

CEO

EMERGENCY NURSES ASSOCIATION

SCHAUMBURG, ILLINOIS



Committed
to **Care**™

Emergency Nurses Association's mission is to lead the advancement of excellence and innovation in emergency nursing through research, education, resources, advocacy and collaboration.

Emergency Nurses Association has partnered with Spano Pratt Executive Search to identify its new CEO. For a confidential conversation and to learn more about this opportunity, please contact Lisa Maddox or Lindsey Kriete.

Spano Pratt Executive Search

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ORGANIZATION

The Emergency Nurses Association (ENA) is the premier global professional organization for emergency nurses, representing nearly 40,000 members across the United States and 50 countries. Since its founding in 1970, ENA has played a central role in advancing emergency nursing practice, education, and advocacy in some of health care's most complex and high-risk environments.

ENA exists to elevate the standard of emergency care by supporting nurses on the front line of trauma, triage, disaster response and public health crises. Through industry-leading education, research and professional resources, the association enables its members to deliver safe, timely and evidence-based care while navigating increasing system pressures and workforce challenges.

The organization operates through a governance model that integrates a strategic board of directors with a highly engaged global volunteer network, including councils, chapters, and committees. This structure allows ENA to remain both strategically focused and deeply connected to the realities of clinical practice.

ENA's impact is further extended through the ENA Foundation, which provides scholarships, research funding and emergency relief grants, and through global initiatives that foster international collaboration and knowledge exchange.

Headquartered in Schaumburg, Illinois, ENA is guided by its 2025–2030 strategic plan focused on strengthening professional excellence, amplifying advocacy, growing membership value and ensuring organizational sustainability. At its core, ENA is committed to advancing emergency nursing as a critical force in improving patient outcomes and health system performance worldwide.

POSITION OVERVIEW

Emergency Nurses Association is seeking a Chief Executive Officer (CEO) to lead the organization through its next phase of strategic evolution. This appointment comes at a pivotal time, requiring a leader who can strengthen governance alignment, enhance member value and drive disciplined financial performance while positioning ENA for sustained global relevance.

Reporting to the ENA Board of Directors, the CEO is accountable for executing the association's strategy, optimizing operational performance and ensuring long-term sustainability. This includes stabilizing and advancing governance–management partnerships, modernizing the membership value proposition and aligning resources to deliver measurable impact for emergency nurses.

The CEO serves as the principal representative of ENA, engaging credibly with members, partners and policymakers. Success in this role will require a balance of strategic clarity and operational rigor, with a demonstrated ability to lead through complexity, build trust across diverse stakeholders and translate mission into tangible outcomes.



ENA Headquarters in Schaumburg, Illinois, became the association's new home in 2018.

CORE RESPONSIBILITIES AS CEO

1. Strategy Execution and Organizational Direction

Translate ENA Board-approved strategy into measurable outcomes. Lead the development and execution of multi-year priorities that strengthen member value, advance emergency nursing practice and position ENA for sustained global relevance.

2. Governance Partnership and Board Enablement

Establish a high-functioning, strategic partnership with the Board of Directors, ensuring clear delineation between governance and management. Provide timely, transparent information to the Board President, Executive Committee, and full Board of Directors. Anticipate emerging risks, frame critical issues and enable informed thought-leadership decision making.

3. Operational and Financial Performance

Be accountable for organizational performance across all operations, programs and services. Anticipate and identify market trends, emerging risks and other issues that threaten near-term operational success. Ensure disciplined financial management, including revenue diversification, cost control and long-term sustainability. Maintain robust internal controls, compliance and risk oversight.

4. Revenue Growth and Business Model Innovation

Drive expansion of ENA's revenue base through scalable education, partnerships, sponsorships and global market opportunities. Modernize the association's business model to ensure relevance, competitiveness and financial resilience.

5. Member Value and Stakeholder Engagement

Redesign and operationalize a data-driven, lifecycle-based member value strategy to drive measurable growth in acquisition, engagement and retention across all career stages. Build and sustain high-impact partnerships that extend ENA's influence across health care systems and international markets.

6. Advocacy, Influence and External Representation

Serve as the principal representative of ENA, advancing its policy agenda and professional priorities with credibility. Engage effectively with policymakers, industry leaders and global stakeholders to shape issues impacting emergency care and the nursing workforce.

7. Culture, Talent and Organizational Capability

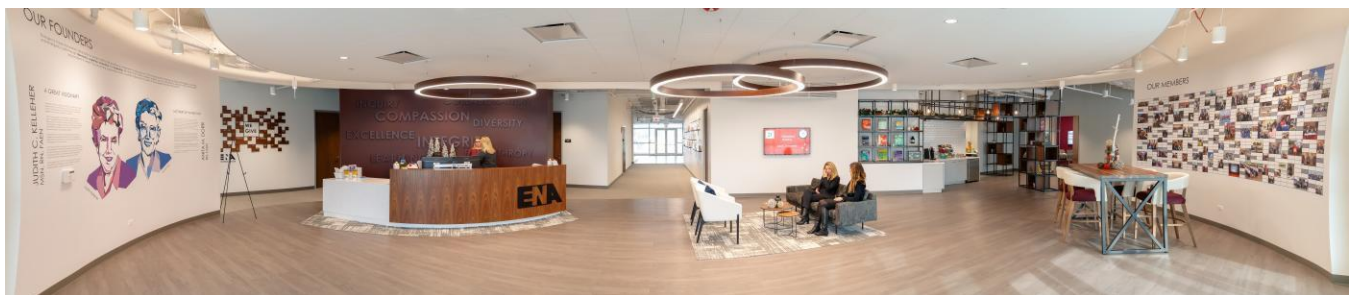
Lead the development of a high-performing, accountable executive team. Embed a culture of performance, inclusion and service excellence, with clear expectations for leadership capability, succession planning and workforce development.

