EXECUTIVE SUMMARY

The American Foundry Society (AFS) is a nonprofit association serving members of the metalcasting industry both in North America and abroad. AFS provides members with advocacy coordination and efforts in Washington, DC, ongoing technical education through AFS and the Cast Metals Institute (CMI), as well as the transfer of innovative research and technology to the industry. Membership is individual or corporate and includes three markets: metalcasters and producers of cast metal parts, suppliers to metalcasters, and casting buyers and designers.

The society was founded in 1896 and serves more than 800 corporate members and nearly 7,000 individual members covering all metalcasting processes and materials and the entire metalcasting supply chain.

We are looking for a chief executive officer (CEO) who will continue to build on our accomplishments and help us attain long-term goals. Our transition plans call for the hiring of a new CEO by December 20, 2015. The current CEO will work closely with the new CEO to ensure a smooth transition.

For more information about this position, please review this profile, which provides a description of the position and information about AFS. Submit a curriculum vitae with cover letter and compensation requirements to HR1@connect2amc.com. Please feel free to share this document with anyone who might be a candidate for this position.
The Position

The CEO of AFS and CMI reports to the Board of Directors and will provide leadership and strategic direction for the organization’s achievement of its mission and financial objectives. This visionary, charismatic leader will be accountable for the specific responsibilities below.

Strategic Direction

- Works with the board to develop a clear vision for the organization.
- Provides leadership to the board to create and translate the organization’s long-range strategic plan into realistic objectives and programs focused on growth.
- Develops key performance metrics to assess short- and long-term strategies and goals.
- Fosters a dynamic strategic thinking process with active engagement of the board, volunteers, and staff.
- Maintains a working knowledge of significant developments and trends in the industry.

Fiscal Management

- Demonstrates knowledge in financial planning and budgeting to develop and maintain sound financial practices for the organization.
- Demonstrates knowledge and understanding of the current and future financial resources and expenditures to realize the organization's strategic plan.
- Works with staff, Finance Committee, and the board in preparing a budget and ensures adherence to budget guidelines and objectives.

Governance and Operations Management

- Acts consistently with the organization’s mission, purposes, articles of incorporation, bylaws, policies and procedures, and external laws.
- Ensures leadership engagement to achieve proper governance of the organization.
- Demonstrates substantive knowledge regarding the organization’s programs and services.
- Recommends new, or discontinuance of, programs and services to the board.
- Develops board policies and systems to ensure the efficiency and effectiveness of the organization.
- Executes official correspondence and legal documents for the organization.
- Maintains organizational compliance with all legal and regulatory requirements.

Communications

- Sees that the board is kept fully informed on the health of the organization and all important factors influencing it.
- Informs the board of status of deliverables for projects and initiatives.

Staff Relations and Development

- Selects and directs staff and contractors and facilitates a culture to build a strong and effective team to support the achievement of the organization’s goals.
- Creates and implements sound human resource practices, develops job descriptions, conducts performance evaluations, encourages and supports professional development, and institutes succession planning.
- Ensures staff understand how their work supports the overall strategy of the organization.
The Position continued

External Partnerships
• Cultivates results-oriented relationships with external stakeholders, organizations, agencies, government, educational institutions, and policymakers to further the interests of the society and specifically to raise the visibility of advocacy, education, training, technical resources, and publications.
• Serves as the spokesperson for the organization, demonstrating tangible results and earning the respect of professionals in the metalcasting industry.

Education and Experience
• Bachelor’s degree in a related field, master’s degree preferred.
• Certified Association Executive (CAE) preferred.
• Minimum of 10 years of progressive executive management experience, manufacturing experience preferred.
• Demonstrated experience leading change—displays integrity, models behavior, develops people, deals effectively with demanding situations, and designs and implements strategy.

Attributes
• Exceptional communication skills—verbal, written, listening, and interpersonal.
• Demonstrated innovation and strategic thinking.
• Demonstrated ability to create, foster, and lead a team.
AFS has a vision to be the leader of the metalcasting industry. Our mission is to provide and promote knowledge and services that strengthen the industry for the ultimate benefit of customers.

Our goals are to be recognized as

- the preeminent source of services and information critical to the success of North American metalcasting producers and suppliers
- the leader in advancing and transferring technical and managerial metalcasting knowledge
- the leading organization increasing the sales of metal castings produced in North America
- the proactive advocate and information source for the metalcasting industry in North America.

**WHAT IS METALCASTING?**

Metalcasting is a manufacturing process in which metal is melted and poured into molds where it solidifies into geometrically complex components. These solidified components, called metal castings, are used in more than 90% of all manufactured goods. While only a few examples of castings may come to mind, we depend upon them in all facets of our lives, such as driving, flying, farming, administering medicine, playing sports and music, heating and cooling our homes, and defending our nation.

**Sustainable:** Metalcasters are the world’s original recyclers, producing engineered castings from scrap metal utilizing recycled sand. In addition, the castings we produce are foundation components for renewable energy systems for wind, bio, geothermal, solar, and nuclear.

**Our Nation’s Backbone:** Metalcasting is critical to our nation’s economy, infrastructure development, and national defense as we supply both the jobs and engineered components that support all facets of society as well as the capabilities of our military.

**Pathway to Careers:** From engineering and manufacturing production to quality, marketing, and HR, the metalcasting industry employs more than 200,000 directly and countless more indirectly with career opportunities in casting production, as a buyer of castings or as a supplier to metalcasters.

