

## Position and Candidate Specification



SAE International

### Chief Executive Officer

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The Chief Executive Officer (CEO) of SAE International leads the business enterprises of SAE International and its affiliates, SAE Industry Technologies Consortia (SAE ITC) and Performance Review Institute (PRI), driving innovation in mobility solutions. With a combined revenue of \$185 million USD and a global staff of over 700, SAEI and its affiliates pioneer shared solutions to the mobility industry's challenges. Together, they leverage SAE's 119-year legacy and expertise, facilitating collaboration among engineers and technical experts worldwide, empowering them to address emergent complexities in vehicle technologies.

SAE International (SAEI) is a member-governed, global association of more than 128,000 engineers and related technical experts in the aerospace, automotive and commercial-vehicle industries operating as a Section 501(c)(3) not-for-profit entity. SAE International's core competencies are life-long learning and voluntary consensus standards development. SAE International's charitable arm is the SAE Foundation, which supports a variety of pre-professional education programs including A World In Motion® and the Collegiate Design Series. SAEI's product portfolio includes technical standards and publications, conferences, magazines, books, professional development training, pre-professional educational activities and a suite of membership services. In 2023, SAEI had operating revenues of more than \$100 million USD and employed over 325 staff.

SAE International is the premiere world resource for the design, manufacturing, operation, and maintenance of automobiles, aircraft, space vehicles, off-highway equipment, trucks, buses, trains, marine craft, engines, and self-propelled vehicles. The largest automotive and aerospace standards-setting body in the world, SAE offers technical information in the form of papers, books, magazines, meetings, conferences, professional development seminars, workshops, expositions, continuing education programs, and Internet products. SAE is committed to serving Society through its vehicle safety, maintenance, resource conservation, and education programs. SAE International operates in a mindset that has a compact with society to deliver value as a non-profit but pursues its mission in a business-like manner.

The purposes of SAE International are:

- To advance the knowledge of the arts, sciences, standards and engineering practices connected with the development, design, construction and use of self-propelled machines, prime movers and related equipment.
- To preserve and improve the quality of life in the production and use of such mechanisms.
- To promote through meetings, lectures, courses, seminars and the presentation and discussion of scientific and engineering papers a better understanding of such mechanisms.
- To develop technical and scientific reports, including engineering standards and recommended practices, in connection with the development, design, construction, use and reuse of such mechanisms and publish and distribute such reports for the benefit of mankind.
- Generally, to provide for or carry on such other activities as may be necessary, incidental, convenient, or desirable to accomplish fully the foregoing purposes.

## **SAE International Portfolio of Products and Services Standards**

The development of consensus standards on a global basis continues to evolve as one of the most important steps in bringing new technologies to market for the benefit of mankind, improving product performance and

energy efficiency, lowering costs and increasing safety. SAE's Aerospace and Ground Vehicle standards development activities are increasingly global as more alliances are formed with other global standards writing bodies and institutions. Global representation is growing on SAE standards committees and councils.

### **Sustainable Mobility Solutions (SMS)**

SAE's Sustainable Mobility Solutions is committed to leading the industry through the many unanswered questions around best practices, safety protocols and workforce development. SMS is developing comprehensive, data-driven research, technical reports, training and standards vital to achieving net zero emissions.

### **Information Products**

Product information comprises all of SAE International's publications areas, including their selling arms. The collective purpose of Information Products is to make engineers, students and the people who serve them more successful at work, in school and in daily life through SAE's products and customer service.

### **Workforce Development**

Professional development strives to develop the world's best mobility practitioners through high-value learning experiences, delivered through a robust portfolio of instructor-led classroom seminars, instructor-led webinar and ondemand online learning. The SAE Collegiate Design Series (CDS) takes learning beyond textbook theory to designing, building and testing the performance of a real vehicle. CDS provides world-class, hands-on learning experiences for students, developing and training the next generation of mobility engineers. SAE International offers a full continuum of PreK-16 STEM education opportunities. Its knowledge-based STEM education program fills the workforce pipeline with skilled technical talent. The SAE Foundation raises and manages the funds and resources necessary to advocate for, promote and support the development, growth and accessibility of the SAE International education programs, and to expand the award and scholarship portfolio.

### **Engineering Events**

Engineering Events is a developer of engineering technical conferences and, in most cases, a concurrent technology showcase that further enhances the trends and technologies being discussed in the conferences' educational sessions. Approximately 30 events are held each year. EE activities are focused on creating quality and relevant events that aid SAE brand recognition, enhance member experiences and develop industry and government relationships. The industry sectors have a respective primary congress: SAE World Congress Experience (WCX); SAE Commercial Vehicle Engineering Congress (COMVEC) – held annually serves on-highway trucks and busses as well as off-highway equipment, ground defense vehicles and the rail community; and SAE AeroTech Congress & Exhibition – held biannually it is the essential aerospace event where the aerospace community prepares for future challenges and opportunities.

### **Membership and Sections**

Membership and Sections engages a multi-industry, global engineering community with lifelong career support for personal and professional growth. It is a fundamental element contributing to the success of SAE's vision and mission as a professional engineering society.

## **Operations**

To support the portfolio of products and services, SAE International has prioritized and invested in several critical areas, Information Technologies, Marketing and Global expansion.

SAE International is headquartered in Warrendale, PA with six additional offices in North America, Europe and Asia. SAEI has affiliated societies in Brazil and India, as well as formal agreements with like-minded organizations around the world. For more information on the organization, visit: <https://www.sae.org/>.

