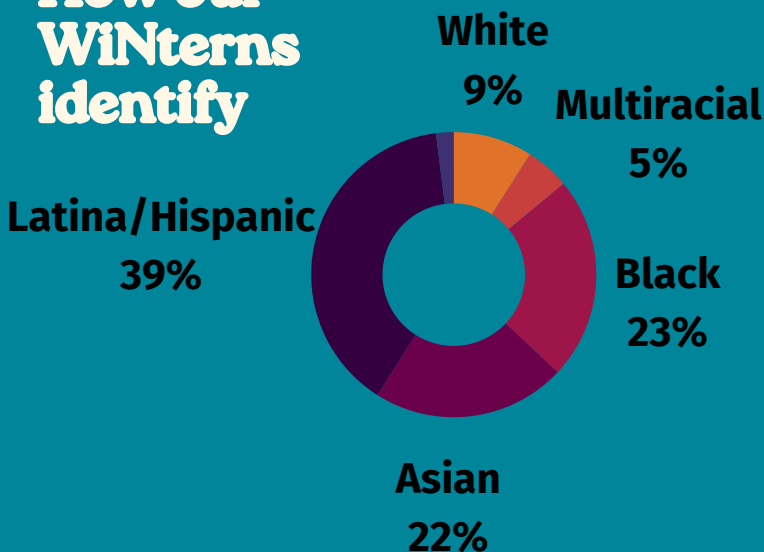
Neurological diseases like dementia and Alzheimer's impact women more frequently and more seriously than men, yet **women leave the neuroscience field at a greater rate than men**, and those who remain are **less represented at leadership levels**. Women needing diagnoses and treatment are less likely to have a physician who relates to them or has had research conducted by someone who shares their concerns and motivations. **Studies have shown that diversity in practitioners, researchers, and leaders accelerates breakthroughs and improves health outcomes for all populations.**

WiN's Vision:

**Less Bias =
Better Science**
An inclusive scientific
community produces
better outcomes.

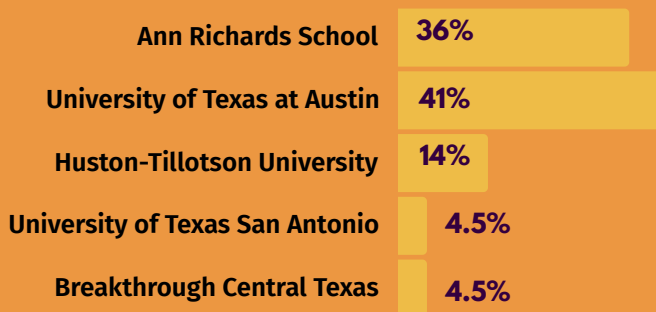
WiN fights the gender gap in science and creates economic security for young women in Central Texas by encouraging female students from historically excluded communities to pursue educational achievement and leadership careers in the neurosciences. Many of these undergraduate students are immersed in the fields of neuroscience and neurology for the first time and are exploring a field where leadership is dominated by men. **Through internships, mentorship, and scholarships, WiN is building a lifetime community of support for these future participants and leaders in the neurosciences.**

How our WiNterns identify



The core of WiN's program is a **ten-week paid summer internship** with faculty and researchers at universities, medical schools, and hospitals in Central Texas. Each internship focuses on a specific research or clinical area. Through our ten-week **curriculum**, WiN assists each intern with **personal and professional development** so she can acquire the skills and confidence needed to graduate from college and move forward to pursue advanced degrees.

Where our WiNterns come from



45%

1st Generation
College Students

\$222,000

of scholarships
distributed

80

internships
provided

25

Mentors &
Faculty Hosts from:

- UT Austin
- Dell Medical School
- Mulva Clinic for the Neurosciences
- UT San Antonio
- UT Health San Antonio

WiN provides a **full ecosystem of support** for these women—financial, emotional, and academic. Pairing each student with a **faculty mentor** and **providing access** to guest speakers and professionals in the field ensures each intern can achieve personal and career success.

