

ACI Executive Vice President (EVP)

The EVP of the American Concrete Institute is responsible for all programmatic, financial, and operational aspects of the Institute. The EVP partners with the board to lead the development of the organization's strategy and vision for the future, as well as the successful execution of the strategic plan and achievement of clearly defined goals and objectives by an engaged, high-performing staff. This executive is responsible for the successful stewardship of the Institute's resources and the effective management of the organization's fiscal and operational health.

The EVP serves as a spokesperson for the Institute and a representative of both the concrete industry and the organization, including to members, industry organizations, and a range of global audiences. As such, this executive effectively articulates ACI's mission, value, and contribution to the success and growth of the concrete industry.

ACI's next EVP will build on a strong organizational foundation and define ACI's future success by strategically embracing and leveraging technology, both internally to engage staff and externally to advance the concrete industry; expanding ACI's global reach; ensuring fiscal sustainability by exploring diverse revenue streams; and continuing to foster a culture of engagement and inclusivity.

Under the general direction of the ACI Board of Direction and its Executive Committee, the EVP's specific responsibilities include, but are not limited to:

External:

- Work with the Board of Direction to establish overall goals and direction of the Institute that are documented through the development of periodic strategic plans, annual operating plans, and budgets.
- Oversee the implementation of policies, procedures, and programs approved by the Board.
- In response to the needs of the membership and industry, provide guidance and recommendations to the Board of Direction for the development of appropriate policies and programs to ensure the continued growth and financial viability of the Institute.
- Serve as non-voting member of the Board of Direction and Executive Committee.
- Ensure that the goals and objectives established by ACI subsidiaries support those of the Institute.
- Provide an environment for the volunteer membership to develop, share and disseminate knowledge conducive to meeting the needs of the concrete industry and ultimately achieving a unified global concrete knowledge community.
- Negotiate and execute contracts, commitment, and agreements.
- Develop, maintain, and ensure effective business relationships with other domestic and international societies, industry or government and public service organizations.
- Represent the Institute by serving as liaison with domestic and international organizations and agencies, and promoting the interests, goals, activities, and strategic operations of the Institute and its subsidiaries.

Internal:

- Guide and lead staff in pursuit of the strategic plan's core values, strategies, and goals.
- Ensure the viability of the Institute and determine staff organization and appropriate staffing levels, including those of its subsidiaries.
- Provide appropriate support and professional development opportunities to retain an efficient and dedicated staff.
- Work with senior management staff on developing internal policies, procedures and programs that implement the strategic direction established by the Board of Direction or Executive Committee.
- Develop and recommend annual budgets for approval by the Board of Direction and operate the Institute within the approved annual budget.

Candidate Profile

The American Concrete Institute seeks a strategic leader to build on a strong organizational foundation and develop a vision for the future achievement of ACI's mission. The EVP will have experience leading an organization to fiscal success and a deep commitment to impacting the mission of ACI.

The successful candidate will have demonstrated stakeholder management experience and the ability to navigate complex stakeholder dynamics by ensuring all individuals feel engaged and appreciated for their time and talents. The candidate will be an experienced consensus-builder who regularly garners the support necessary to accomplish agreed upon goals and objectives by influencing a range of stakeholders with diverse opinions and backgrounds. This executive will be a natural bridge-builder who fosters an environment of inclusivity and collaboration among ACI's staff, volunteers, and the concrete industry. ACI's EVP will possess the gravitas and engagement with the concrete industry necessary to represent ACI and the industry before a range of audiences.

The candidate will have prior experience successfully managing budgets and people, ideally within an organization of comparable scale to that of ACI. They will have a track-record of fostering a culture of collaboration and commitment to achieving both mission and business objectives across a geographically dispersed and/or hybrid team.

Technical expertise with past or present experience as an engineer in the concrete industry is a plus but not required. The ideal candidate will bring leadership in, and an understanding of, the concrete industry. Exposure to a standards setting organization is desirable.

In terms of the performance and personal competencies required for the position, we would highlight the following:

Relationships and Influence:

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate persuasively and with gravitas.
- An ability to inspire followership and influence others to act through compelling influence, powerful charisma, passion for ACI's mission, and a drive to impact the Institute.
- Serves as an articulate spokesperson on behalf of an industry/organization and is equally comfortable positioning volunteer leaders to represent the Institute.
- Generates followership beyond the EVP's own personality by fostering engagement and commitment to ACI's mission.
- Understands and incorporates viewpoints from all key stakeholders to drive consensus-based decision making.

Setting Strategy:

- The ability to create and articulate an inspiring vision for ACI and the future of the concrete industry.
- Seeks input and data from a variety of sources to support decisions and to align stakeholders with ACI's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the Institute and push the boundaries within the concrete industry.
- An excellent listener with the ability to effectively balance the drive for broad change with an understanding of how much change the organization needs, to create realistic goals and implementation plans that are achievable and successful.
- Firmly believes that both mission and fiscal success are in the organization's best long-term interest.
- Delivers breakthrough innovations, programs, products, and services that create value for all stakeholders, continually challenging traditional approaches.

Executing for Results:

- Leads ACI staff in executing the strategic plan by setting clear and challenging goals; tenacious and accountable in driving results.

- Provides a sense of continuity in driving change across ACI while incorporating new technologies and adapting policies, processes, and priorities as the concrete industry continually evolves.
- A strategic risk-taker who is not afraid to fail and seeks input from others to foresee possible threats or unintended circumstances from decisions.
- A savvy negotiator who is viewed by others as having a high degree of integrity and forethought in his/her approach to making decisions; the ability to understand the long and short-term implications of decisions and maintain the focus on achieving ACI's mission.

Leading Cohesive Teams:

- The ability to attract and recruit top talent, motivate the team, delegate effectively, promote diversity within the team, and manage performance; widely viewed as a strong developer of others.
- Demonstrates a deep commitment to the highest quality in all of ACI's work, including standards, products, and services; recognizes the contributions of staff and volunteers in delivering upon the commitment to quality.
- Fosters a cohesive culture across the team by encouraging engagement across geographies and functions and by setting clear expectations for a 21st century hybrid workplace.