

Position and Candidate Specification



Allegheny Conference on Community Development

Chief Executive Officer

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For more than 80 years, the Allegheny Conference on Community Development (the Conference) has brought together the leaders who shape the future of Southwestern Pennsylvania. As the region's premier civic and economic leadership organization, the Conference aligns business, government, higher education, philanthropy, and community partners to advance shared priorities, support economic growth, and strengthen the region's long-term competitiveness and quality of life. Supported by more than 250 Regional Investors Council members, a staff of 45, and an annual operating budget of approximately \$14.3 million, the Conference serves a vibrant 10-county region of 2.5 million people.

Operating as the region's central systems integrator, the Conference connects cross-sector leadership and capabilities to address barriers to growth, advocate for pro-growth public policy, deliver agenda-setting research, support existing employers, and attract new investment. It also serves as a single front door for corporations, site selectors, and investors seeking market intelligence, site analysis, and access to regional assets. In addition, the organization provides governance, oversight, or operational support for major regional initiatives and investment vehicles, including the SWPA New Economy Collaborative, Pittsburgh Regional Downtown Revitalization, the Strategic Investment Fund, and the Power of 32 Site Development Fund.



In Fall 2026, the Conference will launch a new unified brand identity that brings its legacy affiliates, including the Greater Pittsburgh Chamber of Commerce, the Pennsylvania Economy League of Greater Pittsburgh, and the Pittsburgh Regional Alliance, together under one integrated banner to be renamed the Pittsburgh Regional Alliance. By aligning these capabilities within a seamless regional platform, the organization will provide greater clarity for stakeholders, strengthen support for businesses, amplify Southwestern Pennsylvania's visibility, and enhance the region's ability to compete for talent and transformative investment.



Southwestern Pennsylvania enters this next chapter with a distinctive combination of world-class research, industrial expertise, strategic connectivity, and quality of life. Anchored by 72 colleges and universities, including Carnegie Mellon University and the University of Pittsburgh, the region has significant strengths in artificial intelligence, autonomous systems, robotics, energy production and storage, life sciences, healthcare, and advanced manufacturing that position the region as a compelling place to live, build a business, and invest.

Guided by the mission **“Uniting Leaders. Powering Progress.”** the Conference is uniquely positioned to mobilize the region’s collective strengths, help businesses thrive, attract investment, create opportunity, retain talent, and shape Southwestern Pennsylvania’s next chapter of growth and prosperity.

- To learn more about the Conference, please visit: [Allegheny Conference on Community Development](#)
- To learn more about Pittsburgh, ‘a city transformed and a city having its moment’, please see: [Visit Pittsburgh](#) and read the accompanying *Esquire Magazine* article:



Pittsburgh Might
Just Be the Most Dy

The Allegheny Conference on Community Development seeks an action-oriented, commercially minded Chief Executive Officer (CEO) to lead one of the nation's most distinctive economic development and civic platforms. The next CEO will sharpen the organization's central focus on economic development and job creation, using the Conference's convening power to advance those goals.

This is an inflection point for both the Conference and the Pittsburgh region. A refreshed and engaged Board, significant regional assets, and sharpened emphasis on economic development create a unique opportunity to accelerate business growth, attract investment, create jobs, strengthen regional competitiveness, and have a profound impact on the Pittsburgh region. The next CEO will have the latitude to shape both the organization's evolution and the region's growth agenda, with the goal of Pittsburgh becoming one of the strongest performing regions in its competitive set.

Working closely with the Board and regional stakeholders, the CEO will define and advance a clear regional growth strategy, align resources around that agenda, and clarify where the Conference should lead, where it should partner, and where it should step back. Success will be measured by the organization's ability to help grow businesses, win new investment, and advance shared regional priorities.

The CEO will serve as the region's chief advocate for growth, engaging business, civic, government, and institutional leaders to advance economic opportunity and long-term prosperity. Convening leaders across sectors will remain an important responsibility, directed toward the region's most pressing economic priorities.

The CEO will build a high-performing organization defined by clear priorities, collaboration, disciplined execution, and follow-through. The CEO will align talent, structure, and resources with strategy to ensure the organization delivers meaningful results.

Whether from Pittsburgh or elsewhere, the successful candidate must demonstrate a genuine commitment to the region and respect for its relationship-driven culture. The candidate will earn trust quickly while bringing fresh perspective, sound judgment, and a proven record of execution.