WiN prioritizes students from **underrepresented communities**, those who are first-generation to attend college, and students without any prior access to lab experience. We provide coaching on subjects such as writing and communication skills, strengthening research methods, and becoming a leader. **We develop a reliable and pliable support network to last the length of their careers.**





In our first six years, WiN has provided 80 transformative internships to young women in Central Texas. We have a 95% college graduation rate. Of our 25 students who have graduated already, six are currently pursuing their Ph.D. or Master's degree, four have entered medical school, two are conducting research in a post-baccalaureate position, and eight are currently applying to graduate school.

As we enter our **next stage of growth**, we are **extending WiN's outreach** to increase awareness and interest at an earlier age and to larger populations, **seeking expansion sites** for the WiNtern ("WiN + intern") program in new cities, and **strengthening every aspect of our organization** to ensure that we are here to support these women through every stage of their career journey.

WiN's Core Values

Continuous Improvement
Equity, Access, Inclusion, and Belonging
Lifelong Partnership
Comprehensive and Holistic Support

We are excited for the opportunities ahead and look forward to tackling them with the leadership of our next Executive Director.

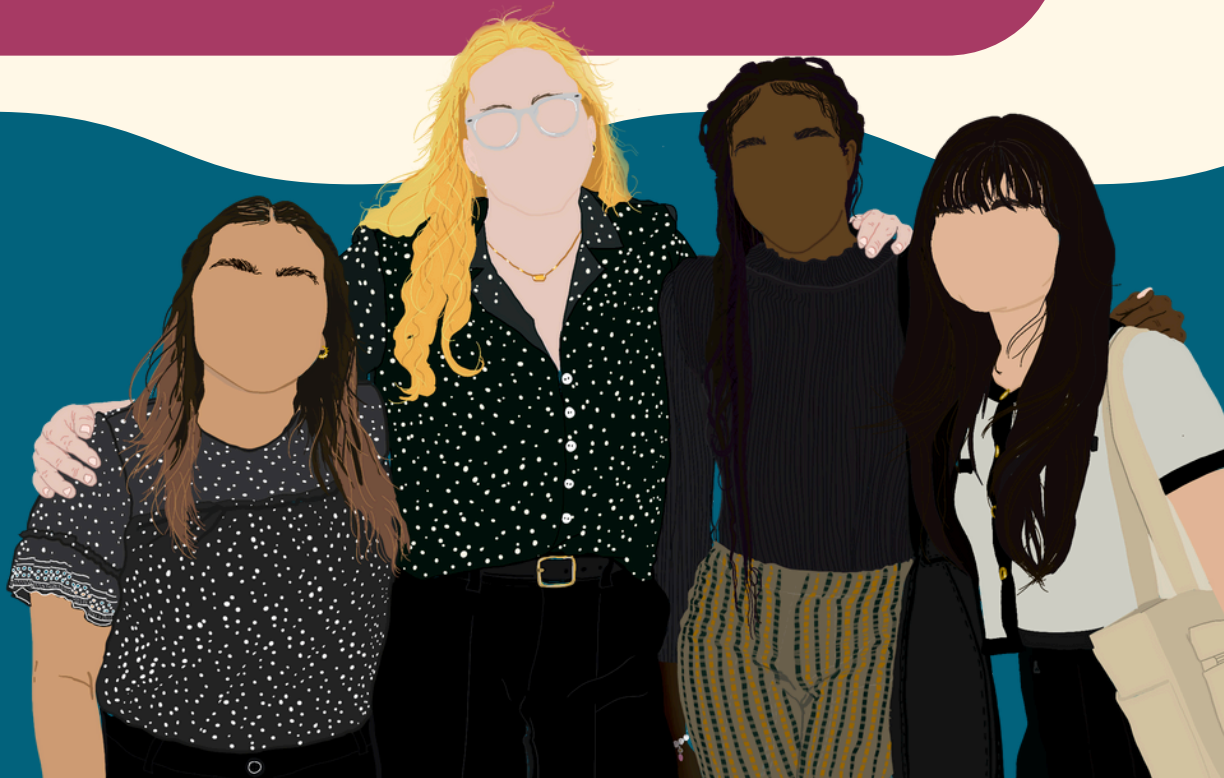


THE ROLE

The next Executive Director of Women in Neuroscience will steward our transition from start-up to powerhouse. We are looking for a **strategic** and **visionary** thinker who can keep us moving on the path forward while **navigating** the daily tasks and opportunities of WiN's world. The ED is the **chief motivator** of WiN's dedicated team of 3 staff and 9 board members, as well as those who lead universities, foundations, and research institutions.

