**BACKGROUND AND INTRODUCTION**

**Origin and Description of the Bernard M. Gordon - MIT Engineering Leadership (GEL) Program:**

The GEL Program was founded in the MIT School of Engineering (SoE) in 2007 with a $20M initial donation from Bernard Gordon. It is a co-curricular program to supplement MIT’s undergraduate engineering education by developing the character and the product design and leadership skills of SoE juniors and seniors, thus enhancing their ability to function as engineering leaders, and contribute to society by improving engineering leadership in the nation. GEL currently provides leadership instruction to about 130 juniors (and a few seniors) in the one-year program, and another 35 seniors in the second year program. As of 2016 it has grown to include a staff of 7.5 full time equivalent people, a committed endowment of over $30M, and an FY17 annual budget of $1.2M.

The purpose of the GEL program is to use immersive and team exercises, class material, individual assessment and feedback, and industry mentors/internships, to experientially develop the capabilities, skills, and attitudes of engineering leadership in SoE undergraduate (and graduate) students. The goal is to develop engineers who will become leaders in their field and contribute effectively to society. The GEL program also includes two related organizations. The first is the Undergraduate Practice Opportunities Program (UPOP) which was founded in 2001, also in SoE, to help MIT sophomores develop their communication, teamwork and decision making skills and allow them to practice these skills through a summer internship in industry, and became part of the GEL program in 2007. The UPOP program has a staff of 5 FTE, a separate FY17 annual budget of $600K, and reaches over 500 sophomores each year. The second is the Communication Lab (Comm Lab), founded in 2012, which works with several of the SoE departments to help graduate students develop their writing and presentation skills through mentoring from Communication Fellows. The Fellows are comprised of graduate students and some post-docs and staff who are selected and trained by the program and who, in turn, receive training from the program staff.

**POSITION DESCRIPTION**

**Duties and Responsibilities with respect to GEL (nominally 75% time):**

Reporting to the Dean of Engineering or his or her delegate, and in conjunction with the Faculty Co-Director, the Industry Co-Director's duties and responsibilities include:

1. Ensure the smooth and effective operation, interface, and expansion of the GEL program, the GEL Professional Education subject offerings, and the two ancillary programs overseen by GEL: UPOP and the Communication Lab.

2. Ensure that the program remains true to the purpose of developing future engineering leaders, as described in the program proposal (which is incorporated into the funding agreement), the "Capabilities of an Engineering Leader" document developed in the first year of the program (available on the GEL website), and the program’s mission, vision, and values.

3. Responsible for guiding the program to ensure that the content represents the goals of the GEL program.

4. Responsible for guiding and participating in the instructional activities of the program, including developing and leading portions of the instructional material, participating actively in other classes, and sharing his/her industry experience with students and program staff.

5. Responsible, together with the GEL executive director and program staff, for proactively recruiting students into the program and ensuring that they have a positive and valuable experience.

**Responsibilities and Duties as Professor of the Practice (nominally 25% time):**

Reporting to the appropriate department head, the POP shall participate in department activities, normally teach at least one academic subject per year, and participate in research and student advising to the extent feasible.

**QUALIFICATIONS:**

Significant and exemplary industry product development and leadership experience required. PhD in an engineering discipline strongly preferred, together with some amount of teaching and research experience (with superior results) and some familiarity with leadership education. At least 10 years of hands-on experience in an engineering capacity, including successful bench experience in product development* and delivery, plus a considerable degree of managerial experience and leadership responsibility in a successful endeavor. Should have significant experience in delivering products to spec, on time, and within budget. Should possess an entrepreneurial mindset, an unwavering commitment to success, and a deep passion for transforming engineering leadership development in an academic environment. Requires good written and oral communication skills, an ability to interface with a wide variety of academic and industry stakeholders, and a strong empathy with and commitment to the GEL/UPOP/Comm Lab staff and students. Familiarity with the MIT culture and ecosystem is a plus.

View full position description and apply at: [https://school-of-engineering-faculty-search.mit.edu/gelpop/](https://school-of-engineering-faculty-search.mit.edu/gelpop/)