



EXECUTIVE SEARCH OPPORTUNITY PROFILE

For the position of:
Executive Director

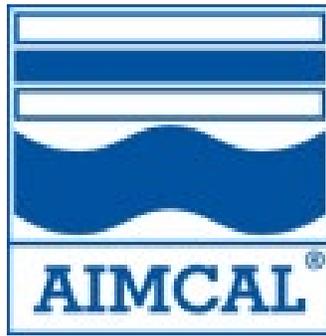
AIMCAL

November 2018



executive
search &
recruitment

ADVANCING NONPROFITS



SUMMARY OF THE OPPORTUNITY

This is an exciting opportunity to lead an international organization recognized as the leader in representing converters of metallized, laminated and coated flexible substrates and their suppliers. AIMCAL, a 501c6 non-profit trade association with an impressive history of providing a wide range of products, services and networking opportunities, is seeking its next Executive Director who will provide dynamic leadership in positioning and guiding AIMCAL as it moves into a period of expansion and growth. A unique opportunity awaits the right individual who has the leadership, vision, and business acumen to lead the organization as it takes steps to expand its work in a dramatic way.

THE ORGANIZATION

AIMCAL MISSION

AIMCAL serves as a global forum for the flexible metallizing, coating and laminating industry by providing resources, services and information. AIMCAL collects and distributes information to increase industry knowledge, while fostering an environment that builds relationships and a spirit of cooperation.

AIMCAL BEGINNINGS

AIMCAL, the Association of International Metallizers, Coaters, and Laminators, evolved from its predecessor, the Vacuum Metallizers Association (VMA), initially formed by a small group of companies when metallizing was in its early, fledging stages. As these companies began coating and laminating products to increase value, membership was broadened to include coaters, laminators and their suppliers who provided these services. The result was the founding of AIMCAL as a non-profit corporation in 1970.

Over the past 20 years, AIMCAL has grown significantly in size, reach and value to member partners. Growth and increasing ability to meet the needs of members have been achieved through strong leadership, a dedicated and experienced staff, and fostering industry involvement. They have taken advantage of opportunities and continue to serve this community today.

AIMCAL TODAY

Today, AIMCAL operates as a non-profit trade association with headquarters in the Charlotte, North Carolina suburb of Fort Mill, South Carolina. Under leadership of the current Executive Director, they have grown from 90-member companies 20 years ago into an international association of over 270 companies in North America, Europe, and Asia. They have expanded programs and services to meet the growing, ever-changing needs of membership. As the premier

provider of services in the industries they serve, they are at the forefront in areas of education, technical information, and networking.

In doing so, they have developed a broad range of products and services to include, but not limited to:

- AIMCALTV–A private network providing technical programming to include on–line training, top rated industry papers, leading consultant/industry expert presentations and panel discussions;
- ASK AIMCAL–A service to promote discussion, shared technical support, business leads, and sourcing products within the converting community;
- R2R Conference–The Roll–To–Roll Conference for member and non–member companies providing a wide range of opportunities for technical presentations, product introduction and networking opportunities;
- AIMCAL Converting School–Providing education and training by leading industry consultants and experts;
- AIMCAL Jobs–A job board offered to members;
- Seminars, conferences, and opportunities for education, technical research and networking.

In addition, AIMCAL produces a number of industry publications. Of those, Converting Quarterly, the official technical magazine of AIMCAL, is published quarterly and has a distribution of over 20,000 in print and digital formats. Other publications include a wide range of topics and resources ranging from new technologies and technical presentations to featured products and services and the AIMCAL SourceBook–a list of member companies’ products, services, and executive summaries of management techniques, roll to roll markets, and technology innovation.

AIMCAL enjoys a respected position and provides opportunities for developing positive, impactful relationship with its members. Success has been found in the commitment of the staff, Board of Directors, and volunteers dedicated to providing high quality benefits to its members. This commitment is embedded in their work today as well as the vision for the future which includes expanding membership across the globe and increasing capacity to provide broader, relevant products and services.

THE OPPORTUNITY

Over the past 20 years, AIMCAL has been led by its current Executive Director who has provided strong leadership and created a sound foundation for the association. He has announced his retirement in 2019 and, as a result, the Board of Directors is seeking AIMCAL’s next Executive Director.

AIMCAL is the leader in providing high quality services for its member companies. As the Board of Directors look to increasing membership and reach around the world, there is a recognition that much is to be done. AIMCAL is financially sound and positioned to meet current and growing needs. Through expanding relationships with current members as well as developing new members and partnerships, AIMCAL intends to continue to expand its efforts for greater and sustained impact.

