

# MTF Biologics

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President & Chief Executive Officer



**Fall 2017**

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## The Company

<b>Company</b>	MTF Biologics ( <i>formerly Musculoskeletal Transplant Foundation</i> )
<b>Purpose</b>	MTF Biologics is dedicated to providing quality allograft tissue for transplantation through a commitment to excellence in education, research, recovery, and care for recipients, donors and their families.
<b>Revenues</b>	~\$450 million
<b>Ownership</b>	Not for profit (501(c)(3))
<b>Year Founded</b>	1987
<b>Company Location</b>	125 May Street, Edison, NJ 08837
<b>Website</b>	<a href="http://www.mtf.org">www.mtf.org</a>
<b>Company Overview</b>	<p>MTF Biologics is a non-profit service organization dedicated to providing clinically effective, safe allograft tissue.</p> <p>MTF Biologics has recovered tissue from more than 115,000 donors and distributed over 7.5 million grafts for transplantation.</p> <p>It also has three subsidiaries, Statline IIAM, and DIZG. The organization does not accept donations and receives all funding from tissue service fees.</p> <p>In the last 30 years, MTF Biologics has awarded research grants to more than 80 institutions and 200 principal investigators. Top funded institutions include University of California, Los Angeles, University of Rochester, Case Western Reserve University, University of Virginia, and Columbia University.</p>
<b>Strategy and Goals</b>	<p>MTF Biologic's goal is simple—do what's right for patients, surgeons, tissue donors and their families through adherence to three guiding principles:</p> <p><b>Make more safe tissue available to patients</b> by building strong relationships with leading organ and tissue recovery organizations.</p> <p><b>Provide the highest quality tissue</b> by having the most stringent standards in the industry.</p> <p><b>Advance the science of tissue transplantation</b> through commitment to research and development.</p>

## The Position

<b>Position Title</b>	President & Chief Executive Officer
<b>Location</b>	Edison, New Jersey
<b>Reports To</b>	Board of Directors, MTF Biologics
<b>Direct Reports</b>	Direct reports - 9
<b>Position Summary</b>	<p>The President &amp; Chief Executive Officer is responsible for the overall direction and leadership of the organization toward the achievement of MTF Biologic's philosophy, vision, strategy, annual goals and objectives. This position involves management of the MTF staff and a \$400M+ annual operating budget in accomplishing its day-to-day work and long-range mission.</p> <p>The organization is unique. Although non-profit, MTF does not fundraise, it generates a sizeable revenue stream through preparation and provision of tissues to hospitals, surgery centers, surgeons and their patients throughout the world. MTF has an ambition to diversify offerings further in order to compete in an evolving, dynamic marketplace. The next leader will bring a growth mindset, a sophisticated understanding of the allograft and medical devices landscape, and the ability to drive innovation in a highly competitive business environment. They will continue to honor the mission of the organization and its connection to, and gratitude for, donors and their families.</p> <p>The next leader will assume direction of MTF at an important moment. The organization has recently begun a rebranding, and the new identity as MTF Biologics represents a broader focus than just human tissues by expanding into biologics. In particular, the next President &amp; CEO will drive MTF's growth in spaces such as wound care and plastic surgery.</p> <p>The President &amp; CEO will work closely with the Board of Directors to advance the Foundation's vision and mission through setting and executing strategy, identifying the necessary enabling resources, and delivering specific objectives of the Foundation in accordance with its mission. He/she will be accountable for overall strategic planning, financial management, organizational development, board relations, and program development and management for the Foundation.</p> <p>This leader will be a mission-driven, personally motivated executive who brings energy, passion, ideas and executive presence, coupled with business and organizational savvy, to meet and exceed targets for growth. Internally, the President &amp; Chief Executive Officer will work with a talented senior leadership team of eight individuals. He/she will build and maintain an inclusive and non-hierarchical work environment for the staff. At the same time, they will be responsible for maintaining a strong external agenda, cultivating relationships and partnerships with other companies.</p>
<b>Responsibilities</b>	<p>MTF Biologics seeks an inspired, forward-thinking leader for the Foundation's continued growth while remaining focused on the mission and culture. The new President &amp; CEO will bring strong management and strategic leadership experience, be able to engage in a collaborative manner, and will act as a</p>