KEY RELATIONSHIPS

Reports to	Chair, Board of Directors
Direct reports	Chief Operating Officer Chief Financial Officer Chief Strategy and Research Officer Chief Growth Officer
Other key relationships	Board of Directors CEOs and senior executives of leading regional corporations and institutions Regional Investors Council Member organizations Regional economic development, workforce, and innovation organizations Public officials at the local, county, state, and federal levels Philanthropic, community, and nonprofit leaders across the region

KEY RESPONSIBILITIES

Set a Clear Regional Growth Agenda

- Define and advance a focused economic development strategy centered on the opportunities where the Conference can have the greatest impact.
- Translate the region's economic and innovation assets into a compelling, market-driven growth agenda.
- Mobilize business and civic leaders around shared priorities to drive measurable progress in business growth, investment attraction, and regional competitiveness.

Lead Business Growth, Attraction, and Competitiveness

- Strengthen the Conference as the region's leading platform for business retention, expansion, attraction, and investment.
- Operate as a player-coach, remaining personally engaged with employers, investors, and site selectors while building the organization's capabilities and performance.
- Partner with employers and public-sector leaders to address barriers to growth and advance policies that strengthen regional competitiveness and job creation.
- Lead a disciplined effort to market the region's competitive advantages and attract new investment.

Cultivate Board Partnership and Organizational Excellence

- Build trusted relationships with the Board Chair, Executive Committee, and full Board, aligning stakeholders around strategic priorities while navigating diverse perspectives with diplomacy and discipline.

- Leverage the Board as a strategic asset, ensuring members are engaged, informed, and positioned to advance the region's growth and competitiveness.
- Build a high-performing organization by strengthening talent, structure, culture, and resource allocation to support the Conference's strategic priorities.

Elevate the Conference's Brand and Influence

- Leverage the organization's convening power selectively to advance regional priorities and catalyze collective action.
- Serve as the chief advocate for the Pittsburgh region, engaging CEOs, investors, site selectors, policymakers, and strategic partners to advance growth opportunities and strengthen the region's competitive position.
- Communicate priorities, progress, and impact with clarity, candor, and consistency.

The Allegheny Conference Board seeks an accomplished, forward-looking leader with the credibility, judgment, and drive to lead the organization's next chapter. A growth-oriented builder, the successful candidate will bring a strong commercial mindset and a demonstrated ability to translate strategy into business growth, investment, and measurable economic outcomes.

This individual will combine strategic insight with a strong bias for action. They will engage influential leaders as peers, navigate complexity with confidence and integrity, and build alignment without allowing consensus-building to slow progress. Equally important, they will be a player-coach who thrives on execution, remains close to the work, and converts opportunity into results.

Above all, the next CEO will be energized by the opportunity to help shape the future of the Pittsburgh region.

IDEAL EXPERIENCE

- Proven success driving business growth, investment, economic development, or regional competitiveness.
- Experience setting and translating strategy in a complex stakeholder environment into measurable business growth, investment, economic development, and market-facing results.
- Success engaging senior business, civic, government, or institutional leaders to advance shared priorities.
- Experience serving in a prominent external-facing leadership role.
- Experience building and leading high-performing organizations and teams.

CRITICAL LEADERSHIP CAPABILITIES

Strategic Leadership

- Establish and maintain a clear strategic North Star, prioritizing opportunities with the greatest potential for business growth, investment, and regional competitiveness while resisting distractions that dilute impact.
- Balance regional ambitions, operational realities, and financial sustainability, making thoughtful trade-offs that advance both near-term performance and long-term success.
- Drive strategic transformation while maintaining focus on opportunities that matter most.

Driving Results

- Create focus through clear priorities, disciplined execution, and measurable outcomes.
- Make timely, data-informed decisions in complex environments.
- Build the talent, systems, and organizational capabilities required to strengthen organizational effectiveness and deliver results.

Collaborating and Influencing

- Track record of convening and aligning diverse stakeholders around shared priorities to drive collaborative solutions.
- Influence effectively through relationships, judgment, and communication, rather than formal authority.
- Represent the organization with confidence, authenticity, and executive presence in a wide variety of settings.

APPLICATIONS AND NOMINATIONS

The Allegheny Conference has partnered with Spencer Stuart, a leading global executive search firm.

To submit application materials, share thoughts about the search, or nominate someone to serve as the next CEO of the Allegheny Conference, please email AlleghenyConfCEO@SpencerStuart.com.