

# Recruitment Executive Director Innovation Translation / Member of the AO Executive Committee

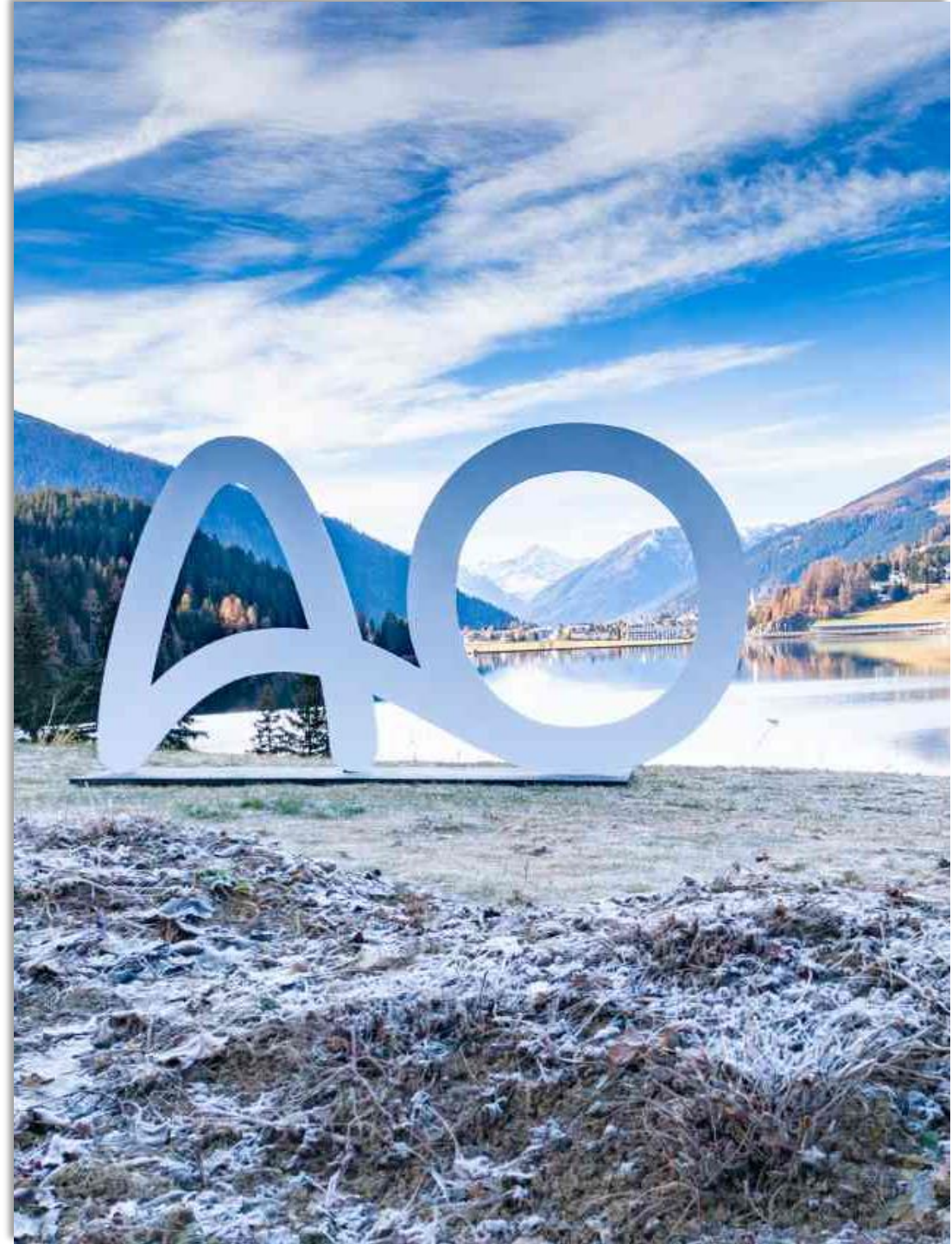
Search mandate: Innopool AG ([www.innopool.ch](http://www.innopool.ch))





