



*Association of Executive Search
and Leadership Consultants*

President and Chief Executive Officer

Vetted
Solutions
A PASSION FOR PURPOSE

The Association

The Association of Executive Search and Leadership Consultants (AESC) is the voice of excellence for the executive search and leadership consulting profession worldwide. AESC's members range from regional and boutique executive search firms to large global executive search and leadership consultancies and networks. Its structure is designed to efficiently deliver services and support across three key regions: the Americas, Asia Pacific, and Europe/Middle East/Africa.

The profession of executive search and leadership consulting occupies an extraordinary position of influence and perspective regarding the nature and role of leadership across all walks of professional life. Because it stands as the beacon of quality and ethics in executive search and leadership consulting, clients choosing an AESC member firm are guaranteed the highest standard of service. AESC drives industry evolution, addressing global trends, driving economies, and fostering innovation across sectors and geographies. Opting for an AESC member firm ensures clients benefit from the expertise and trust of a proven advisor.

Members share a commitment to shaping the profession and embodying the principles of ethics and integrity, excellence, objectivity, diversity and inclusion, and confidentiality reflected in the [AESC Code of Professional Conduct and Professional Practice Standards](#). As a result, AESC members are best positioned to provide organizations with a competitive advantage – the ability to find, attract, and develop the best talent in the world and ensure that executives are successfully integrated.

AESC fulfills its mission and commitment through impactful initiatives, including:

- Establishing best practice guidelines covering critical areas such as data privacy and diversity, equity, inclusion, and accessibility.
- Conducting extensive research and fostering thought leadership on global executive talent, enriching industry understanding and guiding member practices.
- Vigilantly monitoring legislative and regulatory developments that may impact members, ensuring compliance and readiness.
- Delivering exclusive insights, including market trends and strategic intelligence, empowering members to navigate challenges and seize opportunities effectively.
- Providing ongoing continuing education opportunities, enabling members to enhance their expertise, differentiate themselves, and cultivate superior operational practices.

Among the AESC's offerings are [resources](#) including the research reports *DEI: Creating Competitive Advantage Through Fairness, Inclusion, and Belonging* and *Optimism as a Competitive Advantage*, [Executive Talent](#) digital magazine, and [conferences](#) and [continuing education](#). AESC created and operates BlueSteps, an executive career service. BlueSteps members join a diverse global community, gaining visibility to 200+ executive search firms and 16,000+ recruitment professionals within AESC's membership.

The AESC is governed by a [board of directors](#) with international representation. The work of the professional [staff](#) is member-centric and grounded in integrity, collaboration, and operational excellence.

Based in New York City, AESC operates with a \$5 million budget and 24 staff across the Americas, Asia Pacific, and Europe/Middle East/Africa regions. The next President and CEO may be based anywhere in the continental United States.

The Profession

Executive Search

In the competitive talent market, executive search firms are crucial. They collaborate with clients to identify and recruit Board members, executives, and interim executives whose skill sets and characteristics align with the strategic, situational, and cultural needs of the hiring organization. Skilled executive search brings immense value through detailed analysis, research, and planning to attract viable candidates.

Executive search, leadership consultancy, and interim executive recruitment is a growing industry with annual revenues of approximately \$20 billion. AESC members span more than 1,250 offices in 72 countries annually and identify, recruit, and develop more than 100,000 C-level staff and board members for leading organizations.

Leadership Consulting

Executive search firms are well-equipped to not only recruit executives but advise on leadership strategies to advance their client organizations. Companies and other organizations retain leadership consultants for a variety of engagements, including succession planning; diversity, equity, inclusion, and accessibility programs; and assessment and coaching. Leadership consultants evaluate organizational culture, structure, potential, and other factors as a foundation for developing and delivering customized solutions.

The Position

AESC's next President and CEO will build and engage a diverse global community of executive search and leadership advisory professionals whose perspectives, relationships, and intellect shape leadership worldwide. The President and CEO will foster innovation and entrepreneurship to deliver value that compels membership in the AESC community. This inspirational leader will possess strong experience in developing partnerships, driving revenue, and employing technology as key delivery mechanisms for services.

The new President and CEO will partner with the Board and staff to think strategically about the future and develop a plan for greater growth of the profession and greater relevance for the association.

Key Responsibilities

Strategy

- Collaborate with the Board and staff to develop AESC's mid- to long-term strategic and annual business plans.
- Foster an environment conducive to timely, data-informed decision-making, action, and accountability.
- Elevate AESC's global reputation and visibility in the executive search and leadership advisory fields, supporting business growth for member firms.

