Position Fact Sheet

California Construction and Industrial Materials Association

President and Chief Executive Officer

Sacramento, CA

April 13, 2020

Celebrating over 40 years of excellence; 1979 – 2020

This Position Fact Sheet is intended to provide information about The California Construction and Industrial Materials Association and the position of President and Chief Executive Officer. It is designed to assist qualified individuals in assessing their interest.
COMPANY OVERVIEW

Our client, the California Construction and Industrial Materials Association (www.calcima.org), is seeking a dynamic new President and Chief Executive Officer as its current leader prepares to retire.

CalCIMA is a statewide trade association for the construction and industrial materials industries which include aggregate, industrial materials, and ready-mixed concrete producers. These materials are used to build roads, bridges, schools, hospitals, homes, commercial buildings, and public works facilities, among many other uses. CalCIMA members also provide essential materials and products to other manufacturing, construction, and agricultural industry segments in California. These include materials for diverse products and uses such as advanced battery technologies, metal alloys, cleansers, vitamins, nutrients, and soil enhancements, as well as for paint, roofing shingles, glass, pipes, brick, plastic, and artistic elements.

CalCIMA's members include 175 producer, equipment, and service provider member companies that own or operate more than 500 production sites throughout California. Together these companies generate 9.5 billion dollars of annual economic output for the state and are considered essential businesses. CalCIMA’s revenue totals $1.7M, 80% of which comes from dues. Aggregates represent 72% of the dues payors. The organization has a staff of six and the board of directors has 20 members plus 13 committees and regional councils.

CalCIMA is an influential statewide association and well-recognized as the voice of the construction and industrial materials industry in California. The association has extensive legislative advocacy, environmental, natural resource, land use, transportation, safety, technical, and legal programs. In addition to its industry leading advocacy, CalCIMA provides communications, membership services, and training and education to assist with regulatory compliance.

CalCIMA Mission: “CalCIMA serves its members as it advocates and promotes their statewide common interests, legislation, and policies, enabling its members to thrive and help California’s infrastructure and economy.”
POSITION SUMMARY

The President/CEO of CalCIMA is primarily responsible for:

- Developing and leading a robust lobbying presence with California’s Legislature and Executive Branch.
- Developing and implementing Legislative strategies on behalf of the materials industry.
- Developing engagement and outreach strategies to prioritize regular contact with current members and to recruit new members.
- Encouraging high industry standards.
- Maintaining strong relationships with affiliated national and statewide associations.
- Informing members of critical issues and association activities.
- Directly interfacing with public agency executives, industry executives, Board members, and national organizations on matters of interest to industry members.
- Assuming full responsibility for preparing a balanced budget and a sustainable dues schedule.
- Managing CalCIMA’s staff members

CalCIMA’s Board and staff bring significant knowledge, experience, and stability to this association, which can claim significant legislative and regulatory successes. A continuing challenge is to balance the needs of individual industry sectors and product lines with common goals for the association, while developing successful strategies in a complex policy environment.

Some of the challenges for the new President/CEO will be to:

- Obtain consensus on CalCIMA’s priorities
- Revise the dues structure to improve CalCIMA’s financial stability and capture unrepresented industry segments
- Continue to build upon CalCIMA’s legislative and regulatory structure and influence amid changing conditions and challenges in the state policy framework
- Assist with aligning industry associations to create a more effective voice
• Increase decision-makers’ understanding of the industry’s critical contributions

The President/CEO reports to the Executive Committee and the Board of Directors.

This position is an outstanding opportunity to assume a high-visibility leadership role in an influential, statewide trade organization, representing industries that will play a leading role in California’s future economy.

EXPECTED OUTCOMES FOR THE FIRST YEAR

It is expected that the President/Chief Executive Officer will achieve the following by the end of the first year (in implementation order):

• Within the first 60 days, will have met with all staff, Board members, a cross-section of the membership, major stakeholders (including other trade association CEOs, labor leaders, a selection of high-priority government representatives), and established a plan of regular communication and relationship-building.

• Within the first 90 days, will have concluded an informal "audit" of the organization, to include financial and staff development, and will have shared the results with the Executive Committee.

• Within the first 120 days, will have reviewed the new strategic plan, made recommendations for restructuring the Board and/or committees, worked with the team to develop goals and metrics for the strategic objectives, and finalized the strategic plan.

• Within the first 120 days, will hold a review meeting with the Executive Committee.

• At the end of the first 120 days, will be actively implementing the adopted strategic plan, which includes:
  a. strengthening CalCIMA’s legislative and regulatory presence
  b. revising the organization’s dues structure
  c. leading closer industry association alignment
By the end of the first year, the new CEO will be seen as an integral, influential, and respected industry leader. The CEO will fully understand the organization's capabilities and will be actively engaged in increasing CalCIMA's value to its members.