To be the Executive Director of Women in Neuroscience, you do not have to be a neuroscientist. You don't even need to be a scientist. But you do need to care about science and the importance of science. And you need to care about the importance of making the world of science more equitable and less biased.

Even if you're not a brain scientist, you're thinking about brain science right now. To help get your brain in gear as you think about this opportunity, consider the Executive Director's job roles and responsibilities aligned with the parts of the brain as a metaphor.



Frontal Lobe

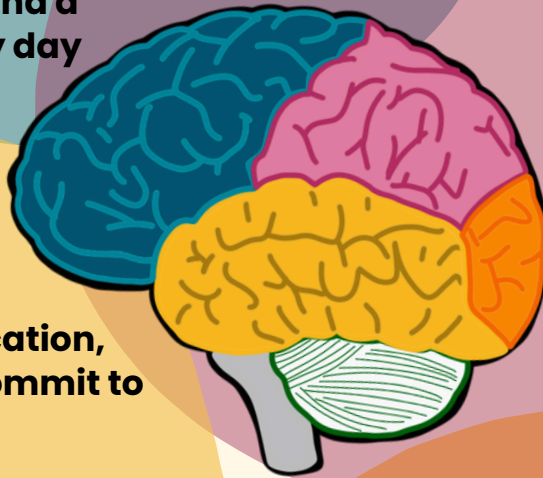
- Thoughtfully lead an enthusiastic team from in front, the side, and behind, helping with prioritizing and problem-solving
- Nimble, clearly, and authentically express WiN's vision and mission across all forms of communication, welcoming and incorporating others in our work
- Build executive-level relationships to develop partnerships, resources, and support to fulfill WiN's vision
- Work with integrity and trust, and a commitment to be better every day

Parietal Lobe

- Represent WiN in every forum to develop strategic relationships and connections that enhance our work and impact
- Be able to ask for and receive help and feedback respectfully in pursuit of collectively doing the best work for WiN
- Champion the value of WiN's mission and impact to meet annual fundraising goals, inviting others to be part of our meaningful work and building our capacity

Temporal Lobe

- Align with WiN's values of education, opportunity and growth and commit to nurturing WiN's community of belonging
- Win us over with your sense of humor and enjoy your time with staff, board, WiNterns, and our growing community
- Be patient and kind as you advance new ideas to help our board and staff navigate and embrace the risks you believe are necessary for WiN's success
- Fully commit to the value of learning from those who have come before you, teach and learn with those around you, and create a more informed community
- Model awareness, sensitivity, empathy, and understanding for our interns and everyone we work with to support success through encouragement, guidance, and directness
- Use your authentic emotional intelligence to make connections and network to surface new voices, ideas, and opportunities to engage with WiN
- Lead and trust that management and achievement will happen implicitly through the commitment of WiN's highly competent and committed team



Occipital Lobe

- Steward WiN's vision and mission, making decisions that align with our strategy and priorities
- See beyond what already exists to find potential and execute
- Seek diverse perspectives, experiences, and ideas and incorporate them into WiN's world to reduce our own organizational biases
- Steward financials responsibly and transparently in partnership with the board to ensure organizational stability

THE FRAMEWORK



While we know that our next Executive Director will shape the tactics and timelines in new ways, this overview describes the current board and staff's **shared vision for the work ahead.**

Our priorities focus on continuing the strong work we have been doing through our start-up phase while converting that work into best practices. This framework will guide our ongoing efforts and expansion including a more structured and comprehensive network and offering programming in new communities.

