



# American National Standards Institute

## **Position Specification**

President and Chief Executive Officer

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# Our Client: American National Standards Institute (1 of 2)

## ANSI Mission

To enhance both the global competitiveness of U.S. business and the U.S. quality of life by promoting and facilitating voluntary consensus standards and conformity assessment systems, and safeguarding their integrity.

[American National Standards Institute \(ANSI\)](#) is a private, non-profit organization that administers and coordinates the U.S. voluntary standards and conformity assessment system. **Founded in 1918**, the Institute works in close collaboration with stakeholders from industry and government to identify and develop standards- and conformance-based solutions to national and global priorities.

Together, standards and technical regulations impact up to **93% of global trade**. Globally relevant standards and the conformance measures that assure their effective use help to increase efficiency, open markets, boost consumer confidence, and reduce costs. ANSI is the U.S. leader in fostering that potential for the benefit of businesses across every industry and consumers around the world.

ANSI serves as a strong voice on behalf of the U.S. voluntary standards community, protecting and strengthening its impact domestically and internationally. Through its membership, partnerships, and diverse programs and activities, ANSI represents the interests of more than **270,000** companies and organizations and **30 million** professionals worldwide.

A wholly-owned subsidiary of ANSI, the **ANSI National Accreditation Board (ANAB)** is the largest multi-disciplinary accreditation body in the western hemisphere, with more than 2,500 organizations accredited in approximately 80 countries. ANAB provides accreditation and training and serves as architects for the conformity assessment structure of industry-specific programs.

Formed in 2014 as an affiliate of ANSI, **Workcred**'s mission is to strengthen workforce quality by improving the credentialing system, ensuring its ongoing relevance, and preparing employers, workers, educators, and governments to use it effectively.

# Our Client: *American National Standards Institute (2 of 2)*

"It's a time of great transformation in the standardization community and the world, requiring strategic leadership and cooperation to navigate change and implement solutions for success."

***Founded:*** October 19, 1918

***Employees:*** 100+

***Locations:*** Washington, DC (headquarters) & New York City

***Annual Budget:*** \$88 Million

***Members:*** 1,400

# The Opportunity

Following 18 years of impactful leadership and commitment to delivering value to the mission, Joe Bhatia has announced his retirement as CEO of ANSI.

With a highly-respected brand representing standards in the U.S. and globally, unprecedented growth, a highly knowledgeable team, and unique value proposition, ANSI enters the next phase of leadership from a position of unparalleled strength.

ANSI seeks a CEO to leverage their vision, relationships, skills, and experience to build on this strong foundation. The CEO will have the opportunity to lead an organization poised to drive the continued success of the U.S. voluntary consensus standards system.

# The Role

## Position Summary

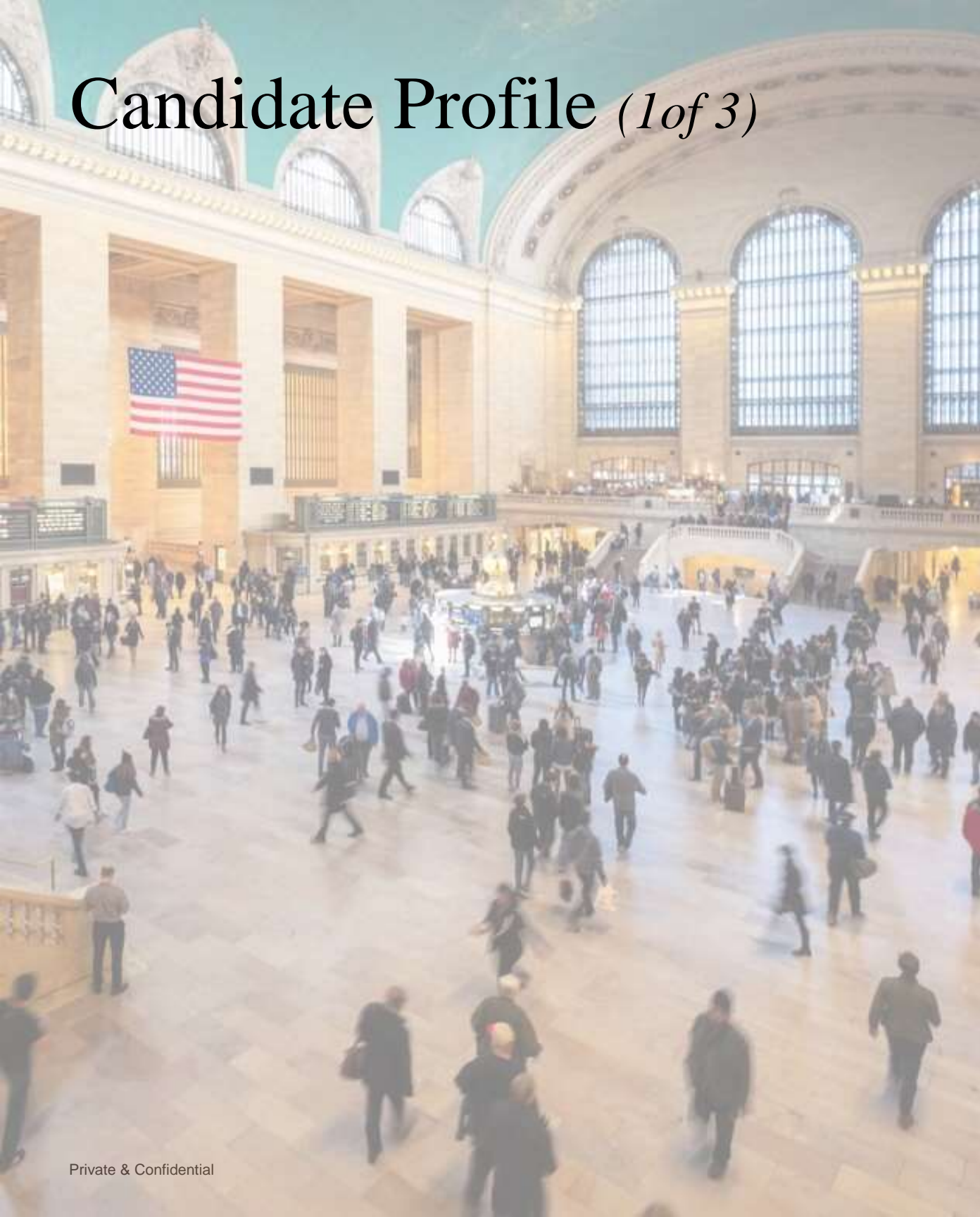
The Chief Executive Officer of ANSI partners with the [ANSI Board of Directors](#) to develop the vision for the future of the organization and drives the strategy to deliver increasing value for U.S. standards. The CEO serves as the primary representative for ANSI, a spokesperson for the value of voluntary consensus standards to the public and commercial sectors.