PROFESSIONAL EXPERIENCE

Successful candidates will have the following professional experience that will allow them to achieve the outcomes noted above (in preferential order):

- Ten plus years of significant, high-level regulatory and legislative work with or within the state or a regional government of California
- Familiarity with construction or a complementary industry
- Experience with membership or trade associations; could be as a Board member
- Respected leader reputation
- A background in natural resources, infrastructure, housing, land use; environmental or transportation policy will be helpful
- Experience working with a Board; Board member experience preferable
- Successful experience leading multi-stakeholder processes
- Experience managing to a minimum $1 million operating budget and a minimum of five employees
- Proven project, people development, and financial management skills

PROFESSIONAL COMPETENCIES

Successful candidates will have the following competencies that will allow them to achieve the outcomes noted above (in preferential order):

- Politically savvy
- A strong sense of purpose
- Visionary; a big picture thinker
• Strong communicator and industry spokesperson
• Executive presence
• Tech-forward

EDUCATION/CREDSIALS

Successful candidates will have the following education and credentials that will allow them to achieve the outcomes noted above:

• Undergraduate degree required, graduate degree a plus
• Credentialing in association management or similar a plus

CULTURE

The ideal candidate will possess values, a work style, personal traits, attributes, and characteristics that will create an excellent fit with the organization’s culture and structure (in preferential order):

• Exceptional integrity
• Engaged Board with a strong history in the industry and multigenerational businesses
• Demonstrating increased value to the varied size, type of ownership, labor make-up, and geographic variation of the CalCIMA members
• Performance and continuous improvement based
• Laser-focused on CalCIMA's purpose
• An internal and external customer service focus
• A sense of urgency and accountability
THE COMMUNITY

This position is located in Sacramento, the capital of California and the county seat of Sacramento County. Sacramento is located at the confluence of the Sacramento and American Rivers and is connected to the San Francisco Bay by a channel through the Sacramento River Delta. The Mediterranean climate is characterized by damp, mild winters and hot, dry summers. Sacramento is a place where different interests, tastes and lifestyles abound, with something to accommodate all of them.

The city of Sacramento is the cultural and economic center of the Sacramento metropolitan area, the fourth largest city in California and the 25th largest in the U.S. Local universities include California State University, the University of the Pacific’s McGeorge School of Law, and the University of California, in nearby Davis. The UC Davis Medical Center, a world-renowned research hospital, is one of 19 hospitals in the Sacramento region.

The Sacramento region is experiencing a profound shift in its competitive position, in large part due to an influx of entrepreneurs, businesses, and creative professionals. The Greater Sacramento Area is a top employer in life sciences and health services. As part of the agriculturally rich Central Valley, Sacramento is at the forefront of agritech innovation and is considered America’s Farm-to-Fork capital.

Sacramento is also home to the NBA Sacramento Kings, the Sacramento River Cats (the San Francisco Giant’s AAA baseball team), and the Sacramento Republic FC, a USL Professional soccer team. Recently, the MLS awarded Sacramento the rights to become the league's 29th soccer team and begin major league play in 2022. The club will build a new, $350 million, 20,000-seat soccer stadium in the downtown Railyards District. This comes on the heels of the recently opened Golden 1 Center, a high-tech basketball and entertainment arena, starting a downtown renaissance.

The Crocker Art Museum is one of the leading art museums in California and is currently planning a $40 million expansion. The Sacramento metropolitan area boasts more than 200 parks, four public golf courses, and is known for outdoor recreation including hiking, skiing, canoeing, kayaking, running, and biking.
The world-renowned Napa Valley is an hour’s drive away. San Francisco, Lake Tahoe, and more than a dozen ski resorts are less than a two-hour drive from Sacramento. Sacramento International Airport handles non-stop flights to and from more than thirty-eight U.S. destinations (including Hawaii), as well as Canada and Mexico.

For more information, visit the Greater Sacramento Economic Council’s website [www.selectsacramento.com](http://www.selectsacramento.com).

**COMPENSATION AND INTERVIEW PROCESS**

The competitive compensation package includes a salary of $230,000-$260,000 plus a results-based bonus of up to 40%, based on meeting the above noted expectations. The position is also eligible for employer-paid health insurance and a 401(k) retirement plan. An automobile allowance is provided. Travel, primarily statewide, is estimated at 25%.

Pre-screened, selected candidates will be invited for an initial interview in Sacramento, CA, with the Search Committee, on Thursday, June 4, 2020, with second interviews the following morning.

**PROCEDURE FOR CANDIDACY**

For confidential consideration, at your earliest convenience and no later than COB on May 13, 2020, please email your chronological resume (to include description and size of current/prior organizations and responsibilities) and compensation expectations to:

[CalCIMA-CEO@wilcoxcareer.com](mailto:CalCIMA-CEO@wilcoxcareer.com)

**WILCOX MILLER & NELSON CONTACT**

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