



Position brief for the position of President & Chief Executive Officer U.S. Green Building Council & Green Building Certification Institute

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Contents

Opportunity Overview	3
Letter from Co-Chairs	4
About U.S. Green Building Council & GBCI	5
The Position	6
The Candidate	7
How to Apply	8

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Opportunity Overview

The U.S. Green Building Council (USGBC) and the Green Building Certification Institute (GBCI) are seeking an inspiring, thoughtful, growth-oriented President & CEO to lead the organization's mission to transform the way buildings are designed, built, and operated and to create environmentally and socially responsible communities.

USGBC and GBCI seek a pragmatic visionary who can establish a strategic vision for the future of these organizations and lead a staff of 322 individuals who are dedicated to the green building movement.



Letter from USGBC Co-Chairs

We are building something special at USGBC and GBCI.

USGBC and GBCI occupy a unique position associated with driving and recognizing excellent environmental performance across the built environment. This is the result of over twenty years of evolving specifics around performance criteria, professional credentialing, education, and certification that address the full range of what can make the built environments “green.” The LEED brand has become globally synonymous with proven, certifiable performance. We are now poised to help the world meet decarbonization goals and overcome health and social inequities that derive from the built environment.

We are seeking a CEO to lead our organizations to meet the opportunities of this moment. We seek a leader experienced in driving transformation cycles with a mission-oriented staff and stakeholders amid a dynamic market. In particular, new audiences are pushing for performance improvement commitments associated with equity, carbon and ESG. These forces are global and offer an opportunity to deploy our expertise and grow our platforms.

Our ideal CEO will have the experience, connectivity, and vision to make USGBC and GBCI the premier organizations globally for all those seeking to advance equitable sustainability solutions for the built environment.

Sincerely,

Aaron Bernstein
Chair, Board of Directors
U.S. Green Building Council



Don Anderson
Chair, Board of Directors
Green Building Certification Institute



About the U.S. Green Building Council & Green Building Certification Institute

At USGBC, our vision is that buildings and communities will regenerate and sustain the health and vitality of all life within a generation. Our mission is to transform the way buildings and communities are designed, built, and operated, enabling an environmentally and socially responsible, healthy, and prosperous environment that improves the quality of life. We are committed to transforming how our buildings are designed, constructed, and operated through LEED.

In April 1993, Rick Fedrizzi, David Gottfried, and Mike Italiano convened representatives from 60 firms and several nonprofits in the American Institute of Architects' boardroom for the founding meeting. It was then that ideas were shared for an open and balanced coalition spanning the entire building industry and for a green building rating system, which would later become LEED.

Today people know that if they are in a LEED-certified building they are using less energy and water, avoiding waste, saving on maintenance costs, improving indoor air quality, offering comfort to their occupants, and creating less of an environmental burden on their community. They also know that they are in a building that promotes health and wellness of its occupants. Green building has grown into a trillion-dollar industry, and LEED has become the most widely used green building program in the world.

USGBC created LEED to measure and define what green building means, and to provide a roadmap for developing sustainable buildings. With LEED, we established a baseline—a universally agreed upon holistic system for reducing environmental impact. For more than 25 years, the USGBC community has come together with our members to make our planet greener and more sustainable.

The Green Building Certification Inc. (GBCI) was founded in January 2008 with the support of the U.S. Green Building Council (USGBC) to provide independent oversight of professional credentialing and project certification under the Leadership in Energy and Environmental Design (LEED) green building rating system. Today, GBCI is the only certification and credentialing body within the green business and sustainability industry to exclusively administer project certifications and professional credentials of LEED, EDGE, PEER, WELL, SITES, Parksmart and TRUE Zero Waste.