# Potential of the position

- The position offers you the chance to be part of a highly committed international team that works along the entire innovation lifecycle from idea to solutions being released and applied in hospitals worldwide.
- As Executive Director Innovation Translation of the AO you are responsible for streamlining and driving surgical innovation projects for one of the largest medical organizations in the world. By doing so, you help to sustainably improve patient care and outcomes.
- You can expect a dynamic organization with numerous opportunities to work with best-in-class leaders in their field and an inspiring and collaborative work environment that is built on scientific expertise and a passion for excellence.
- Davos is the largest mountain vacation, sports and congress destination in the Alps and therefore an attractive place to work and live. In addition to the AO, Davos is also home to other renowned research institutes.



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# 1. About the AO Foundation

# The AO today: a medically guided, not-for-profit, global network of health-care professionals



The AO's **global knowledge network** fosters innovation and delivers excellence in patient care.



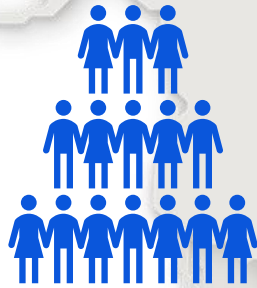
The AO is the **world's leading educational and research organization** for the treatment of trauma and musculoskeletal disorders.



The AO involves the **surgical community** in developing cutting edge technologies and services – benefiting patients worldwide.



# The AO today: the largest global network of surgeons and ORP



More than  
**1 million participants**  
in AO courses to date



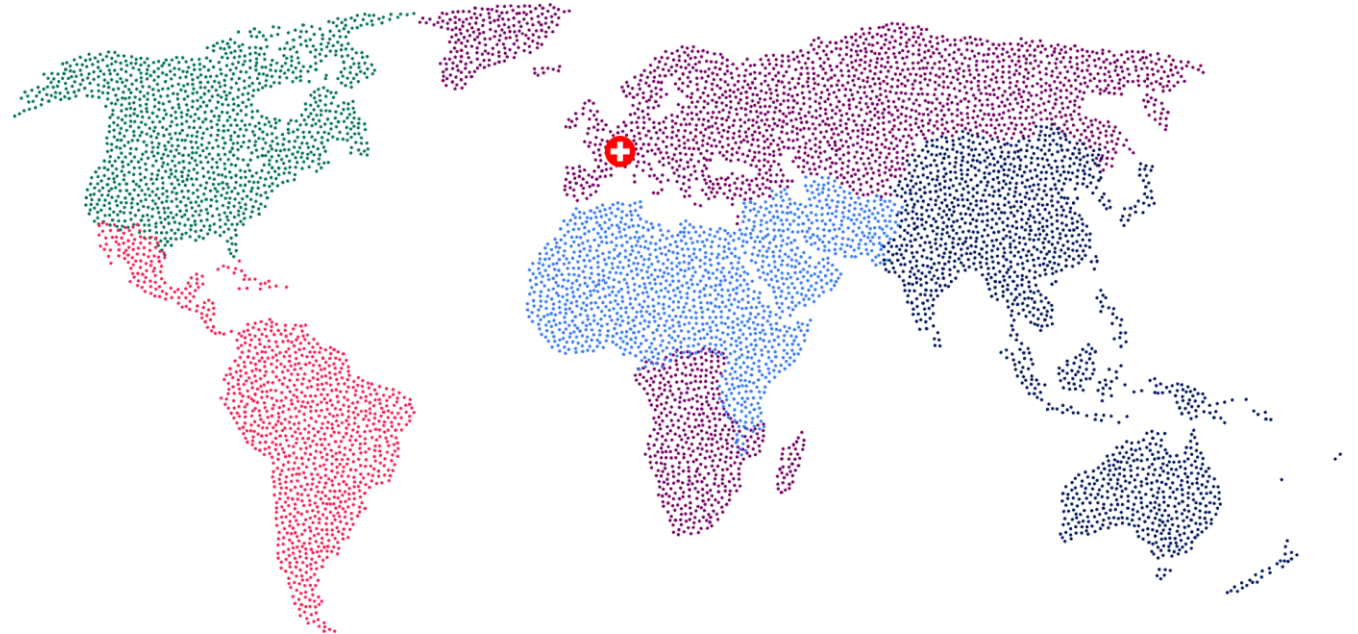
The AO educates more than  
**98,000 participants**  
in over  
**870 educational events**  
annually, and has an  
international teaching faculty of  
**8,000 experts**