- Create a compelling value proposition for large, federated, and boutique member firms.
- Drive the evolution and seamless execution of a forward-thinking business model.
- Monitor significant legislative, regulatory, and other public policy developments impacting the profession.
- Define a strategy to increase the value and relevance of BlueSteps, AESC's executive career service.

Marketing and Communications

- Drive global marketing efforts to promote AESC's program, product, and service offerings to existing and prospective members.
- Enhance the AESC brand and elevate its visibility among internal and external audiences.
- Utilize optimal marketing and social media channels to increase member recruitment, retention, and engagement.
- Increase member engagement within the association.
- Expand membership through innovative and valuable products and services.

Programming and Convening

- Develop a strategy for leveraging conferences, events, training, and webinars to attract and engage members, that will also highlight AESC's value proposition.
- Oversee development of programming, organizational convenings, member research, and marketing initiatives.
- Coordinate the activities of committees, leading content and program development based on their proceedings.

Finance, Operations, and Human Resources

- Increase revenue from the AESC's existing portfolio of programs, products and services and further diversify revenue streams.
- Align financial and operational goals with the organization's strategic priorities.
- Attract, develop, and retain top staff talent.
- Manage AESC's resources within Board-approved guidelines.

Governance

- Support the operations and administration of the Board, ensuring appropriate Board orientation and supporting a governance focus on strategy and policy.
- Partner with the Board Chair, Executive Committee, and regional and committee chairs to focus on strategy and policy-setting for the organization and to actively execute on the guidance of the Board.
- Present policy recommendations and suggested changes to the Board of Directors.

Key Relationships

Reports to: AESC Board of Directors

Direct Reports: Chief Financial Officer
Chief Marketing Officer
Managing Director, BlueSteps & Executive Career Services
Managing Director, Europe, Middle East & Africa
Managing Director, Asia Pacific
Managing Director, Americas

Other: Regional Councils
Committees
Members

Qualifications

- Successful experience in leading organization-wide transformation driving increased value for constituents, and revenue for the organization.
- Global perspective, ideally including a mindset shaped in part by experience working or living in more than one country or region.
- Financially adept with P&L responsibility in an organization of similar or greater size.
- Proficient in leveraging technology for transformation and innovation.
- Knowledge of, and respect for, the executive search and leadership advisory profession.
- Demonstrated ability to raise the visibility of an organization and the profession it serves.
- Ability to build commitment and excitement around a common vision.
- Knowledgeable about public policy and its impact on AESC membership.
- Management and leadership style that attracts, develops, and maintains a high-performing team.
- Commitment to advancing Diversity, Equity, Inclusion & Accessibility.
- Multilingual capabilities desirable.

Characteristics

- Cultivates a sense of shared purpose, partnership, commitment, and achievement.
- Embraces opportunities with urgency and enthusiasm, crafting tools necessary for success.
- Entrepreneurial and creative approach to foster growth and transformation.
- Fosters open communication and sound judgement through approachable leadership.
- Encourages staff, volunteers, and members by conveying open-mindedness and active listening regarding new ideas and issues facing the profession.
- Translates purpose into innovative strategies for organizational growth and success.

Measures of Success

By the end of the first year, the new President and CEO will partner with the Board and staff to achieve the following:

- Establish a compelling value proposition and related service offerings to engage prospective and existing member firms.
- Develop a business model and strategy to increase revenue supporting AESC's programs, products, and services.

By the end of the third year, the President and CEO will have continued to advance the AESC's business model and strategy with a significant impact on branding and global marketing communications strategies.

Digital Presence

Web: <https://www.aesc.org/>

X: <https://twitter.com/TheAESC>

LinkedIn: <https://www.linkedin.com/company/aesc/>

YouTube: <https://www.youtube.com/user/AESCExecutiveSearch/>

Nominations

The AESC President and CEO Search is being conducted by Vetted Solutions.

For confidential consideration, or to recommend someone to serve as AESC's next President and CEO, please contact James Zaniello, FASAE, via AESCCEOSearch@vettedolutions.com or call +1.202.544.4749.

Compensation

The base compensation range for this position will be \$300k-\$400k depending upon experience with an additional bonus potential. The AESC offers a strong benefits package as well.

Vetted Solutions

A PASSION FOR PURPOSE

Vetted Solutions is an executive search firm focused on serving the Board, CEO and senior staff recruitment needs of purpose driven organizations.

Partners in Panorama – Asia, Australia, EMEA, Latin America, North America

Members of the Association of Executive Search and Leadership Consultants – AESC



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