



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



EXECUTIVE DIRECTOR & CEO

The Opportunity

The Turnaround Management Association ([TMA](#)) seeks a strategic and visionary Executive Director and Chief Executive Officer (CEO) to lead the organization and its chapter network. The CEO will champion TMA's mission and partner with the TMA Global Executive Board and Board of Trustees to advance strategy, grow and diversify membership and revenue, elevate TMA's global brand, and deliver exceptional value to members.

About TMA

Founded in 1988, TMA is the professional association for turnaround, restructuring, and corporate renewal, supporting those who work with companies to improve performance, manage disruption, restructure, and work through insolvency, preserving equity and driving significantly improved results.

With nearly 10,000 members in 54 chapters worldwide, including 34 North American chapters, TMA's membership includes turnaround practitioners, attorneys, accountants, advisors, liquidators, consultants, as well as academics, government employees, and members of the judiciary. TMA is committed to serving the turnaround and corporate renewal community by providing professional certifications, education, global and regional conferences and education programming, chapter programming, networking, and publications including the *Journal of Corporate Renewal*.

TMA has a staff size of about 15 and an annual budget of approximately \$5M.

The CEO Role

Essential Duties and Responsibilities

Leadership/Governance

- Serve as the primary staff leader and advisor to the TMA Global Executive Board.
- Translate Board-approved strategy into clear goals, operating plans, and measurable outcomes.
- Engage and support the Executive Board and key TMA Global committees, in particular the Operations Committee, and key Board committees including Finance, Audit, Governance, Nominations, Education, Membership, Chapter Relations, and Certification Oversight.
- Promote a culture of excellence, collaboration, accountability, and inclusion across staff and volunteer leadership.
- In coordination with the Executive Board, lead the multi-year strategic planning process and

annual goal setting.

Management/Administration

- Oversee operations, including finances, data management, communications, and publications.
- Lead and develop a high-performing staff team across finance, marketing and communications, events, education, and membership.
- Align budgets and resource allocation to strategic priorities, with disciplined financial management and timely reporting.
- Modernize systems and data to improve insights, communication, and member experience.
- Establish performance metrics and a cadence of review and continuous improvement.

Member and Organizational Success

- Strengthen TMA's global brand and visibility as the voice of the turnaround profession.
- Deepen member engagement across all of our demographics.
- Provide direction and oversight for educational programs, certification programs, and delivery of value to members.
- Diversify and increase revenue beyond dues and events through sponsorships, partnerships, education, and new products.
- Ensure a compelling value propositions for members across disciplines and geographies.
- Partner with chapter leaders to align local programming with global strategy while honoring chapter autonomy.
- Oversee a high-quality portfolio of global and regional conferences, webinars, workshops, and leadership development.
- Promote and contribute to TMA's publications and thought leadership, including the *Journal of Corporate Renewal*.

Required Qualifications and Experience

- Proven executive leadership experience, such as serving as CEO, Executive Director, Chief Operating Officer or in a similar senior leadership role.
- Bachelor's degree or advanced degree in business or other related area.
- Demonstrated experience in revenue growth.
- Demonstrated history of financial oversight and experience with budgeting and resource allocation, understanding of financial principles.
- Experience successfully managing a team of employees and the ability to bring an existing team to a higher level of performance.

- Experience with strategic development and operational execution.
- Experience reporting to a board and an understanding of the role of a CEO as it reports to a board in a nonprofit association.

Personal Qualities and Competencies

- Ability to understand TMA's role and value in turnaround industry and suggest creative ways to further the mission and goals of the organization, including an emphasis on membership growth.
- Ability to engage with differing interests and perspectives of Chapters and member constituencies (including International Chapters) and build consensus among them.
- Mission-driven, innovative, and adaptable, with a strong sense of accountability.
- Willingness to promote and provide a platform for volunteer leaders.
- Ability to be based in Chicago with domestic travel and some international travel.

Compensation

The salary range for this position is \$275,000 - \$310,000. 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

For more information, contact:

Sterling Martin Associates 1025 Connecticut Avenue NW Suite 1000 Washington, DC 20036	David S. Martin, CEO & Founder dmartin@smartinsearch.com 202-257-1627	Krista DeRose, Client Partner kderose@smartinsearch.com 310-869-1972	Adriana Abbasi, Client Partner aabbasi@smartinsearch.com 630-408-9513
---	--	---	--