The AO is a network of  
**520,000 health-care professionals** in over  
**160 countries**, with appx.  
**150 experts** in AO Technical  
Commission and **200 experts**  
contributing to the Knowledge  
Forums on a voluntary basis

# The AO today: Excellence in education and innovation – worldwide

- As the AO's activities grew and diversified, defined AO regions were established to provide more localized support.
- There are five AO regions:
  - Asia Pacific,
  - Europe and Southern Africa,
  - Latin America,
  - Middle East and Northern Africa, and
  - North America.
- The AO headquarters are in Switzerland with regional offices in Asia Pacific, Latin America, and North America.



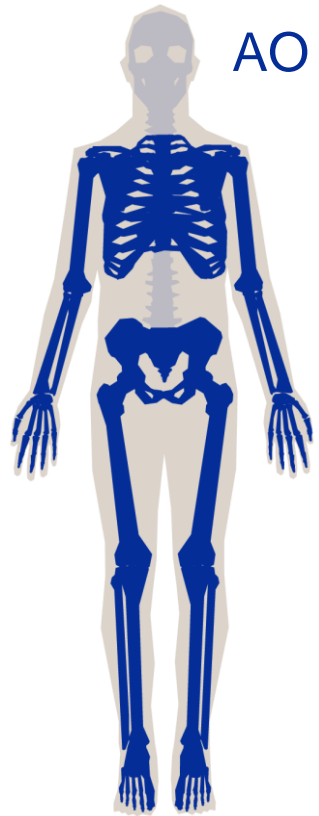
# The history and principles of the AO in brief

- The AO Arbeitsgemeinschaft für Osteosynthesefragen (Association for the Study of Internal Fixation and Fractures) was founded in 1958 by 13 innovative Swiss surgeons.
- From the very beginning, the aim of the AO was to promote and improve patient care for musculoskeletal disorders and trauma.
- AO's principles of fracture management revolutionized the treatment of musculoskeletal disorders worldwide. These original principles are today recognized as the "gold standard" for treatment, and the AO continues to be at the forefront of innovation in its fields.
- For more than 60 years, the AO Foundation has partnered with DePuy Synthes (part of the Johnson & Johnson Family of Companies) to transform surgery and save lives. This collaboration between the two independent organizations is rooted in mutual respect and a shared mission to innovate in surgical education and improve patient outcomes. It is a central part of who we are, as AO.

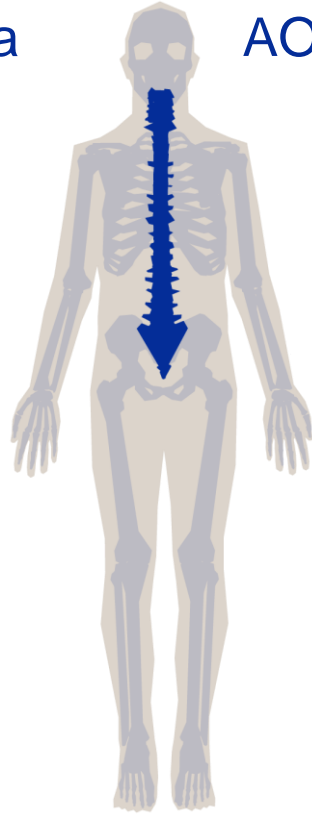




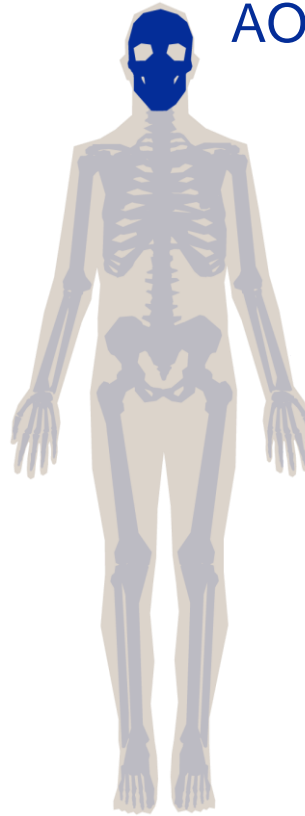
# The AO's clinical divisions and clinical units



