



CHIEF EXECUTIVE OFFICER

C A N D I D A T E B R I E F I N G P A C K

Founded in 1994, the Control System Integrators Association (CSIA) is a global nonprofit trade association dedicated to advancing the industry of control system integration and industrial automation. CSIA supports its members—primarily control system integrators—by providing best practices, certification programs, business resources, and networking opportunities to help them deliver high-quality automation solutions. Control system integrators use their engineering, technical, and business expertise to assist manufacturers and other industries in automating their equipment and systems. CSIA sets global industry standards and promotes the benefits of hiring a CSIA-certified integrator, ensuring adherence to strict business and technical guidelines. The association has a worldwide presence through its extensive network of integrator members, automation suppliers, and industry partners. With over 400 member companies in 27 countries, CSIA continues to drive excellence in industrial automation and system integration.

CSIA



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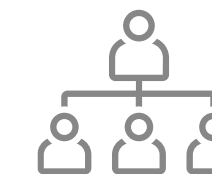
YEAR HISTORY



PRESENT IN

27

COUNTRIES



+400

MEMBERS

CHAMPION & PATRON SPONSORS



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FURTHER INFORMATION



[CSIA WEBSITE](#)



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CONTROL SYSTEM INTEGRATORS ASSOCIATION

MISSION & VALUES

CSIA'S MISSION IS TO ADVANCE THE FIELD OF CONTROL SYSTEM INTEGRATION BY ENGAGING, EDUCATING, AND EMPOWERING ITS MEMBERS TO ACHIEVE SUSTAINABLE BUSINESS EXCELLENCE.

For over 30 years, CSIA has fostered a collaborative community where system integrators connect through peer groups, special interest groups, and open forums to exchange knowledge and industry insights. Committed to professional growth, CSIA provides tailored education and certification programs, a comprehensive Best Practices Manual, and an annual conference to drive innovation and continuous improvement. Upholding the highest industry standards, CSIA also offers benchmarking tools, vetted professional services, and marketing support to strengthen member businesses. Through these initiatives, CSIA remains dedicated to driving the success of system integrators and elevating the industry as a whole.

SYSTEM INTEGRATORS BOARD



[KAREN GRIFFIN](#) [ADRIAN FAHEY](#) [DAREN DIELEMAN](#) [RAY BROWN](#) [STEVE MALYSKZO](#) [FRANK RIORDAN](#) [GREG YOUNG](#) [WRIGHT SULLIVAN](#)

CSIA CONFERENCE



CSIA is pleased to present a highlight video from the 2024 CSIA Conference, showcasing key discussions and insights from industry leaders. This year's conference reinforced the critical role of continuous growth and professional development in maintaining a competitive edge. Key takeaways include the importance of ongoing learning to drive innovation, the value of a strong company culture built on employee development, and the undeniable return on investing in people.



S C E N A R I O

The Control System Integrators Association is focused on expanding its influence and strengthening its role in the system integration community. To drive this growth, the organization is seeking a Chief Executive Officer who will lead its next phase of strategic development. This role requires a visionary approach to enhancing member value, fostering industry partnerships, and implementing forward-thinking business strategies that support long-term sustainability.

With a strong commitment to innovation and operational excellence, the CEO will oversee program delivery, financial management and the continuous expansion of CSIA's global network. By championing the association's mission and ensuring its evolution aligns with industry advancements, this leadership role will be instrumental in positioning CSIA for continued success.

K E Y R E S P O N S I B I L I T I E S

Leadership and Strategic Direction:

- Develop and implement the strategic plan for CSIA, aligned with the organization's mission and vision, and approved by the Board of Directors.
- Provide visionary leadership to guide CSIA's growth and impact within the system integration community.
- Monitor industry trends and identify opportunities for CSIA to serve its members and advance the profession.
- Foster a culture of innovation and collaboration within the organization and among its members.
- Represent CSIA as a thought leader and advocate for the industry.

