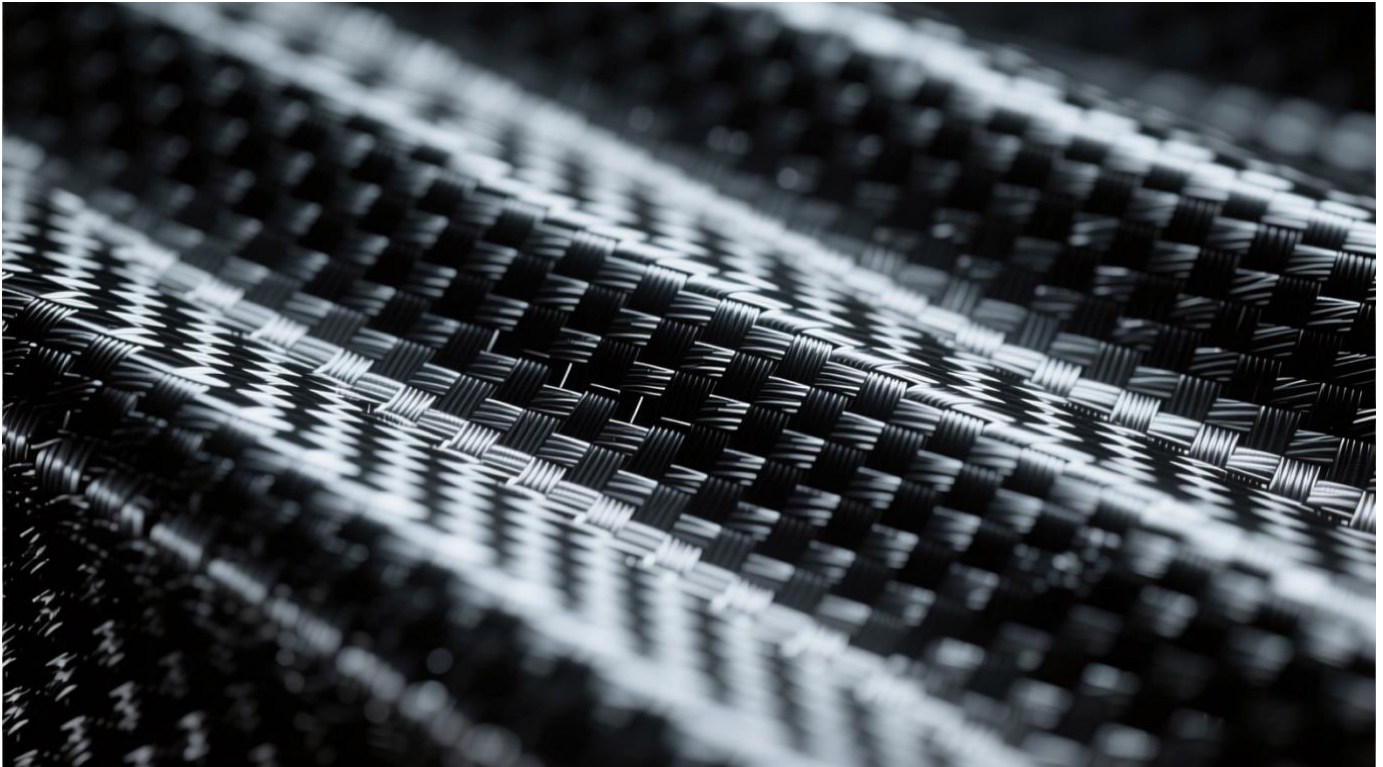




Executive Search

CHIEF EXECUTIVE OFFICER



INNOVATION THROUGH COLLABORATION

Diamond Bar, CA

Position Description | 2026

The Opportunity

The Chief Executive Officer (CEO) serves as the senior staff executive of SAMPE, providing operational leadership in support of the Business Office and all SAMPE Regions. The CEO is responsible for implementing the strategic direction established by SAMPE's governing bodies, ensuring the financial health and operational effectiveness of the organization, and serving as the primary external representative of SAMPE's mission to advance materials and process engineering.

SAMPE is a federated global professional organization with regional divisions in North America, Europe, China, and Japan. The CEO operates within this federated structure, partnering with each region to ensure its priorities are represented while unifying the organization under a single, coherent global strategy. The role requires a seasoned association executive with demonstrated experience in integrating regional governance structures, revenue diversification, global stakeholder management, staff leadership.

SAMPE headquarters are located in Diamond Bar, California. It is preferred that the CEO be based within reasonable proximity to the headquarters and work in the office two to three days per week; however, alternative arrangements will be considered for an exceptional candidate.