8. Change Leadership and Strategic Communication

Guide the organization through periods of transformation with clarity and discipline. Ensure consistent, transparent communication and alignment across the enterprise, enabling agility in response to industry, workforce and technological change.

9. Risk, Compliance and Organizational Integrity

Ensure full compliance with all regulatory, legal and ethical requirements. Maintain enterprise-wide risk management practices that protect organizational reputation, financial integrity and stakeholder trust.



QUALIFICATIONS & EXPERIENCE

Required Education And/Or Experience

- Advanced degree or equivalent professional experience
- Minimum of 5 years in senior executive or officer-level leadership role within a nonprofit, association or similarly complex global organization, with demonstrated success in driving strategic growth and organizational impact
- Proven financial and business management experience, including oversight of multimillion dollar budgets and diversified revenue streams, and improving global engagement with members and partner organizations
- Experience leading complex, member-driven organizations with active volunteer governance structures

Desired

- Certified Association Executive (CAE) credential
- Awareness of regulatory requirements and industry trends in the health care sector

COMPETENCIES & PERSONAL ATTRIBUTES FOR SUCCESS

Governance Leadership and Organizational Alignment

- Builds high-trust, effective partnerships with boards, grounded in transparency and shared accountability
- Clearly delineates governance and management roles, strengthening decision-making effectiveness
- Aligns organizational structure, resources, and priorities to strategy
- Engages and mobilizes a complex, global volunteer workforce
- Drives organizational clarity, focus and resilience
- Champions a culture of accountability and member service excellence

Strategic and Financial Acumen

- Translates strategy into clear priorities, execution plans and measurable outcomes
- Demonstrates strong financial stewardship, including disciplined cost management and long-term financial resilience
- Brings deep understanding of nonprofit and association business models
- Drives sustainable revenue growth through diversification of education, partnerships, sponsorships and global markets
- Applies ROI analysis to programs, products and strategic investments
- Balances mission impact with commercial viability and long-term growth
- Oversees enterprise risk management and financial controls

Mission-Driven Advocacy and Outreach

- Translates mission and vision into tangible, measurable outcomes
- Serves as a credible, visible advocate
- Demonstrates deep understanding of emergency care and health care systems
- Influences policy and sector priorities through strategic engagement
- Represents the organization with authority across global forums and stakeholders
- Builds collaborative relationships that extend organizational reach and impact

Growth, Innovation, and Market Leadership

- Positions the organization for future relevance through innovation and digital enablement
- Modernizes membership value propositions to meet evolving needs
- Identifies and capitalizes on new market and global growth opportunities
- Anticipates industry, workforce and health care system trends
- Expands strategic partnerships and external collaborations
- Evolves business models to remain competitive and sustainable

PHYSICAL DEMANDS & WORKING CONDITIONS

Nature of work requires an ability to operate standard business office equipment. Requires ability to communicate verbally and in writing; collect, compile and prepare work documents; set-up and maintain work files. Travel is required. Use of the computer, with repetitive motion, is approximately 80%.

Majority of work is performed in a general office environment but visibility, presence and participation in emergency nursing and health care-related events, as well as networking opportunities, will be required. Moderate travel is also required.

COMPENSATION

Compensation is competitive and commensurate with experience, with an anticipated range of \$450,000–\$550,000, including a robust benefits offering.

To learn more about ENA: <https://www.ena.org/>

LOCATION: SCHAUMBURG, ILLINOIS

This position is based at ENA Headquarters in Schaumburg, Illinois. Travel is required to meet with regional, national and global leaders and to attend events as needed.



In Schaumburg, Illinois, you'll encounter short commutes, upscale shopping and dining, family-friendly neighborhoods, a reasonable cost of living, abundant parks and recreational spaces, and top-rated schools that create the perfect backdrop during a period of vibrant economic growth. Schaumburg anchors the northwest suburbs of Chicago within Cook County, serving a community of approximately 78,000 residents in a bustling commercial hub.

Residents enjoy Volkening Lake Nature Center for hiking and wildlife viewing, Busse Woods Forest Preserve and its 3,500 acres for boating, fishing, biking and archery, plus springtime tulip festivals and summer concerts. Sports enthusiasts can catch Chicago-area professional teams - from the Cubs and White Sox to the Bears, Blackhawks, and Bulls - and even local baseball with the Schaumburg Boomers.

Schaumburg shines with its festival spirit and culinary diversity. The Schaumburg Japanese Summer Festival draws crowds for taiko drums and cultural exhibits, while Woodfield Oktoberfest celebrates with German beer, food and live music.

Schaumburg sits within close proximity to cultural gems in the greater Chicago area such as the Illinois Holocaust Museum & Education Center and the wide variety of arts, entertainment and culture offered in the city of Chicago. With O'Hare International Airport just 15 minutes away, Schaumburg connects residents to global travel while delivering a safe, dynamic home base.

To be considered for this opportunity, please submit a cover letter and resume to:

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