Over 1,900 Plants Across the U.S.
Responsible for More than 200,000 Jobs
One of the TOP INDUSTRIES in the U.S.

METALCASTING IS PART OF THE SOLUTION
ADVOCACY

AFS is the leading voice for the metalcasting industry with federal and state lawmakers as well as regulators. The society has taken leadership roles in advocating on behalf of the industry on issues such as the Occupational Safety and Health Administration’s proposed reduction of the silica PEL, ensuring the benefits of regulations justify the costs and expansion of domestic energy production, restoring certainty and enhancing global competitiveness of the tax code, as well as providing adequate investments in our nation’s water infrastructure and highway system. The society evaluates proposed federal legislative and regulatory actions, testifies before committees and agencies, and advocates and educates government officials about the industry’s top concerns and priorities.

With AFS’s team of advocacy professionals located blocks from the U.S. Capitol, the society works directly with elected officials, congressional staffs, and government agencies. The staff at AFS stay abreast of environmental topics such as air, water, climate change, and waste and recycling regulations and legislation. AFS advocates for policies that are beneficial to metalcasting businesses and their employees. We offer corporate members Government Affairs and Environmental Health and Safety programs to stay on top of the legislative and regulatory climate.

INDUSTRY SUPPORT

AFS offers several programs that provide guidance and resources to members on casting production, human relations, safety, government advocacy, marketing, metallurgy questions, casting design and sourcing, and established and emerging methods for better energy management. Through sponsored research and development, AFS is committed to advancing the industry toward better castings, productivity, and profitability.
PUBLICATIONS

AFS is the world’s largest publisher of metalcasting-related books, technical papers, and reports and houses the world’s most expansive library of metalcasting reference material.

• **MODERN CASTING**, a monthly magazine, is the leading publication for metal casters.

• **International Journal of Metalcasting** is the quarterly, peer-reviewed, international publication—provided in digital and print formats—leading the transfer of research and technology for the global metalcasting industry.

• **Global Casting Magazine** is primarily an international digital publication produced four times a year in English and Chinese and has a growing circulation of 70,000.

• **Metal Casting Design & Purchasing** is a bimonthly (plus one extra) publication reaching design engineers and purchasers detailing the capabilities of the metalcasting process.

• **AFS Transactions** is an annual specialty publication available on CD-ROM and in print that features selected technical papers from the world’s foremost experts in metalcasting.
EDUCATION AND TRAINING

AFS and CMI exist to meet the career and educational needs of its members. Through AFS and CMI classes, in-plant training, Education Solutions programs, reference and resource material, and various workshops, seminars, and conferences, AFS helps drive the sustainability and growth of the metalcasting industry.

AFS and the Cast Metals Institute
AFS and CMI annually host more than 40 practical courses, seminars, and workshops on all metalcasting processes, materials, and disciplines, both in-person and onsite at AFS headquarters, in-plant seminars, and online. Currently AFS and CMI are investing $1 million to develop and rework its courses and content. The work was ignited by a desire to increase the Institute’s relevance and respond to the industry’s request for shorter, more interactive courses.

Future Leaders of Metalcasting
The Future Leaders of Metalcasting (FLM) is sponsored by AFS to support and strengthen the network of metalcasting’s next generation of leadership through outreach and professional development. FLM features:

- **Executive Development Program**: FLM members have access to a program focusing on strategic planning, human resources, finance, marketing, sales, technology, and personal and professional development, including meetings, webinars, blogs, and workshops.

- **Student Outreach**: Every FLM meeting includes outreach to help recruit the next generation of talent to the industry, including college and high school tours and scholarship opportunities.

- **Foundry in a Box**: Utilized at events to interest and educate, allowing students and teachers to create their own metal casting.

- **Personal Networking**: The group offers the value of interaction with other like individuals working together to grow as executives. Your network to the next generation of metalcasting leaders.

- **Professional Networking**: As the saying goes, two heads are better than one. Working together, executives from metalcasting facilities across the U.S. provide an exchange of ideas and experiences as they work toward improving their metalcasting operation.

- **Women in Metalcasting**: A special interest group providing a platform for women in the industry and facilitating professional development among women in metalcasting.
Trade Shows
AFS hosts various conferences focused on metalcasting topics, including environmental, health and safety, government affairs, foundry management and human resources, marketing, various casting processes, and aluminum, steel, and iron casting.

The once-every-three-years CastExpo draws 8,000–10,000 metal casters from across the globe to view the latest in casting technology and services, while the annual Metalcasting Congress showcases technology transfer through technical presentations and papers covering all metalcasting processes and materials.
AFS FUN FACTS
We’ve gathered some interesting facts about The American Foundry Society.

Advocate

6,900 MEMBERS

813 CORPORATE MEMBERS
(58% are metalcasting companies)

44 CHAPTERS

38 STUDENT CHAPTERS

58% are metalcasting companies

Fun Facts

Innovate

COURSES HELD

22

CONFERENCE & METALCASTING CONGRESS NUMBERS

2,800 ATTENDEES

250 PRESENTATIONS

13 DIVISIONS

78 COMMITTEES

TECHNICAL COMMITTEE MEMBERS

769 MEMBERS

EDUCATE

TOTAL STUDENTS

458

PUBLICATIONS & MAGAZINES

3,119 PAGES

80,000+ READERS

We’ve gathered some interesting facts about The American Foundry Society.

Corporates

Chapter

Technical

Fun Facts

Innovate