



CSIA Board Member Profile

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Position Overview

The CSIA Board of Directors provides strategic direction, governance, and industry leadership to support system integrators globally. Board members act as stewards of the association's mission, ensuring long-term value for members and the broader automation ecosystem.

Ideal Candidate Summary

A high-performing CSIA board candidate is:

- A recognized leader in system integration or industrial automation
- Strategic, forward-thinking, and committed to industry advancement
- Experienced in governance, business growth, and collaboration
- Actively engaged in CSIA committees, activities, certification, and/or community

Core Qualifications

A. Industry Experience

- 5+ years in the control systems integration business with 10+ years of total leadership experience
- Currently holding a leadership role such as a CEO, President, COO, or senior executive at a CSIA Certified or Integrator Member
- Deep understanding of:
 - System integration business lifecycle and needs
 - Client industries (e.g., manufacturing, utilities, life sciences)

B. Business & Leadership Expertise

Candidates should demonstrate experience in at least one of these areas:

- Strategic planning and execution
- Financial oversight / P&L management
- Mergers & acquisitions or growth scaling
- Talent development and workforce strategy
- Sales and market expansion
- Technology and innovation leadership

C. Governance & Board Experience

- Experience on or working with at least one of the following:
 - Corporate boards
 - Industry associations
 - Non-profit or advisory boards

- Understanding of:
 - Governance best practices
 - Fiduciary responsibilities
 - Policy development and organizational oversight

Personal Attributes

Strong candidates exhibit:

- Collaborative mindset – works effectively in diverse, global teams
- Integrity and accountability – trusted leader with strong ethical standards
- Strategic perspective – ability to think long-term beyond their own organization
- Industry advocacy – passion for advancing system integration as a profession

CSIA-Specific Engagement

Required indicators of engagement:

- Active CSIA member company
- Participation in CSIA activities such as:
 - CSIA conferences or events
 - Committees or working groups
 - Special initiatives
- Contribution to:
 - Industry standards or best practices
 - Thought leadership (speaking, writing, mentoring)

Diversity & Representation Goals

To strengthen board effectiveness and relevance, consideration should be given to candidates who help expand diversity across:

- Geography
- Company size
- Industry vertical expertise
- Demographics

Time & Commitment Expectations

Board members must be able to:

- Attend:
 - Quarterly board meetings (virtual and/or in-person)
 - Annual CSIA Conference
- Participate in:
 - Committees or task forces
 - Strategic planning sessions
- Commit approximately (excluding conference):
 - 40-50 hours per year
 - Officers will participate beyond this commitment

Key Responsibilities

Board members are expected to protect the association, advance the industry, and deliver value to members by:

- Representing and advancing member interests
- Providing strategic guidance for CSIA growth and impact
- Ensuring financial sustainability and stewardship
- Hiring, evaluating, and supporting the CEO
- Acting as ambassadors for CSIA globally
- Identifying emerging trends affecting system integrators

Red Flags / Disqualifiers

- Conflicts of interest (unmanageable or undisclosed)
- Limited ability to commit time or engage actively
- Narrow focus solely on personal/company benefit
- Lack of collaboration or governance mindset

Candidate Evaluation Scorecard

Category	Rating (1-5)	Notes
Industry Expertise		
Leadership Experience		
Strategic Thinking		
Governance Experience		
CSIA Engagement		
Diversity Contribution		
Cultural Fit		
Overall Recommendation		