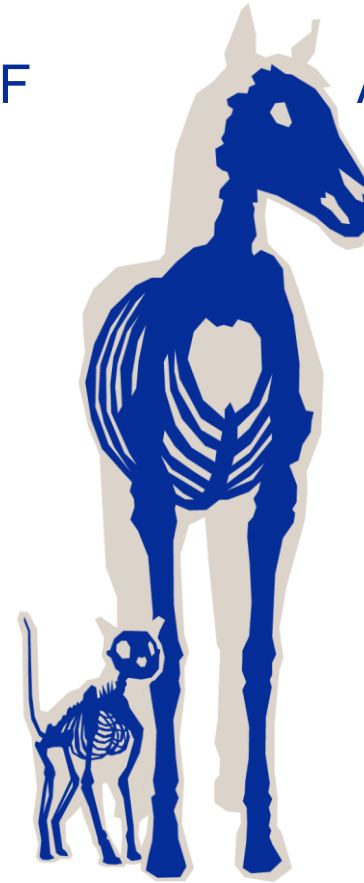
AO Trauma



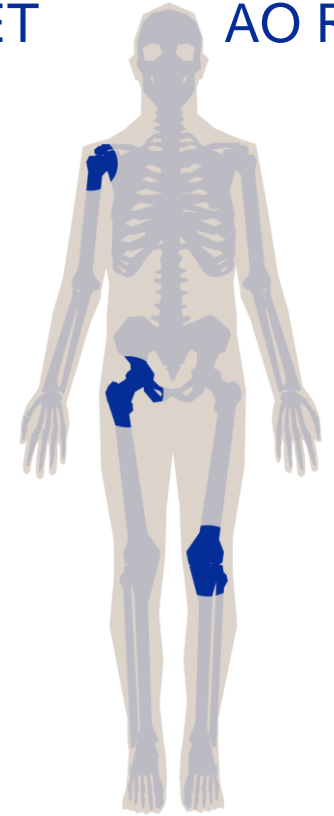
AO Spine



AO CMF



AO VET



AO Recon

# 3 institutes: deliver knowledge, value and impact for all



**AO Research Institute  
Davos (ARI)**

Cutting edge trauma, musculoskeletal **research**.

[Here](#) you can find more information.



**AO Innovation Translation  
Center (AO ITC)**

Streamlines and drives innovation projects –  
**development and evidence**.

[Here](#) you can find more information.



**AO Education Institute  
(AO EI)**

Recognized as the gold-standard in **education** for  
health care professionals.

[Here](#) you can find more information.

# AO Innovation Translation Center

Four complementary competence areas to create value in surgical innovation



## Innovation by clinical experts

AO Technical Commission

- AO approval of new clinical solutions
- Funding of pre-clinical and clinical research projects
- AO innovation "clearing house"
- Exchange and alignment with J&J/DPS and other industry
- 120+ surgeon KOLs in over 20 Expert Groups
- Founded in 1961

AO approved

AO approved by  
AO Technical  
Commission



## Innovation valorization

Business and market expertise for  
Technology Transfer

- Development Incubator
- Strategy Fund
- Proof-of-concept projects
- Strategic investments (on request)
- Expertise and guidance on innovation translation



## Evidence creation

Clinical research

- Fully fledged in-house academic research organization
- More than 60 global clinical research projects
- Scientific support for CDs and network
- Fit for industry
- Direction setting in evidence building strategies
- State-of-the-art data analysis and management