About SAMPE

Founded in 1944, the Society for the Advancement of Material and Process Engineering (SAMPE) is a global nonprofit professional society dedicated to advancing materials and process engineering through technical innovation, education, and collaboration. Serving engineers, scientists, technologists, students, and industry leaders, SAMPE supports the development and application of advanced materials and manufacturing technologies across aerospace, defense, automotive, energy, marine, and other emerging industries. Today, SAMPE serves approximately 5,000 members worldwide through its federated network spanning North America, Europe, China, Japan and other geographical regions.

SAMPE fulfills its mission through technical conferences, publications, professional development programs, and a global community of professional and student chapters. The Society convenes the advanced materials community through its flagship SAMPE Conference and CAMX—the Composites and Advanced Materials Expo—while providing opportunities for knowledge exchange, networking, and career development throughout the year. SAMPE has approximately 20 staff and contractors and an annual operating budget of approximately \$10 million.

The Chief Executive Officer Role

Essential Duties and Responsibilities

Strategic Leadership and Board Relations

- Serve as primary staff partner to the President of the North America Executive Cabinet (NAEC), Global Board of Directors, and executive volunteer leadership.
- Translate board-adopted strategic plans into operational priorities, annual work plans, and measurable outcomes.
- Ensure board meeting agendas, materials, financial summaries, and governance documentation is available for all meetings; present to the board with clarity and precision.
- Provide objective analysis and counsel to volunteer leaders navigating complex organizational decisions.
- Support governance policy development, including bylaws interpretation, Global Practice (GP) and North America Practice (NAP) revisions, and committee structures.
- Lead execution and periodic refinement (or revision) of the existing strategic plan, ensuring organizational priorities remain aligned with emerging industry trends, member needs, and global market developments.
- Partner with volunteer leadership to identify and evaluate strategic growth opportunities in advanced materials, composites, aerospace, defense, mobility, and adjacent sectors while maintaining alignment with SAMPE's core mission, strengths, and values — including a commitment to knowledge transfer, creativity and innovation, professional engagement and inclusion, and absolute integrity.
- Ensure that all strategies keep in mind a primary goal: unifying the organization in a single hierarchy of ONE SAMPE
- Partner with the Director of Technical Programming and the Technical Advisory Panel to help shape technology focus areas and technical programming priorities.

Financial Management and Oversight

- Oversee the annual budget process for SAMPE North America and SAMPE Global operations, including department-level sub-budgets and consolidated board-facing summaries.
- Monitor financial performance against budget; identify variances and recommend corrective action.
- Maintain accountability for revenue targets across membership, events, sponsorship, publishing, and non-dues income streams.
- Partner with the Director of Finance and Treasurer to ensure accurate financial reporting, audit compliance, and reserve management.
- Lead evaluation and development of new revenue models, non-dues revenue initiatives, and publishing strategy.
- Develop and execute strategies to achieve sustainable operational profitability and reduce reliance on investment income to support annual operations.
- Identify and evaluate new revenue-generating opportunities, including digital products,

educational offerings, corporate partnerships, sponsorship programs, and emerging technology initiatives.

- Oversee business negotiations related to conferences, exhibitors, sponsorships, venue contracts, and strategic partnerships to maximize financial performance and member value.

Events and Programming

- Provide executive oversight of SAMPE's annual conference and exhibition (SAMPE NA), CAMX, Global events, and co-produced events.
- Serve as the primary organizational representative to CAMX, the joint trade show with the American Composites Manufacturers Association (ACMA), maintaining SAMPE's equal standing and protecting its strategic interests within that partnership.
- Oversee event contracts, vendor relationships, sponsorship fulfillment, and registration operations.
- Provide executive oversight of the programming portfolio, including technical sessions, career programming, and continuing education, in partnership with the Director of Technical Programming.
- Ensure SAMPE conferences, exhibitions, technical programs, and educational offerings remain the premier destination for knowledge exchange, innovation, networking, and career development within the advanced materials and composites community.
- Drive initiatives that facilitate workforce development, industry knowledge transfer, and engagement of students, emerging professionals, and future industry leaders.
- Evaluate opportunities for new conferences, workshops, communities of practice, and technical forums focused on emerging technologies and industry priorities, including artificial intelligence (AI) and related applications.

Membership and Publishing

- Set strategic direction for membership recruitment, retention, and engagement strategy across NA and global membership tiers.
- Oversee the SAMPE Journal, newsletter, and digital publishing portfolio; manage publishing partnerships, editorial processes, and the transition to open-access models where applicable.
- Ensure SAMPE's content and institutional voice are protected as strategic assets in the competitive landscape of the global composites industry.
- Lead efforts to clearly articulate and strengthen SAMPE's member value proposition across career stages, technical disciplines, and global markets.
- Oversee modernization of member communications, engagement strategies, digital content delivery, and community-building platforms to better serve current and future generations of members.
- Ensure effective use and continued growth of SAMPE Connex and other digital engagement platforms to support learning, networking, volunteerism, and content distribution.