Reporting to the Board of Directors, the CEO is responsible for the management and stewardship of ANSI's resources – human, financial, and intellectual. As CEO, this Executive drives the growth and sustainability of ANSI's financial, programmatic, and operational success.

This position leads teams across the Washington, DC headquarters; New York, NY office; and other locations.



# Candidate Profile *(1 of 3)*



ANSI seeks an executive-ready leader with experience developing a vision, creating a strategy in a consensus-driven organization, and driving sector-wide adaptation to leverage transformational market opportunities.

The CEO will be a demonstrated relationship-builder who can bring or build credibility with diverse stakeholders, including members, U.S. public sector officials, commercial leaders, and representatives within international standard-setting bodies.

The successful candidate will be an empowering leader who can recruit and retain a knowledgeable team, develop a deep bench of talent, and maintain a culture of collegiality and psychological safety. The ideal candidate will have demonstrated experience assessing, growing, and/or integrating programs and products, ideally in support of U.S. standards.

The CEO will be an articulate spokesperson, savvy negotiator, and committed advocate with a track-record of successful financial stewardship.

# Candidate Profile (2 of 3)

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



## **Setting Strategy**

- The ability to create and articulate an inspiring vision for the organization.
- The ability to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will broaden the organization's impact, address market challenges, and push the boundaries to advance the U.S. standards system.
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful.



## **Relationships and Influence**

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate articulately and persuasively across a range of U.S. and international stakeholders.
- An ability to inspire trust and the confidence of others through compelling influence, powerful charisma, active drive, and passion for the support of ANSI's vision and goals.
- Encourages others to share the spotlight and supports the success of ANSI's team and volunteer leadership.
- Strengthens a sense of purpose that maintains a strong commitment for the team and engages others in ANSI's mission and in U.S. standards.



# Candidate Profile (3 of 3)



## Executing for Results

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks and is prepared to own the outcome.
- A leader who is viewed by others as having a high degree of integrity and forethought in this leader's approach to making decisions; the ability to act in a transparent and consistent manner while always considering what is best for the organization.



## Leading Teams

- The ability to attract and recruit top talent, retain and motivate the team, delegate effectively, and manage performance; a demonstrated track-record developing a deep bench of talent.
- A commitment to stewarding and fostering an organizational culture grounded in collaboration, collegiality, accountability, and excellence.
- A leader who is self-reflective, aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and empowering others.
- The ability to persevere in the face of challenges and exhibit a steadfast resolve and relentless commitment to higher standards, which engenders respect from followers.

# Contact and Compensation

**Russell Reynolds Associates, the global leadership advisory firm, has been exclusively engaged to lead this search.**

**We welcome nominations and expressions of interest to [ANSICEO@RussellReynolds.com](mailto:ANSICEO@RussellReynolds.com).**

## **Stephanie Trostle**

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## **Compensation**

The annual salary range for this position is \$600,000 - \$750,000. This salary range is reflective of a position based in Washington, DC.