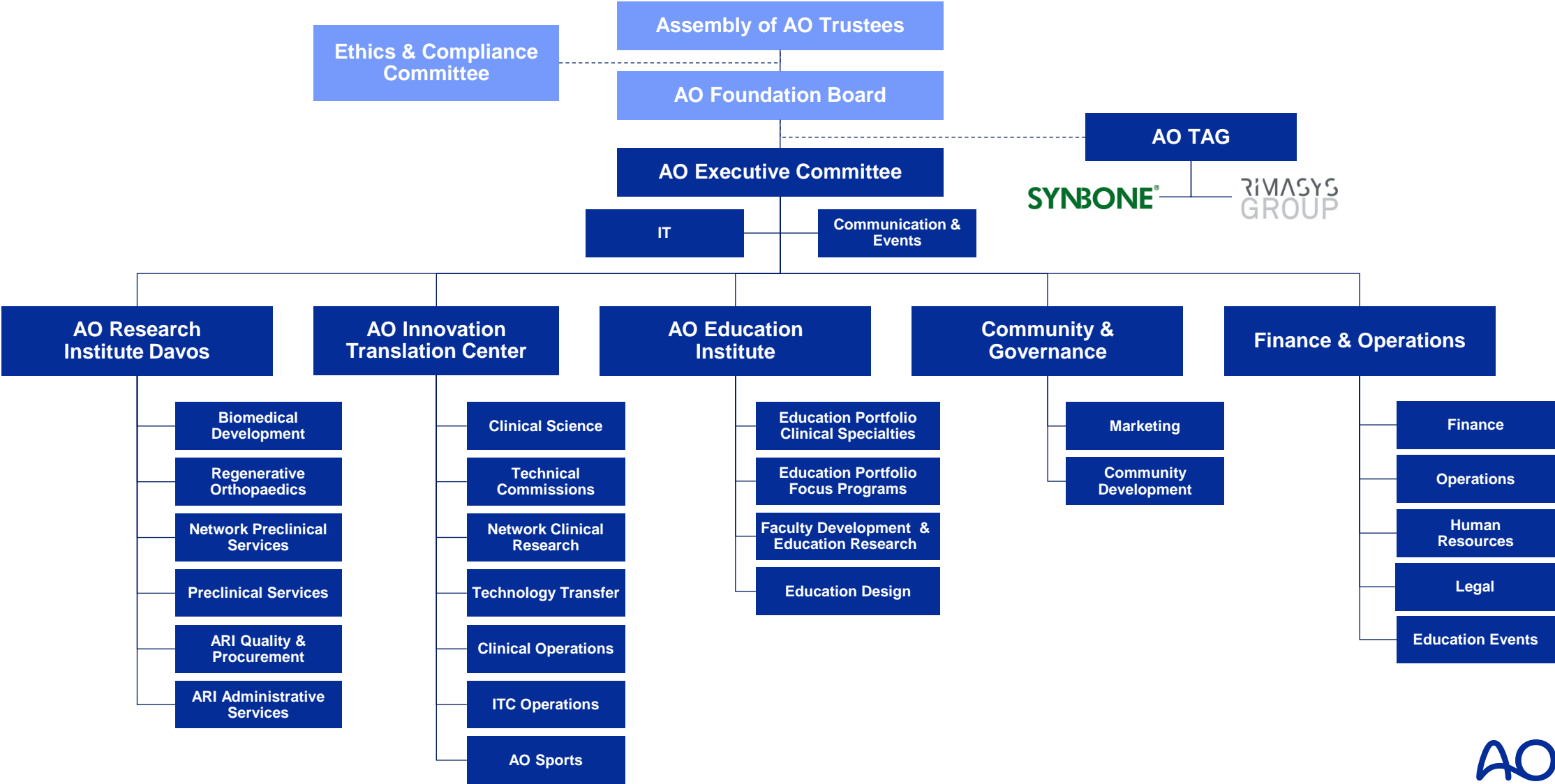
## Knowledge creation and translation

Global pathology-focused Knowledge Forums

- More than 200 internationally-recognized KOLs and active members
- Define scientific strategy for identified global clinical need
- Execute research projects
- Assess research outcomes
- Disseminate and transfer knowledge
- Assist in clinical decision-making and improve patient care



