



## Executive Search

### MECHANICAL CONTRACTORS ASSOCIATION OF GEORGIA

#### Executive Vice President and Chief Executive Officer

#### Client Overview

The [Mechanical Contractors Association of Georgia \(MCAG\)](#) is conducting a search for a new Executive Vice President and Chief Executive Officer. MCAG, located in the metropolitan Atlanta, GA area (Tucker, GA), is one of the oldest organizations in Georgia representing the heating, ventilating, air conditioning, refrigeration and plumbing industry. It is MCAG's mission to help service the business needs of its members. The members of the MCAG contribute to provide progress, development and expansion to the mechanical contracting industry: *"To advance and promote the profession of the union mechanical contractor by providing the local membership certain services and resources allowing them to continually improve individually and collectively as an association."* Sterling Martin Associates has been retained to assist with this search.

#### Executive Vice President and Chief Executive Officer

The EVP & CEO is responsible for the administration and management functions of the organization by planning, directing, and controlling all activities of the Association to achieve stated goals, policies and objectives at the direction of the Board of Directors. This position acts as manager of labor contracts, job training, business planning/financial analysis, and various other operations-related areas; and performs all duties assigned by the Board. Additionally, this position provides leadership of the Mechanical Industries Council Education & Training Fund (MICETF). Total assets for the MCAG association and industry trust fund (MICETF) total around \$2.7M and income between the two is about \$750k per year. The CEO is also responsible for Georgia's involvement in the National Certified Pipe Welding Bureau (NCPWB).

## Essential Duties and Responsibilities

### Business Planning/Financial Performance

- Create and continually update Association business plans to the satisfaction of the Board of Directors and MICETF
- Maintain the fiscal integrity of the Association, to include submission to the Board of a proposed annual budget and quarterly financial statements, which accurately reflect the financial condition of the organization
- Maintain fiscal management that generally anticipates operating within the approved budget, ensuring maximum resource utilization, and maintain a positive financial position for the Association

### General Management

- Oversee and participate in the planning and execution of appropriate conferences, trade shows, seminars, workshops and committee activities as appropriate
- Manage the resources of the Association consistent with the Board's policies to achieve efficient and effective programs and services
- Oversee the planning and execution of the Association's legislative advocacy program including the efforts of the Association's legislative consultants and various coalitions
- Understand the current economic and political climate and how this climate will continuously shape the future of the construction industry
- Have proven leadership skills which include being:
  - a unifier and team-builder
  - a problem-solver and visionary
  - a mentor and motivator
- Manage multiple agendas and interests simultaneously

### External Relationships

- Maintain on-going effective communication with governmental agencies and elected officials (state, local and federal) to assure maximum cooperation and to achieve the best results for the Association
- Develop trust and confidence of Local 72 leadership to ensure maximum cooperation and achieve the best results for the Association
- Maintain effective liaison with organizations important to the achievement of the Association's goals including, but not limited to:
  - Plumbers, Pipefitters & Service Technicians Local Union 72
  - MCAA
  - AGC Georgia
  - Local Union 72 Apprenticeship School – JATT
  - LU 72 & MCAG Trust Funds

- GA/FL NCPWB Chapter 23
- Specialty Contractors Coalition (SCC)
- MCAA Southern Region Peer Group
- MCAA Great Lakes Peer Group
- CEFGA
- GA SMACNA
- GA NECA
- GA Society of Association Executives
- Become directly involved in the critical on-going function of consensus-building within the mechanical construction industry in Georgia, relative to the issues for the Association, as well as long-range strategic and operational planning
- Attend multiple conventions and association meetings throughout the year

## Skills and Personal Attributes

- Highly professional, mature, honest, trusting, confident, charismatic and personable
- Level-headed, even-tempered and calm, especially when mediation and/or arbitration is required to resolve labor disputes and disagreements
- Humble and down-to-earth with a sense of altruism when influencing others
- Politically savvy, open-minded, fair yet firm, credible and non-partisan
- A facilitator, negotiator, strategic thinker and consensus builder
- Adaptable to change quickly and often
- Inspiring and passionate about the industry
- Socially skilled with a healthy sense of humor
- Self-starter with maturity, integrity and ethics above reproach
- Excellent interpersonal communicator who is able to grasp situations/circumstances and respond timely and accurately
- Results-oriented individual with a dedication to accuracy, efficiency and on-time delivery with quality and an appropriate sense of urgency at the forefront of all decisions
- Must relate to all stakeholders and treat them all with respect
- Provide realistic and strategic solutions to problems, and comfortable mediating difficult situations.
- Strategic leader and critical thinker who is unwilling to let challenges prevent success, but rather looks at challenges as opportunities for success
- Proven ability to effectively build alliances and listen to, communicate, interact and work with Board of Directors, senior management, members, organized labor, business partners, the community and customers
- Experience developing strong relationships with members and other stakeholders
- Demonstrated effectiveness at creating strong proactive partnerships between labor and business by working with, educating and gaining support from various members and other stakeholders to identify, negotiate and solve complex and challenging issues

## Requisite Qualifications, Characteristics, and Experience

- A minimum of 10 years of senior and executive management experience in a public or private business, organization, or association
- At least 3 years of experience working in a trade association
- At least 5 years of construction-related work experience
- Bachelor's degree from an accredited University or College preferred
- Creative approach to problem-solving with a proven track record of implementing innovative initiatives in complex organizations
- Proven record of navigating, negotiating, marketing and implementing large complex programs including educational, technological and otherwise
- Proven ability to leverage technology to increase bottom-line results, deliver information quickly and effectively, increase efficiencies and reduce waste

## Compensation

A competitive compensation package will be offered to attract an outstanding candidate.

To apply, please send a cover letter and current résumé (Microsoft Word® format preferred) to [MCAG@smartinsearch.com](mailto:MCAG@smartinsearch.com). A well-written cover letter, outlining how your experience fits the requirements of the position, will be an important factor in considering your candidacy.

*MCAG is an equal opportunity / affirmative action employer committed to inclusion and cultural diversity in the workplace. Employment selection and related decisions are made without regard to sex, race, color, age, disability, religion, national origin, sexual preference, genetic information or any other protected class.*

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