

Position and Candidate Specification



ASIS International, Inc.

Chief Executive Officer

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Since its establishment in 1955, [ASIS International](#) has emerged as the beacon of excellence in the world of security management. With an impressive network of more than 250 chapters spanning the globe, ASIS stands tall as the unrivaled source for individuals dedicated to safeguarding our world.

ASIS International is not just an organization; it's a global community of security professionals representing 34,000 members (from more than 150 countries) who are committed to the highest standards of security management. Its legacy is built upon a foundation of knowledge, experience, and innovation, and it continues to pave the way for the future of security.

At the heart of ASIS is a commitment to learning and career development. Its board certifications as well as its accredited standards and guidelines, are symbols of unparalleled expertise, setting the gold standard in the industry. [Security Management](#), its award-winning publication, is a testament to the organization's dedication to sharing the latest insights, trends, and best practices. It's the place where visionaries and thought leaders converge to keep the world safe.

ASIS International is about more than just knowledge; it's about forging lasting connections with network of security leaders. Through its extensive global network and countless events, it creates opportunities for security professionals to come together, share experiences, and form relationships that span the globe. Whether you're a seasoned security veteran or just beginning your journey in the field, ASIS serves as a compass for navigating the world of security. ASIS members can join any number of [subject area communities](#) (e.g., School Safety and Security) to share the latest trends and insights, research and network with subject area experts from across the globe.

ASIS also offers one of the most comprehensive [mentoring programs](#) in the security profession.

The [Global Security Exchange \(GSX\)](#), ASIS's flagship event, stands as a testament to their commitment to excellence. It is among the most influential gatherings in the profession, attracting the brightest minds and the most cutting-edge technology in the field. Here, the future of security is unveiled, discussed, and transformed.

At ASIS International, safeguarding people, property, and information assets is not just a mission; it's a way of life. The organization provides its members with access to the intelligence and resources necessary to protect and secure what matters most. In a rapidly evolving world, ASIS is the steady hand you can rely on.

ASIS International headquarters is located in Alexandria, Virginia, with 60 professional staff and a budget of approximately \$25M.

The work of ASIS International is not just inspiring; it's vital across the globe. Explore ASIS International online at www.asisonline.org.

The Chief Executive Officer (CEO) is responsible for leadership, direction and overall management of the organization, providing leadership and strategic direction toward the achievement of the organization's philosophy, mission, strategy and its annual goals and objectives. The CEO serves as the primary liaison to the Global Board of Directors, and secondary liaison to all Regional Boards. The CEO will inclusively manage, recruit and motivate a high-performing staff while managing the organization's resources and overall operations according to best business practices.

KEY RELATIONSHIPS

Reports to	Board of Directors
Direct reports	Chief Financial Officer Chief Global Learning Officer Chief Global Member Engagement Officer Chief Human Resources Officer Manager, Executive Operations
Other key relationships	Current and prospective members of ASIS ASIS Foundation Other related trade associations and nonprofit organizations Relevant legislative and regulatory bodies at the state and federal level International industry organizations

DESIRED OUTCOMES

- Successful execution of the new direction and strategy (as determined by the ASIS Board of Directors) with enhanced organizational relevance to current and prospective members across all sectors of the security field. ASIS' value proposition and mission are clarified; there is investment in core capabilities that define and distinguish ASIS from other specialty groups.
- Increased connectivity and knowledge sharing across security disciplines, constituent members, and adjacent associations.
- Sustained open, transparent culture within ASIS' staff team.
- Diversified revenue streams that support the organization's long-term financial stability and relevance in a dynamic industry.
- Expanded and diversified membership base and board leadership to ensure a truly global reach and representation.
- Distinguished culture of service and a sense of belonging for members from every avenue of the profession.
- Strong relationships with ASIS' dedicated volunteers and global chapter network.

The next CEO of ASIS will be a skilled, confident, substantively credible and visionary leader with the ability to drive alignment, inclusivity and results in a complex, multi-stakeholder environment. The successful candidate will be passionate about the industry with the capacity to bridge the association and security worlds. A keen people developer, the CEO will be an empathetic listener who is readily accessible to ASIS' members, volunteer leadership, and staff, and a credible communicator on behalf of the industry.

IDEAL EXPERIENCE

Executive-level management experience

Experience leading and managing a global organization of similar size, scope and complexity, with diverse constituencies.

Strong knowledge of/passion for the security industry

Experience as a leader or operator within a security function or business, or otherwise demonstrates an understanding of and appreciation for the field of security, including trends, opportunities and challenges.

Experience driving impact and growth

Has developed and implemented innovative initiatives that result in increased revenue and member value.

Experience serving as the face and voice of an organization

A skilled spokesperson and politically astute advocate with experience representing an organization or industry before a variety of global and domestic audiences, including policymakers.

Advanced degree preferred

Bachelor's degree (B.A./B.S.) or a combination of education and experience which demonstrate the necessary skills and abilities required for the position; an advanced degree in a related field preferred.

CRITICAL LEADERSHIP CAPABILITIES

Acting Strategically

- Works effectively with the Board to define ASIS' strategic vision and direction, translating its aspirations into clear plans for the team and ultimately driving forward its successful execution.
- Maintains an awareness of the challenges and opportunities for members and the broader industry and adjusts the organization's actions and approach as appropriate.
- Identifies and encourages the development of new initiatives, and sources of revenue, that allow ASIS to expand its impact on its members and advance the industry.
- Provides oversight for the financial well-being of ASIS and its operations, balancing financial discipline with strategic innovation and risk taking.

Collaborating and Influencing

- Builds consensus among diverse constituencies and competing interests to drive progress.
- Effectively tells the story of the security industry with credibility and impact.
- Actively encourages the international expansion of membership to support the broadening of ASIS' influence, with the agility and nimbleness to adapt to next gen needs.
- Develops and promotes strategic partnerships around the world that align with ASIS' vision and advance its mission.

Leading People

- Drives a strong member-focused culture of transparency and consensus.
- Inspires and empowers a high-performing team to execute against the organization's vision and strategic objectives, providing professional development and paths for growth.
- Provides continuity across diverse divisional lines to promote communication and integration of information and initiatives; encourage collaboration between areas that will sustain and advance the organization's ability to achieve results.

OTHER PERSONAL CHARACTERISTICS

- Servant leader mentality and style.
- Transparent and inclusive.
- Unquestioned honesty, integrity, and ethics.
- Diplomatic and politically adept.
- Globally aware and culturally sensitive; extensive domestic and international travel expected.
- Ability to build rapport with a range of stakeholders.
- Sense of empathy.
- Ability to solve complex problems.

APPLICATIONS AND NOMINATIONS

If you wish to submit application materials or nominate someone to serve as the next Chief Executive Officer of ASIS International, please email: ASISCEO@spencerstuart.com.

ASIS is committed to fostering an environment of diversity, equity, and inclusion. We offer a collaborative work environment where we strive to create a culture of belonging for all our employees. As we seek to fill this position, we highly encourage applicants from diverse backgrounds to apply. ASIS is proud to be an equal opportunity and affirmative action employer. We provide equal employment opportunities to all qualified candidates without regard to race, ethnicity, sexual orientation, gender identity or expression, age, religion, national origin, disability status, or status as a protected veteran. EOE/M/F/D/V/SO