# Organizational structure



# About Davos

- Davos can boast superlatives: the vacation resort with an international ambience is the largest mountain vacation, sports and congress resort in the Alps, the highest town in the Alps at 1560m and a high-altitude health resort with a long tradition.
- The flagship of Davos is the modern congress center, which is the venue of the World Economic Forum WEF.
- In addition to the AO, Davos is also home to other renowned research institutes (see [www.sciencecity.ch](http://www.sciencecity.ch))
- Davos offers attractive living conditions, a wide range of schooling and leisure activities with clubs, societies and cultural events. And all this in the immediate vicinity of relaxing nature.
- The municipality of Davos has an elementary school and high-quality secondary schools / high schools: the Swiss Alpine Middle School Davos with an internationally oriented boarding school and Davos Sports High School.



## 2. The desired profile



# Main responsibilities and tasks: overview

- As the leader of the AO Innovation Translation Center (AO ITC), the Executive Director Innovation Translation is responsible for streamlining and driving surgical innovation projects. This includes all aspects of managing the development of clinical solutions with international surgeon KOLs, industrial partners, proof-of-concept studies with innovators, strategic investments in IP, technology, or companies, and evidence creation through clinical research.
- As a member of the AO Executive Committee the position holder takes responsibility for the execution and implementation of decisions and directives by the AO Foundation Board, the supervision and coordination of all operational functions of the AO, and assures monitoring and outcome measurement of these activities.



# Main responsibilities and tasks: in detail

- **Strategic Leadership:** Develop and implement strategic initiatives to foster innovation in musculoskeletal care, aligning with AO Foundation's mission and goals.
- **Innovation Management:** Oversee processes and activities of identification, evaluation, and prioritization of innovative solutions in orthopedic and trauma surgery. Facilitate cross-functional collaboration among internal teams, AO institutes and surgeons' network, as well as industry stakeholders to drive the development and adoption of novel technologies and techniques.
- **Resource Allocation:** Manage financial resources, including forecasts, budget planning and allocation, to support the activities in the AO ITC effectively. Identify new opportunities for the optimization of resource utilization to maximize impact and sustainability.
- **Evidence-generation:** Manage an in-house CRO to ensure that desired outcomes are measured against clinical standards and evidence creation for new medical solutions from start to publication in peer-reviewed publications.
- **Partnership management:** Build and foster strategic partnerships with key opinion leaders in the surgeon global network, industry leaders, and other key stakeholders to enhance AO Foundation's innovation ecosystem. Collaborate with industry partners to leverage resources, expertise, and networks to accelerate the development and commercialization of innovative solutions.
- **Communication and Advocacy:** Act as a representative for AO Foundation on matters related to innovation and translational research. Introduce policies and initiatives that support innovation and improve musculoskeletal care globally.

# Requirements

## Professional requirements

- University degree (e.g., PhD, MBA) in a relevant field such as biomedical engineering, healthcare economics, or business administration; further education in management is a plus
- 10+ years of experience in the management of an internationally oriented business unit in healthcare or life sciences
- Specific business competence in MedTech innovation, ideally market and product knowledge of the orthopedic healthcare industry
- Experience in managing and delivering substantial financial resources such as internal budgets, research grants, innovation, and incubator seed funds
- Proven track record of successfully leading and managing interdisciplinary teams and complex projects in a collaborative environment and in international structures

## Personal requirements

- Has excellent communication and interpersonal skills, and the ability to build and maintain relationships with diverse stakeholders, including clinicians, researchers, industry partners, etc.
- Confidently represents the organization in dealings with external partners and contacts, including industry executives, societies, hospitals, surgeons, and others
- Possesses strong strategic planning and decision-making skills, with the ability to anticipate trends, identify opportunities early, and drive organizational change
- Excellent command of written and spoken English; good German skills are advantageous
- Willingness to frequently travel internationally and within Switzerland (up to 50%)