

EXECUTIVE SEARCH



President & CEO

SEARCH CONDUCTED BY

STERLING | **MARTIN**
a s s o c i a t e s

The Opportunity

Wespay seeks a visionary President & CEO who can uphold a legacy of excellence and drive innovation in the rapidly evolving payments industry. The ideal candidate is an experienced leader seeking to make a meaningful impact in the financial services industry who possesses expertise in modern payments systems and technical proficiency in treasury management services, digital banking, or fintech and compliance. The President & CEO role is remote, ideally within the Pacific or Mountain time zones.

About Wespay

Founded in 1972, Wespay is an innovative payments association dedicated to guiding its members through the ever-evolving payments industry with education, information, advisory, and advocacy services. Wespay partners with financial institutions, fintech companies, third-party payment providers, and organizations that supply payment services related to operations and compliance, risk management, and fraud, as well as payments strategy and planning.

Wespay provides industry leadership in defining and shaping best practices in payment systems' requirements and aids members in remaining compliant. Through awareness, advocacy, and knowledge sharing, Wespay empowers members to navigate a rapidly changing operating environment by providing information about industry trends, emerging technologies, and industry threats. Wespay is one of the oldest and largest payments associations in the United States, with nearly 900 members.

As a Direct Member of Nacha, Wespay is a specially recognized and licensed provider of ACH education, publications, and support. Representing the interests of members and their organizations, Wespay is directly engaged in the Nacha rulemaking process, the Accredited ACH Professional (AAP) Program, the Accredited Payments Risk Professional (APRP) Program, and the Accredited Faster Payments Professional (AFPP) Program beginning in 2025. Additionally, Wespay is partnered with ECCHO as a designated Educational Partner for the National Check Professional (NCP) accreditation program. Wespay is a member of the U.S. Faster Payments Council and represents members' interests in that association.

Wespay Advisors is the consultancy arm of Wespay that specializes in providing tailored advisory services to financial institutions and businesses. Wespay Advisors leverages the expertise and industry knowledge of Wespay to offer strategic guidance, compliance consulting, and operational assessments. Their services help clients optimize their payment processes, ensure regulatory compliance, and enhance overall payments system efficiency. By working closely with clients, Wespay Advisors aims to deliver actionable insights and customized solutions that address specific organizational challenges in the payments landscape.

The President & CEO Role

The President & CEO provides leadership for all aspects of the organization's operations with an emphasis on long-term goals, program growth, and financial sustainability. The role oversees the ongoing operations of Wespay and Wespay Advisors, including the management of its employees, business activities, financial dealings, member relations, and the directives of the Board of Directors.

Essential Duties and Responsibilities

Leadership/Governance

- Provide regular updates to the Board of Directors on organizational performance and key initiatives.
- Provide strategic leadership in collaboration with the Board of Directors to ensure the continued growth and success of Wespay.
- Work with the Board of Directors and other executives to establish short-term objectives, long-term goals, and related plans and policies.
- Work with the Board of Directors to define strategic initiatives and policies that will aid members and expand Wespay's services. Ensure successful implementation of the association's strategies and policies.
- Work closely with the Treasurer and staff to monitor and manage the organization's financial health.

Advocacy

- Represent Wespay at conferences, events, and other industry forums to enhance the organization's visibility and reputation.
- Serve as the organization's representative to the Board of Directors, members, employees, customers, and the public.
- Serve in leadership roles with payments industry organizations that are integral to Wespay's delivery of member services.
- Develop partnering arrangements with FinTechs and solution providers to enhance member organizations' payment capabilities.
- Liaise with state bankers and credit union associations to advance payment issues that are in the best interest of common members.
- Speak at industry conferences to demonstrate Wespay's thought leadership on payments issues.

Contribute to Member and Organizational Success

- Evaluate and refine long-term strategic plans as needed to set Wespay up for future successes.
- Develop and execute plans to retain members and minimize attrition. Actively monitor member engagement and implement programs to grow member participation in Wespay's programs.
- Meet regularly with executives at member organizations to maintain strong member relations and identify new opportunities to enhance Wespay's value proposition.

- Lead strategy discussions at the Board of Directors' annual planning meeting to identify strategies that support Wespay's mission and objectives.
- Maintain a focus on fiscal responsibility and resource allocation. Ensure the development and adherence to budgets, financial controls, and reporting mechanisms.
- Build and maintain strong relationships with Wespay members, industry partners, and other stakeholders.

Management/Administration

- Oversee day-to-day operations, ensuring efficiency and effectiveness in achieving organizational goals.
- Cultivate a work culture that is supportive, collaborative, and inclusive.
- Present regular reports on the status of the organization's operations to the Board of Directors, Executive Committee, and staff.
- Collaborate with staff department heads to optimize workflow and address any operational challenges.
- Develop and oversee an annual goal-setting process to ensure the work plan advances the strategic plan.

Required Skills, Experience, and Desired Qualifications

- Education may vary; advanced degree in business administration, finance, or related fields is preferred but not required.
- Experience in a senior or executive leadership role, preferably within a professional association or within the payments or financial services industries.
- Ability to think creatively and strategically and to identify opportunities for growth.
- Excellent communication and interpersonal skills.
- Superlative ability to communicate as a leader.
- Strong strategic planning and execution skills.
- Excellent managerial and financial skills.
- The ability to quickly understand and take leadership over programs of the organization.
- Demonstrated ability to lead and inspire a diverse team.
- Knowledge of U.S. payments systems and the banking industry is required.
- Experience leading and contributing to significant revenue, membership, or program growth is highly desirable.
- Candidates from historically underrepresented and marginalized communities are encouraged to apply. Wespay is committed to building a team that represents a variety of backgrounds, perspectives, and skills, as well as providing a workplace of mutual respect, free of any discrimination or harassment. Wespay seeks to recruit, develop, and retain the most talented people from a diverse candidate pool.

Compensation

A competitive compensation package including base salary, bonus, and benefits will be offered to attract an outstanding candidate. The base salary for this role ranges from \$250,000 to \$325,000. The organization takes geography into account when setting individual employee salaries.

To Apply

To apply, please send a cover letter and current resume (Microsoft Word® format preferred) [here](#). The cover letter should outline how your experience fits the requirements of the position as this will be an important factor in considering your candidacy.

Sterling Martin Associates is committed to providing equal opportunity for employees and applicants in all aspects of the employment relationship, without regard to race, religion, color, age, gender (including pregnancy, childbirth, or related medical conditions), marital status, parental status, sexual orientation, gender identity, gender expression, ancestry, national origin, citizenship, political affiliation, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. All employment is decided on the basis of qualifications, merit, and business need.

Additional Information

For more information, contact:

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