

Association for Supply Chain Management

Chief Executive Officer

Organization Overview

The Association for Supply Chain Management (ASCM) is the global leader in supply chain organizational transformation, innovation and leadership. As the largest association for supply chain, ASCM is an unbiased partner, connecting supply chain professionals and companies around the world to the newest thought leadership on all aspects of supply chain.

ASCM is built on a foundation of APICS certification, SCOR model, industry leading journals, standards, and education spanning 60 years. Now, ASCM is driving innovation in the industry with new products, services and partnerships that enable companies to further optimize their supply chains, secure their competitive advantage and positively influence their bottom lines. ASCM also has a foundation that has historically been utilized as necessary.

Across the globe, the ASCM community continues to fund, fuel and drive innovation. With partnerships and locations in more than 100 countries, they help supply chain professionals connect with peers and advance their careers. ASCM also collaborates with a global network of world-class organizations to initiate supply chain innovation and deliver a portfolio of products and services to their members and customers worldwide.

ASCM is strategically focused on four priorities:

- **Compelling Products & Solutions** - A compelling set of standardized yet configurable products & solutions resulting in positive customer experiences.
- **Ecosystem Orchestrator** - Acting as the global orchestrator of a dynamic ecosystem, connecting partners, practitioners, and companies, informed by real-time market intelligence.
- **Business Intelligence** - Critical market & business insights to drive their strategic decisions while advancing their effectiveness and efficiency through analytics & digital capabilities.
- **Unique IP and VOR** - Research-based insights driving undisputed innovation capabilities of unique IP and industry Voice-of-Record (VOR).

ASCM is headquartered in Chicago, IL with a \$44 Million budget and a staff of 110. There are over 175,000 ASCM certified professionals worldwide and ASCM has international partnerships for localized engagement in 100+ countries. ASCM's membership encompasses over 50,000 professionals worldwide and has over 1600 volunteers.

ASCM is proud to have a team of talented, passionate people who believe in the mission—making the world a better place through supply chain. Teamwork, driving results, being strategic and innovative, and respect and collaboration are a huge part of how they operate and are at the heart of their people-first culture. They value everyone's priorities and opinions, which helps them do their best, most impactful work.

As an organization dedicated to advancing supply chain talent globally, they are equally committed to developing their own people. They invest in continuous learning, skill-building, and professional growth so employees can thrive, lead with confidence, and bring their best to the work that matters. At ASCM, they develop people who make a difference.

Position Overview

The Association for Supply Chain Management (ASCM) seeks a dynamic, collaborative, and mission-driven Chief Executive Officer (CEO) who will lead with vision, impact, and growth in mind. ASCM and the importance of effective supply chain management are at the forefront for organizations and economies worldwide and the new CEO will partner with the Board to fund, fuel and drive innovation throughout the organization including its global engagement strategies, content development and delivery, certifications, and business models.

ASCM's next CEO must be a strategic, innovative, and financially astute leader who can foster a high-performance culture of transparency and accountability. ASCM is proud to have been recognized as a Great Place to Work® every year since 2016 and looks forward to the new CEO continuing this exceptional organizational culture.

This CEO will drive organizational growth and ensure ASCM's increased relevance and influence in a rapidly changing global supply chain landscape, while working collaboratively with the Board to ensure that ASCM's strategic priorities are intricately aligned to its organizational activities. The CEO position provides strategic leadership and coordinated direction for the ASCM executive management team to ensure the efficient execution of ASCM's programs and initiatives consistent with the ASCM Board-approved Strategic and Business Plans.

The CEO is also a steward of the ASCM brand and a central part of the ASCM's public face: responsible for effectively positioning the brand globally, shaping the organization's public image, and ensuring effective communication with members, stakeholders, and the broader international supply chain business community.

Key Responsibilities

Mission Advancement and Global Visibility

- Champion ASCM's vision to make the world better through supply chain.
- Continually increase recognition of ASCM as the unbiased partner, connecting companies and individuals around the world with industry experts, frameworks and global standards to transform supply chains.
- Ensure ASCM certifications, programs, products, and services are designed to address the most critical challenges faced by supply chain professionals worldwide.
- Lead global expansion initiatives, ensuring ASCM's role as an ecosystem orchestrator, proactively engaging new members and partners, adapting ASCM offerings to regional needs, and building relationships within the supply chain sector world-wide.
- Provide the leadership needed to continue to position ASCM at the forefront of the global supply chain industry advancement by showcasing ASCM's value through innovative products and services to improve supply chain performance.
- Serve as the Association's chief spokesperson and ensure effective representation of ASCM with policymakers, industry partners, collaborators, and the media.

Financial Stewardship & Revenue Diversification

- Partner closely with the Board to drive strategic planning focused on organizational growth and diversifying revenue streams beyond traditional sources.
- Ensure robust, transparent fiscal practices, financial stewardship, and regular audits across all enterprise activities.

