



CEO

THE ORGANIZATION

The WTIA is one of the largest state associations of technology companies and executives in the world. It is headquartered in Seattle and serves members throughout the state.

WTIA serves over 1,000 member companies and individuals as well as their approximately 125,000 technology-sector employees in Washington State. Washington State's technology sector employs more than 250,000 people, representing 11% of the entire working population of the state—with 75% of those jobs concentrated in the Puget Sound area, and the remaining 25% in the fast-growing areas where WTIA has established chapters. Washington State ranks 3rd in concentration of high technology employment among its 10 peer states and 2nd in the nation in new company creation. Software exports are second only to aerospace in Washington State, which ranks #1 in exports per capita and 5th in the nation in total export value.

WTIA's services include education and networking events, peer community groups, political lobbying and advocacy, and a wide range of member benefits including health care insurance, free job posting services, and a variety of negotiated discounts for members. The organization has a highly accountable staff and a healthy balance sheet. Thinking outside the boundaries of the typical trade association has led to a diversification of revenue streams that help serve to underwrite a percentage of the organization's expenses.

SCOPE OF THE POSITION

The CEO is guided by a Board of Directors made up of C-level and senior technology executives as well as several technology industry services leaders. Under the dynamic, entrepreneurial leadership of the current CEO and board, the organization has become one of the most respected and successful trade associations of its kind in the world. The incoming CEO will be expected to take his/her place alongside industry peers as one of the leading business executives in the Pacific Northwest, developing entrée and relationships for the organization with other CEOs, boards and executives throughout the State, and driving to success the Strategic Initiatives of the organization.

DUTIES AND RESPONSIBILITIES

- Lead and manage fulfillment of WTIA's mission and vision
- Work with the board to develop strategies to accomplish the mission and vision
- Detail strategies, lead initiatives, and direct successful execution of those strategies and initiatives drawing upon staff, industry volunteers and partner organizations
- Develop new revenue streams to diversify WTIA's base of funding
- Advocate and evangelize the organization and the role Washington's technology companies play in the U.S. and global economies
- Serve as the voice and spokesperson for Washington's technology industry both inside and outside the State, as well as on a global canvas

- Work with and develop relationships with leaders in business, government, higher education, research and the industry to Build partnerships with potential allies and mission-related organizations
- Stay abreast of technology, business and policy trends at the state, regional, national and global level that may impact WTIA members
- Build, motivate and retain a team of top-quality professionals in both paid and unpaid roles of responsibility; manage and develop WTIA staff, and “lead among equals” on the board
- Full responsibility for driving and balancing a \$2MM+ annual budget
- Secure stable and growing funding streams in order to continually ensure WTIA’s financial sustainability
- Solicit and grow major sponsorships
- Proactively seek out public speaking opportunities to provide high visibility for WTIA and the technology industry of Washington State

QUALIFICATIONS:

- Executive-level charisma and presence to work as peer with international C-level industry executives, as well as to host global leaders
- Strong business / networking connections / Rolodex of contacts helpful to WTIA and visible community leader
- Rainmaker: successful raising public, private or institutional funding for a company; alternative is sales executive with experience driving growing revenues of over \$5MM/year
- Board experience (corporate and/or non-profit)
- Successful experience leading cross-functional teams and effectively juggling the interests of customers, staff, partners and the board
- Collaborate/drive governmental, tax and regulatory policy to benefit WTIA members through familiarity with effective, strategic political / policy / community affairs issues across Washington and globally
- Experience with the full entrepreneurial marketing / product lifecycle
- Compelling and effective public speaker with a variety of audiences
- 10-15+ years in leadership / executive roles; familiar with board and non-profit governance; full P&L responsibility preferred
- Familiarity with and broad understanding of technology, trends and general business
- Flexibility in work schedule; diverse hours and evenings, ability to travel
- Graduate degree in business, law, or equivalent experience preferred



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EXECUTIVE SEARCH PARTNERS

Qualified candidates should contact Jim Herd @ jim@herdfreedhartz.com.

All inquires will be kept confidential