As such, there is a recognized need to recruit an Executive Director who will provide strategic leadership effectively building on past successes while moving the organization forward. The

new Executive Director will bring a fresh insight and strategic view enabling AIMCAL to continue to provide impactful, lasting service to its members.

ROLE & CANDIDATE PROFILE

The incoming Executive Director will be a dynamic leader and strong communicator with proven success in leading organizations through growth and expansion. He/She will be an innovator, with the ability to define, implement and execute a strategic vision reflecting the goals of the organization. In addition, the incoming Executive Director will ensure the organization is structured appropriately with a talented team in place, following best practices in all areas of administrative leadership, strategy/program development, and organizational and financial management. Further the new Executive Director will work closely with the Board to develop a strategic plan to achieve the defined vision of AIMCAL.

In addition to ensuring high quality services and products remain in the forefront, growth and expansion are key strategic objectives. To achieve this, the Executive Director will develop and execute a comprehensive branding/marketing program to support a robust global outreach effort while strengthening current member relationships.

The Executive Director will be thoroughly committed to AIMCAL's mission and have the experience, skills, and knowledge to relate effectively to those who AIMCAL serves. All candidates will have proven leadership, operational management, and relationship management experience. The successful candidate will provide strong leadership to drive the organization forward, growing in terms of impact and financial resources, while possessing the ability to relate to and develop relationships with staff, the board, members, and a diverse group of domestic and international stakeholders and partners. While previous experience in the industries served and/or non-profit roles is preferred, it is not required, and each candidate will be evaluated on their individual background and fit for the role. Minimum qualifications and competencies include:

QUALIFICATIONS

- Advanced degree, ideally an MBA with at least 10 years of senior management experience is preferred. Others will be evaluated on their specific background and experience;
- Track record of effectively leading an organization as the senior manager or executive;
- Strong background in marketing/business development/brand expansion and ability to communicate AIMCAL to its desired audience;
- Excellent administrative, operational/financial/budget and people management skills with ability to develop and achieve strategic objectives;
- International business experience with familiarity of diverse cultures, norms and business practices;
- Success in working with a board of directors exhibiting the ability to cultivate board relationships;
- Excellent written and verbal communications skills with the ability to communicate effectively and engage a broad range of members, stakeholders and cultures.

COMPETENCIES

- Knowledge of the principles of non-profit administration and leadership-preferred not required

- Knowledge, skill and ability to develop, manage and execute budgets effectively in a sound fiscal manner
- Possess dynamic interpersonal and leadership abilities
- Possess ability to think and operate strategically, positioning AIMCAL for long-term success

In short, the next Executive Director will be a talented manager and leader whose approach is strategic, collaborative, and characterized by the ability to inspire, motivate, and empower others to achieve the goals of AIMCAL. While providing clear direction, this individual will possess highly developed communications skills, be creative, curious, and possess a high emotional intelligence enabling her/him to lead and serve the organization, its members and other stakeholders in a manner that identifies and activates opportunities available. While possessing the skill to lead strategic planning initiatives, the Executive Director will be an executor with the ability to drive change in a positive, productive manner and focus limited resources in areas that best enable efficient achievement of the mission.

COMPENSATION

The compensation package is highly competitive with comparable opportunities. AIMCAL is committed to attracting and retaining talented leadership and staff.

LOCATION

AIMCAL headquarters is located in Fort Mill, South Carolina, a Charlotte North Carolina suburb. Strong preference will be given to an Executive Director who can work from that office.

THE SEARCH AND SELECTION PROCESS

[DB&A Executive Search & Recruitment](#) has been retained by AIMCAL to conduct this search for their next Executive Director. Candidates will be identified through a number of sources and DB&A consultants will review and evaluate all interested parties in the process of determining a final group for consideration. The search will be coordinated by the AIMCAL Board of Directors and the final candidate selection will be made by a search committee consisting of AIMCAL leadership.

The search will be conducted in a professional, consistent manner with a commitment to all potential candidates being afforded the same considerations by the search firm and the Client. All reasonable efforts will be made to protect the confidentiality of candidates.

Additional information on the search process may be obtained through Ron Infinger, Vice President, DB&A Executive Search, or by visiting <http://www.DBA-Search.com> and clicking on the “Opportunities” page for position information and to submit an application online.

For further information on this search, please contact:



Ron Infinger,
Vice President, Client Services
Telephone: 800-382-0219 x. 508
resumes@dickerson-bakker.com

1998 Hendersonville Road, Suite 23 | Asheville NC 28803
www.dba-search.com