- Be responsible for a comprehensive evaluation of all existing revenue streams, including the fiscal acumen to advance ASCM's mission and strategic priorities and to promote revenue, profitability and growth as an organization.
- Scenario planning for revenue evolution that includes proactively leading the data gathering and analysis to anticipate changes in the landscape of industry support, identifying risks and opportunities.
- Develop adaptive strategies that ensure ASCM's members sustained financial vitality while being a recognized resource to the supply chain management profession to help professionals and organizations navigate and adapt to changing national and international regulations and policies.
- Seek new collaborations and partnerships across all industry sectors, digital platforms, new products and solutions, and global expansion.

Member and Certification Focus

- Foster a culture that maintains customer centricity ensuring the best experience for members, certification candidates and holders, corporations and their communities.
- Ensure that ASCM certifications continue to be recognized as the most current and important professional standard for supply chain management knowledge.
- Guide design and delivery of compelling products and solutions including member services, certifications, certificates, and educational programs addressing the evolving needs of ASCM's global member needs in supply chain management.
- Oversee strategies for attracting, retaining, and supporting members at all career levels, and developing a strong supply chain talent pipeline for the industry.
- Oversee creation of innovative B2B partnerships and market opportunities that will provide high value products and services to support the evolving needs of ASCM members and the supply chain industry.

Innovation, Research & Emerging Technologies

- Continue to elevate ASCM as a convener of innovation; leverage ASCM's brand building platforms to disseminate leading research, pilot new technologies, and promote standards as the recognized voice of record for supply chain management.
- Continue ASCM's unique IP and Voice of Record work in assessments, *Top 10 Supply Chain Trends*, and industry benchmarking.
- Foster collaborative research to enhance ASCM's role in shaping the future of the global supply chain industry, highlighting the ongoing research in ASCM's top tier journals and white papers.

International Expansion and Collaboration

- Strengthen and expand upon the 100+ international partnerships ASCM has to harmonize standards, increase education and certification reach, and cultivate new global membership.
- Continue to develop and implement a robust international growth plan consistent with ASCM's plan to initiate supply chain innovation and deliver a portfolio of products and services to members and customers worldwide.

Industry Support and Partner Engagement

- Analyze and cultivate relationships with current and potential industry supporters, understanding both immediate needs and future trends in partner engagement.
- Oversee creation of innovative value propositions and market opportunities that align with the strategic goals and evolving requirements of both ASCM and its industry partners.

Leading Staff

- Enhance cross-functional communication and strengthen collaboration and information flow among departments to foster alignment and transparency across the organization.
- Drive operational excellence with processes and systems and technology updates that improve efficiency and effectiveness in day-to-day operations, optimize resource utilization, and enhance overall performance.
- Effectively direct, motivate and oversee the executive team who are charged with implementing ASCM's specific goals and objectives.
- Directly manage and support staff through fostering inclusion, cohesion, and shared vision.
- Implement structured communication channels, regular check-ins, and accessible leadership practices to ensure all staff feel engaged, supported, and aligned with organizational goals.
- Promote an inclusive and high performance culture that respects diversity in background, work style, and expertise, ensuring opportunities for professional growth and well-being.

Partnering with the ASCM Board of Directors

- The new CEO will collaborate closely with the Board to ensure an ongoing effective governance model and a culture of mutual respect and shared purpose.
- Working collaboratively with the Board Chair and Leadership Team, the CEO will ensure that members' needs remain at the forefront of decision-making, and that the Board stays focused on purpose, monitors impact and sustains value by continuously adapting and moving forward while also leveraging their own strategic and operational skills to guide the organization's growth and impact.
- Ensure alignment with established strategic priorities of ASCM and assess measurable movement in reaching those priorities.

Desired CEO Characteristics, Qualifications & Experience

Strategy

- **Global & Industry Credibility**: Expertise in global supply chain, with the stature to represent ASCM on a global stage, attract top talent, and open high-level corporate opportunities.
- **Strategic & Operational Capability**: A visionary who can set long-term strategy (ecosystem growth, governance, risk management) with experience leading the association operationally and capable of guiding at the tactical level to drive performance.
- **Strategic Advocacy**: Serves as a high-profile "voice-of-record" for the supply chain profession, engaging media, policymakers, and global executives to elevate industry credibility and protect its credentials.

Governance

- **Collaborative Stewardship**: Builds strong partnerships with the board and stays deeply engaged with all levels of the association, ensuring transparent communication and responsible financial management.
- **Mission-Aligned Motivation**: Intrinsically motivated by purpose and impact, finding fulfillment in advancing the organization's mission and collective success.
- **Trust & Integrity**: Fosters a "no surprises" culture by sharing information honestly and directly, maintaining open lines of communication even in challenging situations.
- **Cultural Fit**: Trust-based, collaborative, and emotionally intelligent, able to align diverse stakeholders (staff, volunteers, partners, academia, and global constituents).

