



## **PRESIDENT & CEO SEARCH**

### **EXPERIENCED, ENTREPRENEURIAL TRADE ASSOCIATION LEADER**

Since 1965, the National Precast Concrete Association has represented manufacturers of plant produced precast concrete products and the suppliers to the industry. The 501(c)6 trade association is dedicated to expanding the use of quality precast concrete, while providing members with the programs and information necessary to operate a successful plant.

NPCA, like many associations, is experiencing a generational change in leadership, membership, and staff, which is also occurring during a time of significant business, technological, and societal transition. Therefore, the association's leadership seeks an entrepreneurial approach to its business model so that NPCA remains sustainable, as they pilot and test new products and services to keep NPCA irresistible and indispensable to the membership.

The CEO partners with a 16-member Board of Directors and 26 staff in the Carmel, Indiana headquarters to serve over 900 member companies with an \$8 million budget and more than \$3 million in reserves. The Precast Show, plant certification, and membership dues are the NPCA's three largest revenue generators. Members are located in 50 states, 11 Canadian provinces, and several countries.

The Board of Directors has developed a new strategic plan in anticipation of the December 31, 2019 retirement of a long-serving, successful CEO. The new plan creates clarity in the association's direction and the type of partner they seek to continue its implementation. The new NPCA President & CEO will function as a high-profile executive leader, which requires sophistication in association and transformation leadership, advocacy, people development, and the dynamics of high-performance governance and strategic execution. NPCA has sufficient resources to execute its strategic vision, and like any organization, its focus does not meet the needs of every individual or opinion. Diplomacy, empathetic listening, and authentic caring about members' opinions and input is at the core of being a successful NPCA strategic leader.

The Search Committee has identified highly desirable qualities in the new CEO, which include a track record of commitment building an organization and a board culture, stability evident in the career arc, strength and resilience in overcoming adversity; the ability to interpret complex specifications, laws, and government regulations; understanding of small, family owned businesses; and honesty and trustworthiness, with a conservative management style and approach. Experience leading in a fiscally responsible manner, while overseeing the diverse functions of HR, finance, technology, marketing, membership, meetings, advocacy, education, certifications, and standard-setting are desired. Engagement with government agencies, building strategic alliances, a successful entrepreneurial track record with a marketing orientation, and working with small, family owned businesses, as well as larger corporations, will be essential to the next President's success. Willingness to travel extensively is required.

The anticipated start date is January 2, 2020. Compensation is negotiable and commensurate with the size and scope of the association. Advanced degrees & a CAE designation, or willingness to attain the CAE, are preferred. Five or more years of leadership experience in associations or not-for-profits is preferred. To download the full President & CEO profile, NPCA organizational overview, and position description, visit <https://precast.org>. To apply, please forward the submission requirements no later than May 17, 2019 to [CynthiaMills@TheLeadersHaven.com](mailto:CynthiaMills@TheLeadersHaven.com).