



Position brief for
President & Chief Executive Officer
Texas International Education Consortium

July 2024



Texas International Education Consortium

Since 1985, the Texas International Education Consortium, a 501(c)3 non-profit organization, has been working on behalf of its members to build international partnerships and to tangibly grow the internationalization of Texas higher education. TIEC believes that higher education internationalization is imperative in improving social, economic, and environmental sustainability across the globe. Through internationalization, TIEC envisions a globally connected world where Texas higher education is accessed through technology-enabled learning and innovative international partnerships, and where Texas institutions collaborate and mobilize to solve the world's toughest challenges. To realize this vision, TIEC serves as an efficient and effective conduit for Texas higher education internationalization on the global stage, and as a global gateway to Texas higher education partnership and collaboration.

TIEC is a unique state-based higher education consortium whose growing membership includes public and private universities and community colleges in Texas. With a growing affiliate membership of universities across six continents, our membership lives up to our tagline: Texas Based, Globally Engaged. TIEC is highly programmatic; through grant-funded programs and fee-for-service consulting projects sourced and managed by TIEC, we bring partnership opportunities to Texas and share Texas expertise and ingenuity around the world. TIEC is committed to activated partnerships that contribute to solving global challenges, taking guidance from the UNSDGs. TIEC gives back to its members through the Texas International Education Fund, a small grants program funded out of TIEC's strategic reserves to spur new models of internationalization among its members.

This is an exciting time for TIEC as it enters this search after seven years of transformation led by its outgoing CEO. After facing a significant crossroads in its model, TIEC rebuilt its programs, staff makeup and reenergized its membership and its model of collaboration. TIEC successfully emerged from the COVID-19 pandemic with a stronger-than-ever mission to create spaces for networking and collaboration among its members. Since launching its expanded membership model in 2021, TIEC has more than doubled the size of its membership, with a reach that now spans six continents, plus the entire state of Texas. TIEC's membership is large enough to be significant, yet small enough to be personalized and that is TIEC's approach. TIEC has seen significant growth in its finances and, with the support of its Board, has activated its reserves to build strong communications, business development and thought leadership assets to grow its voice and influence on the international education industry.

The next CEO is positioned to take TIEC to the next level of success. Its members and stakeholders are committed to its model and invested in its sustainability.

The Position

Reporting to the Board of Directors, the President & Chief Executive Officer provides vision, direction, and leadership to the organization and is the primary representative and spokesperson for the organization. The next President & CEO of TIEC will join an organization with an exceptional trajectory and a supportive governing board. Whereas the previous CEO was responsible for organizational change, the next CEO will be charged with organizational growth and excellence. S/he will be leading a member-based organization that must continually ensure it is providing maximal value to its members. TIEC's growth on all fronts has been its adoption of a member-centric approach that permeates throughout all aspects of its programs and operations. The next leader of TIEC will be expected to continue to strengthen the servant leadership qualities that have led to TIEC's success. Additionally, like all non-profits, TIEC must maintain a strong mission + revenue model, with a model of revenue generation is realistic and net positive over time. TIEC generates income from its financial investments and its programs and consulting projects, and the next leader will be invited to build upon the existing services with a critical eye. Its position in Texas, the size of its membership, the quality of its programs, and its thought



leadership contribute to the virtuous cycle of its success. The successful candidate will lead the organization in the continued successful growth of all areas of organizational investment.

The next CEO must be a consummate networker and bring to TIEC a well-developed network of global contacts which represent potential partners. S/he will be the face of the organization who welcomes the opportunity to represent the organization publicly both domestically and abroad. A gifted oral and written communicator, the CEO will be the main voice of TIEC, continuing to grow TIEC's thought leadership on the role of international education toward solving global challenges. S/he will have a track record of strong leadership and mentorship and will be responsible for ensuring both a highly collaborative work environment which supports the work of members and partners and enables individual staff members to perform and grow in their careers, as well as the financial viability of the organization.

Key accountabilities for the role include, but are not limited to:

- With the support of the Board, creating the vision, setting the strategy, and positioning the organization for growth.
- Developing TIEC's strategic engagement plan and developing strategic partnerships that lead to successful and sustainable mission-oriented and revenue-generating programs/projects year on year.
- Establishing accountability mechanisms for organizational KPIs on mission, revenue, and organizational efficiencies.
- Leading the organizational development of funding and programmatic relationships with new stakeholders and partners in the international development and global education community, from the U.S. and other governments to multilateral organizations to foundations, commercial entities, and other potential funders of complementary programs.
- Overseeing TIEC's development of new revenue streams through new programs, products, and services, from ideation to market analysis, pilot phases and full implementation.
- Nurturing a collaborative and communicative relationship with the board and membership community grounded in mutual respect, transparency and accountability.
- Building on, leading, and ensuring the effectiveness of the senior management team to best effect and helping to promote and integrate best practices across the organization.
- Ensuring the organizational culture and the "tone from the top" are reflective of a productive, respectful, innovative, effective and efficient organization.
- Frequent travel to represent the organization in a variety of fora, including to visit stakeholders, members, partners, donors, and clients and must be prepared to make regular public presentations.
- Instilling a management and communications style that ensures consistent messaging throughout the organization.

The Candidate

Ideal candidates for this position will share TIEC's commitment to the powerful impact of educational knowledge sharing and will have immediate credibility with key stakeholders. The President & CEO must demonstrate through significant previous experience that s/he possesses/is a:

- At least 10 years of senior leadership experience, with preference for experience as a CEO, senior diplomatic official, international development or business leader, non-profit executive, and/or association leader.
- A sophisticated understanding of the higher education landscape, bureaucracy, organizational dynamics, and decision support approaches.



- An understanding of association and/or membership organizations, preferably with experience building revenue and/or membership value models.
- An inspiring, supportive, values-based, and inclusive leadership style with a successful track record of motivating and supporting both staff and association members in a collaborative work environment.
- Demonstrated and sustained experience working with a knowledgeable and sophisticated Board of Directors and partner community.
- Significant experience working in an international environment and/or with international audiences.
- Demonstrated excellent and persuasive written communication skills.
- Proven experience with fiscal management, budgeting, and operations.
- Highly skilled and diplomatic consensus builder.
- Proven networker with highly developed global contacts.
- Exceptional interpersonal skills.
- At least a bachelor's degree; graduate degree preferred.

Location and Remuneration

TIEC is headquartered in Austin, Texas. The CEO is expected to work from the Austin office weekly. A competitive, attractive compensation and benefits package will be offered to the selected candidate.

We appreciate all expressions of interest, referrals, or nominations for this role. A comprehensive CV along with a cover letter which sets out your motivation to take on such a role and encapsulates the aspects of your experience relevant to the required criteria would be appreciated.

To do so, or to arrange for a conversation in confidence, please contact:

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