- **Decisive Enterprise Leadership**: Provides clear direction, ensures cross-functional alignment, and drives accountability across all business units.
- **Values-Driven Leadership**: Operates with uncompromising integrity, accountability, and humility, consistently prioritizing the organization's mission and success over personal recognition.

Running the Enterprise

- **Organizational Leadership**: Experienced in selecting and supporting functional leaders and knowing when to leverage external expertise for short- or long-term requirements.
- **Operational Excellence**: Expertly balances high-level governance with hands-on execution, maintaining a "constructive dissatisfaction" that drives continuous improvement and avoiding complacency.
- **Financial & Operational Discipline**: Skilled in managing the "Dual Bottom Line," ensuring organizational solvency while effectively investing in the mission. This includes high-level portfolio management and operational delegation.
- **Inspirational Leadership Style**: Magnetic, collaborative bridge builder who develops leadership capability and fosters a high-performance executive team.
- **Stakeholder Engagement**: Unites diverse groups—including members, chapters, and partners—through transparent and purposeful dialogue to drive retention, growth, and member value.
- **Executive Presence**: Demonstrates professional, media-ready articulation and active listening, effectively bringing organizational strategy to life across all platforms.
- **Action-Oriented**: A "doer" rather than just a "teller," focused on top priorities and results.
- **Empathetic & Inspirational**: An energetic presence who fosters an inclusive culture, remains genuinely concerned for employee well-being, and inspires teams through ambitious goal-setting and authentic professionalism.

Future Focused

- **Adaptive Capability**: Understands the association lifecycle and modern disruptions, such as AI, to maintain relevance in the market through member engagement and product innovation.
- **Industry & Association Expertise**: A recognized authority in supply chain who acts as a "Voice of Record" (VOR). An experienced association leader that possesses deep knowledge of ASCM products, industry skill shifts and the value of "Return on Education".
- **Transformational Leadership**: Spearheads a bold evolution of the business model—from a traditional education provider to a full-lifecycle, client-centric solutions partner integrating digital delivery and circular economy capabilities.

Business Oriented

- **Credentials & Education**: Typically holds an MBA and a Certified Association Executive (CAE) designation, with a commitment to maintaining ASCM industry certifications
- **Commercial & P&L Leadership**: Owns full P&L responsibility with a track record of driving growth through diversified and scalable revenue streams, including digital services, subscriptions, certifications, and lifecycle solutions.
- **Strategic Revenue Management**: Proven ability to lead and diversify complex revenue streams, including certifications, corporate services, events, and individual memberships.
- **Client-Centric Relationship Building**: Prioritizes strong, credible connections with volunteers, customers, and industry experts transforming relationships from transactional engagements into strategic alliances that solve core business challenges.

Success Factors

Within 3 years:

- **Financial stability through profitable growth**
 - Oversee aggressive corporate sales revenue growth that projects generating a minimum return on investment of 10% over the three-year period from implementing the commercial growth strategy.
 - Make certain consistent profitability and stable positive cashflows on an annual basis from the contribution margin generated across all sales channels.
 - Ensure disciplined cost management to ensure growth is profitable if the organization demonstrates the ability to scale in 2026.
- **Implementing the Corporate Sales Growth Strategy**
 - Oversee plan to reach high-potential industries with significant opportunities for growth where ASCM currently has limited penetration including Industrial Manufacturing, Consumer Packaged Goods, Transportation and Logistics, Retail / Wholesalers
- **Event portfolio restructuring**
 - Implement the recommendations of ASCM's task force to revisit and revise ASCM's event strategy.
- **Core product investments**
 - Oversee continued work on maintaining, improving and investing in the core products and product platforms including major product updates and enhancements to certifications, certificates and standards/frameworks based on the organizational product road map.

Digital Presence

Web: <https://www.ascm.org/>
LinkedIn: <https://www.linkedin.com/company/ascmorg/>
Facebook: <https://www.facebook.com/ascmorg/>

Compensation & Location Information

Compensation for this role will reflect a range of factors, including relevant experience, demonstrated expertise, and other considerations. ASCM's good faith starting salary estimate for this position is \$650,000 - \$750,000 annualized with a bonus opportunity. Additionally, ASCM also offers a comprehensive benefits package for their employees.

Vetted Solutions

A PASSION FOR PURPOSE

Vetted Solutions is a Washington, D.C. based executive search firm specializing in association and nonprofit recruiting and consulting. We focus on CEO and senior staff positions.

For confidential consideration, please email your resume and cover letter to:
ASCMCEOSearch@vettedsolutions.com or call +1 202 544 4749.

Partners in Panorama – Asia, Australia, EMEA, Latin America, North America
Members of the Association of Executive Search and Leadership Consultants – AESC