We will ensure that our programming is solid, successful, and thorough through a strong comprehensive programming model.

- Deliver consistently transformative WiNtern programming while continuing to refine the model.
- Provide deeper support for WiNtern alumnae through ongoing programming, academic, and development opportunities.
- Expand year-round programming access to a broad network, developing community and opportunities for engagement with neurology and neuroscience at various stages of individuals' career paths.
- Link and sync programming and participants to deepen experiences and opportunities.
- Engage middle and high school students in exploring neurology and neuroscience earlier in their personal journeys.
- Create a robust evaluation system to understand and inform our work.
- Leverage technology, communications, and marketing to reach key audiences and participants to facilitate their successful and enjoyable engagement with our programming.

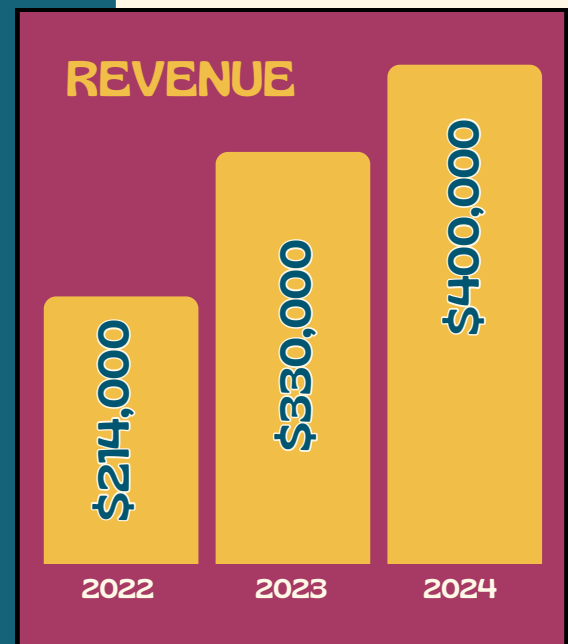


We want to engage more women by expanding programming to new communities.

- Build an expansive and welcoming community to support women.
- Provide programming in new communities using agreed-upon criteria to guide expansion.
- Develop compelling place-based campaigns to cultivate and secure multi-year commitments from major donors, customizing story and opportunity to incorporate WiN into each new community.
- Deploy multi-faceted outreach and networking campaigns to engage potential and current participants, partners, and funders through communications they resonate with.

We make lifelong commitments to our WiNterns, so WiN prioritizes organizational sustainability support them.

- Ensure board continuity by growing diversity, engagement, and reach.
- Leverage enthusiasm of experts and advocates through specialized committees and councils to provide targeted advice and critical connections.
- Invest in systems and infrastructure that support flexibility, efficiency, and stability.
- Support and retain high-achieving staff by building a meaningful benefits package which prioritizes mental and physical health and reflects the ideals we have for our student participants.
- Continue financial growth through ambitious fundraising and transparent financial stewardship.
- Strengthen WiN's brand through ambitious communications and marketing to reach new voices and communities.



THE DETAILS

Compensation

The Executive Director role is a full-time exempt salaried position. The annual salary is set at \$90-100K for 2024. Our board is excited for the opportunity to work with the new ED to develop metrics-based incentive bonuses.

Generous benefits include health insurance, flexible schedule, unlimited PTO, and an incredible willingness to work with you to make your life work well while you work with WiN.

Apply!

All applicants must submit their interest and information online at <https://bit.ly/applyWiN> by May 28, 2024.

Applications sent via email or postal mail will not be considered.

Women in Neuroscience is an Equal Opportunity Employer. We respect and seek to empower each individual and support the diverse cultures, perspectives, skills, and experiences within our team.



Women in Neuroscience

Organization Founded 2018 | 501c3 since 2020

Board of Directors

Judi Nudelman
Founder and Board President

Mary Abreu, PhD
Secretary

Jim Walb
Treasurer

Derek Eckert
Socar Chatmon-Thomas

Leah Harris, MD
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