



# Position Specification

**SAE International**  
Chief Executive Officer

## Our Client

[SAE International \(SAEI\)](#) is a member-governed, global association of more than 45,000 members and more than 65,000 subject matter experts volunteering on SAE platforms from the aerospace, automotive and commercial-vehicle industries operating as a Section 501(c)(3) not-for-profit entity. SAEI's core competencies are life-long learning and voluntary consensus standards development. SAEI'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.

SAEI is the premier 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 and is the largest automotive and aerospace standards-setting body in the world. Currently, these standards are developed through a network of thousands of volunteers organized in over 640 aerospace and ground vehicle committees and steering groups. In addition, SAEI creates and distributes technical information in the form of papers, books, magazines, and Internet products, and annually organizes hundreds of meetings, conferences, professional development seminars, workshops, expositions, and continuing education programs. SAEI is committed to serving society through its vehicle safety, maintenance, resource conservation, and education programs. SAEI operates in a mindset that has a compact with society to deliver value as a nonprofit as it pursues its mission in a business-like manner.

Aligned with SAE International are its affiliates, SAE Industry Technologies Consortia (SAE ITC), a 501 (c) 6 organization, and the Performance Review Institute (PRI). The CEO is responsible for the operational performance of the entire organization, and this specification refers to all these operations and purposes as SAEI in a collective manner.

## Purposes of SAE International

- 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.
- To encourage, build, and support opportunities to prepare and engage the next generation of mobility professionals and engineers.

## Operations

To support the portfolio of products and services, SAEI has prioritized and invested in several critical areas, including Information Technologies, Marketing, and Global Expansion.

SAEI is headquartered in Warrendale, PA with six additional offices in North America, Europe, and Asia. It also has affiliated societies in Brazil and India, as well as formal agreements with like-minded organizations around the world.

## The Role

The Chief Executive Officer (CEO) of SAE International (SAEI) is responsible for the leadership of SAE International, SAE ITC, PRI, their subsidiaries, and the shared services organization, Fullsight. 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 SAEI's 120-year legacy and expertise to facilitate collaboration among engineers and technical experts worldwide, empowering them to address emergent complexities in vehicle technologies.

The CEO of SAEI 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. This executive serves as the organization's chief spokesperson and leads SAEI's positioning across the external landscape. Reporting to the SAEI Board of Directors, the CEO oversees all aspects of organizational management, including strategic planning, financial management, stakeholder engagement, and operational execution for all affiliates and subsidiaries.

The CEO will be based in SAEI's Warrendale, Pennsylvania headquarters and will lead a global team.

## Key Relationships

<b>Reports to</b>	SAE International Board of Directors
<b>Direct reports</b>	Chief Legal Officer, General Counsel and Secretary Chief Information Officer Chief Financial Officer Chief HR Officer Executive Vice President and Chief Operating 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 Other related trade associations and nonprofit organizations Relevant legislative and regulatory bodies at the state and federal level International industry organizations

## Candidate Profile

SAE International's next Chief Executive Officer will be an inspirational, forward-thinking leader who can articulate a vision, drive cultural change, unite the organization under a common mission, and effectively represent SAEI and the mobility industry. 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.

The ideal candidate will have demonstrated:

- Experience leading and managing a global organization of similar size, scope, and complexity with a range of constituencies
- Significant business experience, particularly in areas relevant to the industries SAEI serves, with existing relationships and a respected voice within these sectors
- Effective financial management and fiscal stewardship, including setting fiscal policies and allocation resources for long-term fiscal sustainability and success
- Experience leading in an organization that values ideological and experiential diversity and managing decentralized workforces effectively

- 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
- Nonprofit experience (staff, leadership, or board service) engaging volunteer leaders preferred
- Bachelor's degree required; advanced degree highly preferred

In terms of the performance and personal competencies required for the position, we would highlight the following:

## Leading Teams

- Recruits, engages, inspires, and champions a 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

## Collaborative Relationships and Influence

- A unifier who actively encourages the 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 that align with SAEI's vision and advances its mission
- Credibly represents the organization in global industry, academic, and government settings

## Executing for Results

- Demonstrates impeccable leadership judgement by making high-stakes decisions with clarity and confidence, balancing short-term pressures with long-term strategic impact
- Evaluates and navigates through ambiguity by displaying discipline, integrating data from a range of sources, leveraging a wealth of experience, and demonstrating sound intuition to identify the most effective path forward
- Demonstrates ethical leadership and resilience, consistently choosing actions that uphold the organization's values, reputation, and long-term sustainability
- Delivers on the organization's business, financial, and other annual performance metrics

## 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 multiple board structure making up SAEI
- 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

## Other Key Characteristics

- Financial, technical and leadership acumen
- Emotional intelligence
- Engaged listener
- Inspirational
- Integrity
- Humility
- Authenticity

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SAE International

*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.*

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