## **Performance Review Institute (PRI)**

The Performance Review Institute (PRI), a not-for-profit trade association and global leader in facilitating industry-managed programs and services for the advancement of quality assurance, regulatory compliance and continuous improvement in various sectors. A comprehensive suite of business units offers specialized support and expertise, ensuring PRI's partners' success in an ever-evolving marketplace.

## **Industry Technologies Consortia (ITC)**

The SAE Industry Technologies Consortia (SAE ITC®) is a 501(c)(6) affiliate of SAE International®, and its membership is comprised of public and private organizations collaborating in a neutral forum to drive innovative solutions to key industry challenges.

The CEO of SAE International provides visionary leadership and strategic direction to drive the organization's mission to enhance transportation safety on a global scale while fostering innovation and excellence in the mobility industry. Reporting to the Board of Directors, the CEO oversees all aspects of organizational management, including strategic planning, financial management, stakeholder engagement and operational excellence for all affiliates and subsidiaries.

## KEY RELATIONSHIPS

<b>Reports to</b>	SAE International Board of Directors
<b>Direct reports</b>	Chief Operating Officer (currently vacant) Chief Legal Officer, General Counsel and Secretary Chief Information Officer Chief Financial Officer Chief HR Officer Executive Vice President and Chief Operating Officer, Performance Review Institute Executive Vice President & Chief Operating Officer ITC
<b>Other key relationships</b>	Current and prospective members of SAEI SAE Foundation Other related trade associations and nonprofit organizations Relevant legislative and regulatory bodies at the state and federal level International industry organizations

## DESIRED OUTCOMES

### Strategic Alignment and Vision

- Clarity and alignment with the Board of Directors, who represent the membership, on SAEI's strategic plan and vision that ensures its distinctive global industry position and relevance.
- Increased membership, recognition and followership within the global engineering community.

### Organizational Development and Culture

- An empowered, engaged and highly motivated workforce with an evolved internal culture that is collaborative, innovative, proactive and forward-looking.
- Board, leadership team and organizational composition that reflects diversity and is recognized for industry excellence.
- Streamlined organizational structure that enhances operational efficiency and speed to market.

### Innovation

- Thought leadership in new technological arenas, such as sustainability, cybersecurity, and AI, by leveraging SAEI's expertise and brand authority and taking a proactive stance in standards development.
- Products and publications that reflect the latest thinking and position SAE ahead of industry trends.

### **Global Collaboration and Community**

- SAE is a more effective collaborator with other organizations in the international arena.
- Strengthened relationships with industry and government leaders, ensuring SAE and its entities are top-of-mind and trusted partners.
- Reinforced network among members, enhancing participation in technical standards, learning and networking.

SAE International's next Chief Executive Officer will be an inspirational, forward-thinking leader who can articulate a vision, drive cultural change, and unite the organization under a common goal. The CEO must have the ability to engage and inspire both the internal team and external stakeholders while fostering an inclusive, collaborative culture and driving strategic integration to achieve operational excellence and ensure financial health.

## IDEAL EXPERIENCE

### Organizational Leadership

Experience leading and managing a global organization of similar size, scope and complexity, with diverse constituencies; nonprofit experience (staff, leadership, or board service) preferred.

### Industry Connectivity and Business Acumen

Significant business experience, particularly in areas relevant to the industries SAE serves, with existing relationships and a respected voice within these sectors.

### Global Operational Experience

Experience leading in an organization that values diversity at all levels and managing decentralized workforces effectively.

### Technical Knowledge or Acuity

Training as an engineer or in related technical field; at minimum, an interest in SAEI's technical work and an ability to discuss that work with credibility.

### Education

Bachelor's degree required; advanced degree highly preferred.

## CRITICAL LEADERSHIP CAPABILITIES

### Leading Change

- Works closely with the Board of Directors to develop and implement a forward-looking strategic vision that drives SAEI's growth.
- Reinforces and embeds new thinking and a change mindset throughout the organization (e.g., aligning reward and performance management systems, adjusting how work gets done)
- Drives prioritization and focus during change initiatives while managing the complexity of the organization's board structure.
- Enhances organizational efficiency through adept management of the organizational structure, streamlining processes, and ensuring an equitable and inclusive work environment.
- Cultivates a culture of trust and belonging where curiosity and risk-taking are rewarded.

## Leading People

- Recruits, engages, inspires, and champions a diverse, high-performing staff.
- Creates a culture that encourages staff contributions and values transparency and clear communication.
- Effectively builds consensus among the multiple stakeholders that contribute to the organization and its activities.

## Collaborating and Influencing

- Actively encourages the international expansion of participation and membership to support the broadening of SAEI's influence, with the agility and nimbleness to adapt to next gen needs.
- Develops and promotes strategic partnerships around the world that align with SAEI's vision and advances its mission.
- Credibly represents the organization in global industry and government settings.

## OTHER PERSONAL CHARACTERISTICS

- Emotional intelligence
- Engaged listener
- Inspirational
- Integrity

## THE SEARCH PROCESS

SAE International has retained Spencer Stuart and welcomes nominations or expressions of interest. If you wish to submit your application materials or nominate someone to serve as the next Chief Executive Officer, please send an email message with supporting materials to: [SAEInternational.CEO@SpencerStuart.com](mailto:SAEInternational.CEO@SpencerStuart.com).

*SAE International provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, veteran status or genetics. In addition to federal law requirements, SAE International complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.*