The Position

The President & CEO of the [U.S. Green Building Council \(USGBC\)](#) and [Green Building Certification Institute \(GBCI\)](#) provides integrated leadership to both USGBC and GBCI playing three vital roles:

Duties & Responsibilities

Articulates a compelling vision for USGBC and GBCI that inspires action and impact:

- Collaborates with the Boards of Directors to define a future vision and support strategic plans that advance the mission.
- Collaborates with the Boards of Directors to drive targeted strategy for global and domestic markets customized to respond to local priorities and contexts.
- Delivers on USGBC's global, domestic, and local role as a force for transformation.
- Acts as the chief spokesperson for the organization. Presents a highly visible public face of the organization to a diverse and global set of stakeholders.
- Inspires the respect of the sustainability community through personal commitment to missions of USGBC and GBCI.
- Builds a strong, constructive relationship with the Boards of Directors and the volunteer leadership of both organizations.
- Creates and sustains a thriving workforce culture defined by innovation and collaboration.

Leads the business execution of USGBC's and GBCI's complementary missions:

- Continues the rapid and strategic global expansion of USGBC's and GBCI's influence in many areas of the built environment.
- Recruits, retains, and develops top leadership talent. Inspires above-and-beyond commitment from staff and volunteers.
- Keeps USGBC and GBCI financially strong in the short- and long-term; grows top-line revenue opportunities.
- Prioritizes organizational growth, including the engagement of under-served communities, attracting new constituencies, and forming powerful partnerships.
- Builds and maintains CEO-to-CEO relationships with for-profit and non-profit leaders to advance the missions of the organizations.

Shapes long-term strategy:

- Plays a key role in developing and executing long-term strategy, aligned with the strategic plan.
- Sees and captures opportunities for future mission achievement.
- Navigates a rapidly changing business environment, balancing innovation, and transformation with risk management.
- Continues to push the envelope on sustainability. Protects and grows USGBC's and GBCI's position as a global thought-leader and change agent.
- Manages the relationship between USGBC and GBCI, as well as the relationship between GBCI and its subsidiaries.



The Candidate

The ideal candidate will be a forward-thinking, diplomatic and positive leader with a demonstrated commitment and passion to driving change in the green building community. He/She/They will have a sophisticated understanding of the global green and building community with insights and relationships internationally.

Competencies & Essential Qualifications

- The President & CEO will operate with transparency, sound judgement, and integrity.
- Experienced and skilled in working with a Board of Directors and multiple stakeholders, both internal and external.
- Possess high level strategic thinking and planning capability.
- A humble, empathetic, and engaging influencer.
- Experience mentoring and developing a team.
- Ability to demonstrate commitment to environmentally friendly solutions.
- Established relationships within Washington, and the green and building communities.
- Proven ability to anticipate future needs and make decisions in a changing environment.
- A clear vision on how to deliver value in a challenging marketplace.
- A commitment to building a strong organizational culture, with a track record of developing an inclusive workplace.
- Demonstrated experience leading and building consensus among diverse stakeholders.
- Strong financial acumen.
- Strong written and oral communication skills. Excellent public speaking ability.
- A global mindset paired with a strong work ethic and a high degree of energy.
- 15+ years of experience in the global sustainability movement; ESG experience is preferred.
- At least 10 years' experience in a senior leadership role; Prior experience as a chief staff executive is a plus.
- Advanced degree in business or another relevant field is a plus.
- Ability to travel approximately 40% of the year in order to meet the needs of the organization.



Location & Remuneration

The USGBC and GBCI are jointly headquartered in Washington, DC, with offices in China, Germany and India and additional subsidiaries in India, Mexico, and the United Arab Emirates. The President & CEO is expected to work from the Washington, DC office, with a hybrid work week option. A competitive, attractive compensation and benefits package will be offered to the selected candidate.

How to Apply

To apply, please submit a comprehensive CV along with a cover letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include the names and addresses of three references. References will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is by email at: usgbcpresceo@odgersberndtson.com

Contact Details

For a conversation in confidence, please contact:

Tonya Muse

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About Odgers Berndtson



Odgers Berndtson Executive Search is a leading global executive search firm, assisting private and public sector organizations find the highest caliber people for senior management appointments across North America and internationally. Our reputation at the top of the executive search profession is over 50 years old. With offices in over 70 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity and care, and are expert in finding exceptional individuals for challenging roles.



