



EXECUTIVE DIRECTOR

ABOUT STRATEGIC MANAGEMENT SOCIETY

The Strategic Management Society (SMS) is a professional society for the advancement of strategic management. Members contribute to that objective through their research, teaching, consulting, and practice. Like learned societies in other fields, SMS holds conferences, sponsors journals, funds research, confers awards, and enables professional networking. Much of the membership consists of faculty from prominent business schools in North America (49%), Europe (30%), and Asia (14%), over 70 countries in all.

The professional heart of the Society is member interest in strategic management, that master discipline of business schools which raises fundamental questions about corporate direction and managerial focus. It asks leaders to think deeply about long-term goals and the enterprise's stance within competitive environments. If operational management attends to efficiencies and cost control, strategic management puts the focus on larger questions of "How shall we compete in this business?" or "How shall we compete in this business, and what are the implications of our actions on the firm and society?"

The Society is a self-governing, volunteer-based organization. It is led by a Board of Directors and an Executive Committee for a total of 14 members: 9 Directors-at-Large and Board officers of President, Past President, President-Elect, Treasurer, and the Executive Director.

SMS is a significant promoter and disseminator of the field's cutting-edge research through conferences, publications, interest groups, awards, and direct funding of research.

Key Facts

- www.strategicmanagement.net
- 6 staff
- \$7 million in assets;
\$2 million annual budget
- 3,000 members
- Chicago location

Mission

The mission of the Strategic Management Society is to promote and encourage superior research and practice in the field of strategic management.

Visit



Conferences. The largest yearly gathering for the Society is its annual conference, which regularly brings over 1,000 attendees together for a four-day panoply of panels, research presentations, workshops, and interest group meetings. Annual conference venues have alternated between North America and Europe. During the pandemic, the Annual Conference for 2020 was delivered online, and a decision needs to be made by March whether to hold the 2021 conference face-to-face or online again. SMS also holds special conferences all over the world, which tend to be specialized in focus and smaller in size, 150-300 participants.

Publications. The SMS journals portfolio is led by a rotating slate of co-editors, supported by a team of associate editors, and guided by the Board's Publication Committee. The flagship journal is the *Strategic Management Journal* (SMJ), published 13 times a year in conjunction with John Wiley & Sons, Inc. and widely considered one of the top-tier academic journals in the management field. The two other SMS journals are the *Strategic Entrepreneurship Journal* (SEJ), launched in 2007, and the *Global Strategy Journal* (GSJ-2011). These journals are also published with Wiley and enjoy rising submission numbers and impact scores.

Interest Groups. Scholarly interchange among members is an important SMS goal, and a big component occurs within each of the dozen Interest Groups, which focus on topics within the field such as competitive strategy, entrepreneurship and strategy, strategic leadership and governance, and global strategy, plus two Communities that cut across the field, on research methods and teaching. These groups serve as venues for exchanging scholarly and practitioner ideas, offering leadership opportunities, and networking.

Research Funding. SMS supports and advances scholarship in the field of strategic management through competitive research grant programs. The programs are led by volunteer leaders who develop and review themes and focus areas, develop policies for research funding with the SMS Board, and operate all aspects of the research funding programs in cooperation with the SMS office.

Awards. Like most learned societies, SMS sponsors an awards and honors program to recognize scholarly and related contributions to the field. Three prestigious journal-related "best paper" awards fall in this category, as do additional awards for best conference papers. The program also sponsors awards for lifetime achievement, distinguished scholar-practitioners, emerging scholars, and for service contributions. In 2018, honoring the importance of teaching, the Society added an award recognizing educational impact.



THE POSITION

Under the direction of the Board of Directors, the Executive Director is responsible for the operation and the general management of the Strategic Management Society's activities and services. The next Executive Director of SMS will find a welcoming Board, talented office, solid finances, and an opportunity-rich future. The Executive Director is a culturally competent leader who is adept at balancing new ideas with the need for robust established office routines. The Executive Director is also adept at working with an elected Board serving multi-year terms.

As successful as the Society has been with its conferences, journals, and member networks, continued success cannot be taken for granted and the Society strives to continue to bring value to its members. SMS competes for member allegiance with several other associations with "strategic" or "management" on their mastheads, and these competitors can and will seek to emulate SMS initiatives. Additionally, publication and conference revenue streams require careful attention due to trends, such as increased open access to research and technology advances that provide new alternatives to traditional in person conferences. In the face of the changing competitive landscape, the Board has determined that thoughtful engagement of business executives and consultants in the SMS is an important component to its future success.

The next Executive Director should help the SMS investigate and consider additional growth opportunities, such as expanding membership in underserved locales, including Asia (especially in China and India), South America, the Middle East, Africa, and Australia.

RESPONSIBILITIES

The Executive Director will have the following primary responsibilities:

- Work strategically with the Board of Directors and staff to facilitate the formulation and achievement of SMS's mission and its annual goals and objectives; on the development and implementation of policies, procedures, and strategic plans, including new initiatives which promote the growth and impact of SMS.
- Support planning for the annual conference, special conferences, and related programs all over the world and virtually.
- Maintain and build a vibrant global community of members, including business academics, executives, and consultants.



- Oversee the production of journals and publications in partnership with Wiley, and SMS communications including social media.
- Serve as a member of the SMS Board of Directors and collaborate closely with the various Board committees and SMS Officers to advance SMS's mission.
- Manage the Chicago office and its staff; maintain a work environment that inspires, attracts, retains, and motivates SMS's high-performing team.
- Define tasks and responsibilities and take responsibility for all personnel and human resource issues, including managing performance and setting compensation in collaboration with the Executive Committee.
- Oversee maintenance and investment in web and technology capabilities.
- Oversee and/or conduct all administrative and financial matters of SMS; prepare, and administer the annual budget; prepare for, and assist in independent audit of the financials; provide oversight of the investments of the SMS portfolio in accordance with the Investment Policy; and negotiate and ensure compliance with SMS contracts.
- Keep informed of trends, issues, events, and developments that might impact SMS membership.

QUALIFICATIONS

The Executive Director will bring many of the following qualifications:

- A bachelor's degree required, and relevant graduate degree and/or CAE certification is preferred.
- Five or more years senior management experience with nonprofit organizations and/or professional associations.
- Demonstrated experience developing, mentoring, and leading highly committed teams.
- Transparent and high integrity leadership.
- Event management experience such as conferences and large meetings.
- Experience working with higher education and/or the academic publishing industry would be an advantage.
- Solid financial management skills, including budget preparation, analysis, forecasting, decision-making, and reporting.
- Ability to work successfully with a variety of vendors, such as publishing and outsourced service providers.



- Strong organizational abilities including planning, delegating, program development, and evaluation.
- International/global exposure or experience, ideally in Europe and/or Asia.
- Experience engaging, motivating, and working with a variety of constituents, including staff and member-volunteers (e.g., academics, business executives, consultants).
- Ability to convey and execute the vision of SMS's strategic future to staff, Board, and members.
- Strong written and oral communication skills.
- Willingness to reside in the Chicago area.

APPLICATION

Strategic Management Society has retained Campbell & Company to conduct this search on their behalf. Marian DeBerry and Emily Thompson are leading this search. To be considered for this opportunity, please send a letter of interest and resume to:

EMILY THOMPSON

Associate Consultant, Executive Search

Emily.Thompson@campbellcompany.com

312.896.8891 direct

The Search Committee expects to identify the final candidate no later than March 31, 2021.

SMS provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, marital status, veteran status, disability or genetic information or any other factor protected by law.

