



Position Brief  
CEO  
ARM Institute

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# About The Institute

The mission of the ARM Institute is to accelerate the development and adoption of innovative robotics technologies that are the foundation of every advanced manufacturing activity today and in the future. It leverages a unique, robust and diverse ecosystem of over 470 members and almost 2000 people across industry, academia and government. Its goal is to make robotics, autonomy, and artificial intelligence more accessible to US manufacturers large and small, to train and empower the manufacturing workforce, to strengthen our economy and global competitiveness, and ultimately to elevate our national security and the resilience of our supply chains.

The ARM Institute was founded in 2017 by Carnegie Mellon University. The Pittsburgh Technology Council (PTC) named it as one of the 50 top tech companies in the region, and the ARM Institute won PTC's 2024 Tech50 Award for Manufacturing Excellence. The ARM Institute was also named by the Pittsburgh Business Times as one of the "Best Places to Work" in the Pittsburgh region.



# The Position

## Overview

The Advanced Robotics for Manufacturing (ARM) Institute is seeking a new CEO to lead a growing national Institute that advances robotics, automation and AI for US manufacturing and for the sustainment operations of the Department of Defense (DoD). The non-profit ARM Institute is one of eighteen Manufacturing USA Institutes headquartered across the country. Each of these public-private partnerships has a distinct technology focus but all work toward a common goal: to secure the future of U.S. manufacturing through innovation, education, and collaboration.

To be successful, the new leader must understand and reflect the interests of the larger robotics ecosystem, represented by our member organizations. The candidate should understand national and global manufacturing technology trends and have a solid grasp of robotics and how automation is deployed in manufacturing operations. The new leader should have sufficiently broad experience and be an outstanding relationship-builder in order to identify the common ground among its diverse stakeholders, including industry, academia, and Federal and State government entities. The candidate should have a demonstrated convening power and be able to establish and nurture helpful partnerships.

The new leader should have a demonstrated ability to support and advance the ARM Institute's vibrant and high-performing team, workplace culture and core values. Required attributes include the business experience to lead all of the company's business processes including financial management, human resource management, business development, annual budgeting, longer term strategic planning, and the Board of Directors governance processes. While the new leader can come from R&D, industry, academia, government or other non-profits, a technology background is required and multi-sector experience is an advantage due to the diverse nature of the ARM Institute consortium and its government partners.

## Duties & Responsibilities

- Managing a high-performing staff of approximately 40 employees, fostering and growing an inclusive, innovative, mission-driven, collaborative, accountable and agile work environment.
- Maintaining the ARM Institute consortium of almost 2000 participants across over 470 entities, ensuring they experience a positive return on their investment. Continuing to grow the



membership in specific targeted areas such as Artificial Intelligence to ensure the consortium represents the leadership of the nation's entire robotics ecosystem.

- Leading business development activity of the company that includes responding to notices of federal funding opportunities (NOFOs), lobbying for congressional interest items and community project funding (CIIIs and CPFs), developing technology for DoD sustainment centers, increasing corporate sponsorships and engagement, and applying for regional and state funding programs.
- Advancing the ARM Institute's relationships with key US Congressional delegation members in Washington DC, as well as with state and regional politicians.
- Representing the ARM Institute in government events across the country focused on the Institutes including DoD Institute Network Meetings, Manufacturing USA Institute Networking Meetings, NIST Institute Council Meetings, the US Manufacturing Innovation Council, monthly DoD Institute tag-ups, and numerous government conferences and events.
- Proactively managing and extending the relationship with ARM's DoD program managers in the Army, Air Force and the Office of the Secretary of Defense (OSD).
- Building and maintaining close working relationships with the executive directors of the other seventeen Manufacturing USA Institutes.
- Facilitating all Board of Directors and Board Committee meetings. Preparing agendas working with the Board's Executive Committee, formulating presentations, facilitating all governance meetings and deriving value from Board inputs, connections and experience.
- Nurturing a positive, productive relationship with the senior administration officials of Carnegie Mellon University (CMU). Insuring cooperation and collaboration with CMU's Manufacturing Futures Institute and seeking opportunities for joint funding.
- Refreshing and expanding the strategic business plan of the organization, including analyzing and improving structure, systems, and staff, and updating the annual Program and Sustainability Plans required by the DoD. Demonstrating an entrepreneurial and creative approach to developing new ideas that will stretch the organization and push its boundaries.
- Articulating and marketing ARM's vision, narrative, and direction, both internally to the consortium and staff, and externally to government organizations, Congressional delegates, industry associations, conferences, news articles, podcasts, etc.



# The Candidate

The right candidate will have the ability to set clear and challenging goals while committing the organization to improved performance and being tenacious and accountable in driving results. The new leader must be comfortable with ambiguity and uncertainty and be able to adapt nimbly and lead others through complex situations. In its next leader, ARM is seeking a smart risk-taker who seeks data and input from others to foresee consequences from decisions, and at the same time, who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions. The successful candidate will be able to hit the ground running and leverage the significant progress made to-date in the development of a long-term and sustainable organization with significant momentum. The new leader will also be an inspiring communicator who can articulate and market ARM Institute's vision, narrative, and direction to a wide audience while also being effective in one-on-one settings.

The successful candidate is someone who naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively. The new leader will have an ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in his/her beliefs, and active drive. The candidate will be able to promote ARM to advance the development of appropriate partnerships, locally, nationally, and internationally, in support of its mission.

## Essential Qualifications

- A BS, MS, or PhD in a science, engineering or other technology discipline.
- At least 20 years in a high tech and/or advanced manufacturing field, with experience using or developing robotic applications.
- Accomplished senior leadership (C-level, VP, GM, etc.) of a high-tech function or organization including financials, business development, strategic planning and staffing. Experience with federal, state and local government organizations and public-private partnerships highly desired, particularly experience working with the Department of Defense. Knowledge of Manufacturing USA and/or its Institutes is a plus.
- Familiarity working with corporate governance structures such as a Boards of Directors and related committees, as well as with university governance structures, is a plus.
- Superb communication and advocacy skills.



# 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.

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Our reputation at the top of the executive search profession is over 50 years old. With offices in over 60 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity, and care, and are experts in finding exceptional individuals for challenging roles.

## WE ARE GLOBAL

We have the support of an excellent international network of offices on the ground expanding across more than 30 countries globally.

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