Staff Management:

- Lead, manage, and develop CSIA staff, fostering a positive and productive work environment.
- Manage the partnership with the Association Management Company (AMC), [Kellen](#), ensuring contractual compliance and alignment with the association's strategic and operational goals.
- Oversee the hiring, training, performance evaluation, and compensation of staff.
- Ensure effective communication and collaboration among staff members.
- Delegate authority and empower staff to achieve organizational goals.

Membership Growth and Retention:

- Develop and implement strategies to increase CSIA membership and maintain existing member engagement.
- Oversee membership recruitment, onboarding, and retention programs.
- Identify and address member needs and concerns.
- Cultivate strong relationships with current and prospective members.
- Analyze membership data and trends to inform strategic decision-making.



K E Y R E S P O N S I B I L I T I E S

Program and Operational Oversight:

- Guide and promote the development and delivery of high-quality programs and services that meet the evolving needs of CSIA members, with a strategic focus on expanding learning and development opportunities through innovative program design.
- Ensure the financial health and sustainability of the organization through sound budgeting and financial management.
- Oversee the day-to-day operations of CSIA, ensuring efficiency and effectiveness.
- Manage contracts and relationships with vendors and partners, affinity programs.
- Champion and promote best practices and certification program.
- Ensure compliance with all applicable laws and regulations.

Learning and Development:

- Champion the expansion of learning and development opportunities for CSIA members, focusing on technical skills, business management, and professional development.
- Identify and address the learning needs of members through needs assessments and market research.
- Develop and implement a comprehensive learning and development strategy, including online courses, webinars, workshops, certifications, and mentorship programs.
- Evaluate the effectiveness of learning and development programs and make adjustments as needed.
- Explore partnerships with educational institutions and other organizations to expand learning resources.



CHIEF EXECUTIVE OFFICER

CANDIDATE CRITERIA

- Proven experience in leadership, with a track record of growing an organization and at least 10 years in senior management roles, preferably as a CEO, Executive Director, or similar position.
- Experience in identifying, selecting, implementing, and managing targeted programs that will increase value to stakeholders.
- Strong understanding of nonprofit financial management, fundraising, and program oversight.
- Demonstrated ability to develop and execute strategic plans that drive measurable outcomes.
- Excellent communication, public speaking, and interpersonal skills.
- Experience working with and developing a Board of Directors, with a strong understanding of governance structures.
- In-depth knowledge of nonprofit regulations, compliance requirements, and legal considerations.
- Deep commitment to the organization's mission, vision, and values.
- Bachelor's degree required.
- Spanish fluency and a background in nonprofit leadership are highly desirable.

FURTHER INFORMATION



[CSIA WEBSITE](#)



[CSIA LINKEDIN](#)

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LEADERSHIP DEFINED



GLOBAL EXECUTIVE SEARCH AND LEADERSHIP CONSULTING EXPERTS

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IN EXCESS OF

3,500

CLIENT ASSIGNMENTS
DELIVERED

DEEP INDUSTRIAL TRACK RECORD

500+

COMPANIES PARTNERED WITH
ACROSS THE ENTIRE VALUE CHAIN

DELIVERED OVER

1,800

INVESTOR AND
PORTFOLIO MANDATES

SPECIALIST SECTOR FOCUS



ENERGY



INDUSTRY



INVESTORS

Ducatus Partners is an executive search and leadership advisory firm operating across the global energy, infrastructure and private equity sectors. Ducatus Partners has decades of experience in forming lasting partnerships across the entire value chain; working with the world's largest integrated companies to technology start-ups and the advisors and financiers that support them.

Our meticulous approach to research and consulting and unwavering commitment to client satisfaction is at the core of everything we do. We have an unparalleled track record of placing executives within both private and public companies and have formed trusted relationships providing advisory services and strategic market studies to our clients.

We are backed by a global workforce solutions business with annual revenues of \$1 billion which affords us the ability to operate independently with the agility of a boutique, whilst being underpinned by a robust global organization with access to over 60 offices.

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