External Relations and Partnerships

- Represent SAMPE in peer CEO-level relationships with industry organizations including ACMA, JEC World, CompositesWorld/Gardner Media, and other strategic partners.
- Hold final authority on strategic media and partnership agreements with competitive or financial significance to the organization.

- Protect SAMPE's North American content and event space, particularly in relation to international organizations seeking to expand their NA footprint.
- Maintain and develop SAMPE's corporate partner program, including engagement with government, aerospace, and industrial composites sectors.
- Cultivate strategic partnerships with industry associations, corporations, academic institutions, research organizations, government agencies, and workforce-development stakeholders.
- Serve as a champion for SAMPE's role as a convening organization for technical collaboration, industry advancement, and knowledge sharing.
- Lead efforts to expand SAMPE's visibility, influence, and relevance across established and emerging sectors leveraging advanced materials and manufacturing technologies.

Global Coordination

- Coordinate SAMPE North America, SAMPE Europe, SAMPE China, and SAMPE Japan on shared programs, global events, publishing, and governance matters.
- Support SAMPE Global Board operations including meeting preparation, financial consolidation, and cross-divisional initiatives.
- Oversee global systems including membership, website, and payment infrastructure in coordination with regional divisions.
- Advance the vision of "One SAMPE" by fostering greater alignment, collaboration, and consistency across global regions while respecting regional autonomy and market differences.
- Support development of a unified global brand, shared value proposition, and coordinated member experience across all SAMPE divisions.

Staff Leadership

- Lead, supervise, and develop a team of professional staff across marketing, programming, finance, membership, sales, and administration.
- Establish clear performance expectations, conduct annual reviews, and support ongoing professional development.
- Foster a staff culture of accountability, mission focus, strategic alignment, and operational excellence.
- Manage staff structure and compensation in alignment with board-approved budgets.

Technology and Operations

- Oversee the organization's technology infrastructure including membership systems, website, CRM, and member-facing digital platforms.
- Hold final authority over all vendor contracts and technology implementations, ensuring alignment with organizational priorities and member service standards.
- Maintain organizational policies including AI usage, data privacy, document retention, and HR compliance.
- Lead modernization efforts related to association technology, digital engagement, website strategy, online communities, and member experience platforms.
- Evaluate opportunities and risks associated with AI and emerging technologies to enhance operational effectiveness, member services, and strategic growth.

Skills, Experience, and Desired Qualifications

Required

- Minimum 7-10 years of progressive association management experience, with demonstrated leadership at the executive level.
- Certified Association Executive (CAE) credential or equivalent demonstrated expertise in association management.
- Proven track record in financial oversight, budget management, and revenue development in a nonprofit or association context and demonstrated financial acumen and experience using data, budgets, forecasts, and business metrics to guide organizational decision-making.
- Experience managing staff teams, including hiring, development, and performance management.
- Strong board relations skills; experience working with volunteer boards and executive committees.
- Excellent written and verbal communication skills; ability to prepare and present complex information clearly for board and executive audiences.
- Demonstrated experience managing external partnerships, vendor contracts, and peer CEO-level relationships.
- Proven ability to develop and implement strategies for revenue diversification and long-term organizational sustainability.
- Demonstrated ability to build trust and credibility with staff, volunteer leaders, technical experts, industry stakeholders, and global partners.

Preferred

- Experience with federated or multi-chapter association governance structures.
- Background in or working knowledge of the advanced materials, composites, aerospace, or defense industries.
- Experience managing or co-managing trade shows, expositions, or large-scale technical conferences.
- Familiarity with publishing operations including journals, member magazines, and open-access models.
- Familiarity with association technology platforms including membership systems, CRM, and digital member services.
- Degree in engineering, materials science, composites, manufacturing, or a related technical field, or equivalent professional experience working closely within these sectors.
- Experience overseeing digital transformation, online community platforms, digital content strategies, or member engagement technologies.
- Experience building partnerships with industry, academia, government, and international organizations
- Experience working within highly technical, science-based, engineering, manufacturing, or research-driven environments and communicating effectively with technical subject matter experts.

- International or global association experience.

Personal Qualities and Competencies

- Strategic thinker with demonstrated ability to translate vision into execution and measurable outcomes.
- Financially savvy leader capable of making sound business decisions in a complex nonprofit environment.
- Collaborative relationship builder who works effectively with volunteer leaders, staff, members, sponsors, and strategic partners.
- Curious and adaptable leader who embraces innovation while preserving the organization's core strengths and mission.
- Strong communicator capable of engaging diverse audiences, from technical experts and researchers to students, industry executives, and global stakeholders.
- Mission-driven executive who is passionate about advancing the materials and process engineering profession and fostering member success.
- High EQ, able to build a rapport with staff

Compensation

A competitive compensation package will be offered to attract an outstanding candidate.

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

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