## The Position

	<p>compelling voice for MTF Biologics. He/she will be responsible for promulgating the Foundation’s mission, both internally and externally.</p> <p><b>Vision, Strategy and Goals</b></p> <p>Engage MTF Biologics and staff around development of strategy, vision and specific goals for the future. Provide and lead the vision, direction, inspiration and motivation necessary to ensure the Foundation’s success. Work with the Board of Directors and advisors to accomplish these objectives.</p> <p><b>Culture</b></p> <p>Through inspired leadership, maintain a work culture that is mission-centric and values equality, collaboration and altruistic motivation. Attract, retain, and grow talent within the organization, recognizing and mentoring high-potential leaders and reevaluating talent strategy to fuel growth.</p> <p><b>Operational and Financial Management</b></p> <p>Drive operational and process and improvements and refinements without losing the highly personal touch for which MTF is known. Manage budget and resources and work effectively with the staff of MTF Biologics to ensure that the strategy and plans are delivered. Continually review and enhance the operations of the organization.</p> <p><b>Partnerships</b></p> <p>Represent the Foundation as a spokesperson to the local, regional and national communities, reaching out to engage potential partners. Maintain awareness of both the external and internal competitive landscape in order to advise on possible opportunities for expansion, new customers, markets, mergers/acquisitions, new program/strategies, and regulatory actions.</p>
<p><b>Anticipated Challenges</b></p>	<ul style="list-style-type: none"> <li>• Maximizing cash contribution to MTF Biologics for the Orthopedic tissue forms</li> <li>• Expanding markets and technologies, e.g. investing in growth opportunities in wound care and plastic surgery</li> <li>• Navigating a dynamic competitive landscape which continually forces MTF to innovate and revisit its strategy</li> </ul>

## The Person

<p><b>Pivotal Experience &amp; Expertise</b></p>	<ul style="list-style-type: none"> <li>• <b>Functional experience:</b> Minimum of 10 years of senior level leadership and management experience in a non-profit or business setting, ideally with a budget above \$50 million</li> <li>• <b>Industry experience:</b> Expertise in medical device, wound care, and/or plastic surgery; experience with tissue banking/tissue transplantation</li> </ul>
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**Leadership Capabilities**

- **Operational experience:** Strong strategic and operational planning experience with financial acumen and proven record of developing new products and tissue forms with sensitivity to resource constraints
- **Stakeholder experience:** Proven track record effectively articulating a vision to stakeholders, including the Board of Directors, business partners, and the broader industry
- **Leadership experience:** Substantiated ability to build and foster a culture that exemplifies institutional thinking; manage in a non-hierarchical and collaborative style that guides the engagement and development of staff

- **Inspire & Influence:** Co-create meaning and purpose, engage and energize the organization, lead through influence, eloquent communicator, lead by example
- **Shape strategy:** Set a vision for the company, envision the future, decide strategic priorities
- **Build talent & teams:** Relationship builder, able to form partnerships with diverse set of external partners
- **Drive for results:** Drive execution, continuously improve the core, reallocate resources at pace

**Culture Fit & Impact**

- **Collaboration/Trust:** Promote a culture of equality; collaborative and collegial approach, hands-on and ready to work side by side with the team. Collaborative, non-hierarchical and equitable
- **Direction/Purpose:** Altruistic motivation, purpose is a true driver outside of financial or career success. Strong connection to organizational purpose; satisfaction with running a business that helps to change peoples' lives
- **Positive Spirit/Vitality:** Engages with high-energy level

## Engagement Team

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