CHIEF EXECUTIVE OFFICER

POSITION PROFILE

Organization: ***Association of Middle Level Education***
*Location****: Columbus, OH***



MANEVA

ORGANIZATION OVERVIEW
MISSION & VISION

The Association for Middle Level Education (AMLE) is the leading international membership organization dedicated to supporting educators who serve young adolescents. AMLE equips teachers, school leaders, district teams, and education professionals with the resources, tools, and professional learning experiences needed to help students in grades 5 through 9 (ages 9-15) thrive academically, socially, and emotionally. The organization exists to ensure that every young adolescent is supported by an educator who understands their unique developmental needs and is prepared to deliver engaging, responsive, and high-quality learning experiences.

AMLE is the only international organization exclusively focused on middle school educators. Guided by its foundational position paper, The Successful Middle School: This We Believe, AMLE promotes a holistic and research-grounded vision of learning that reflects the rapidly changing realities of today's students. This vision calls for schooling that is developmentally responsive, empowering, challenging, equitable, and engaging. Through peer-reviewed research, best practice models, publications, leadership development opportunities, district partnerships, and a wide portfolio of professional development offerings, AMLE helps educators translate this vision into daily practice in classrooms and schools around the world.

AMLE represents a broad and diverse membership community that includes teachers, pre-service teachers, principals, superintendents, counselors, college and university professors, after school professionals, association professionals, and countless others who contribute to the middle level experience. As an essential partner to schools and districts worldwide, AMLE provides timely, practical, and relevant resources at a moment when middle level educators are navigating unprecedented pressures, including staffing shortages, reduced school funding, shifting student needs, and evolving expectations from families and communities. With more than 35,000 members, AMLE is the premier, global source for authoritative research, evidence-based strategies, and professional learning tailored specifically to the middle level.

For more information, please visit: amle.org

CHIEF EXECUTIVE OFFICER

AMLE seeks an experienced, strategic, and people-centered Chief Executive Officer to lead the organization into its next chapter of growth and impact. The next CEO will inherit an organization with a respected international brand, loyal membership, high-quality offerings, and strong programmatic momentum, along with substantial opportunity to expand AMLE's reach and deepen its value to educators and districts. At the core of this opportunity is AMLE's greatest value proposition: the professional community it convenes and sustains for middle level educators.

Central to this next chapter is a commitment to equity and access. AMLE approaches equity in a nonpartisan, educator-centered way, ensuring that middle level educators, regardless of geography, school context, or resources, can access high-quality professional learning, community, and support. Inclusive membership growth means broadening representation across regions, school types, and communities, while designing programs and services that are relevant, accessible, and responsive to the diverse realities educators face.

The next CEO will advance this work with empathy, data, and collaboration, reinforcing AMLE's role as a trusted, unifying voice for middle level education and a professional home where all educators feel supported and valued.

Reporting to the Board of Trustees, the CEO will serve as the primary strategist, ambassador, and business leader of AMLE. This leader will be responsible for strengthening the organization's financial sustainability and diversifying revenue streams, elevating the relevance and accessibility of its programs, and ensuring that AMLE remains the premier source of research, resources, and support for educators of young adolescents.

The CEO will guide AMLE's strategic planning, oversee a lean and committed fully remote staff of 7 professionals, and build a culture grounded in trust, clarity, and shared accountability. The ideal leader will bring both a keen ability to set strategy and willingness to contribute on the ground level of the organization.

Internally, the CEO must understand the dynamics of a membership-driven organization, possess strong business and operational acumen, and have the ability to make disciplined decisions in a resource-conscious environment. Externally, the CEO will be a compelling representative of the middle level field, building partnerships with school districts, sponsors, peer affiliates, policymakers, and education organizations while advocating for the unique needs of young adolescents.

In partnership with the Board and AMLE's broader community, the next CEO will guide the organization as it refines its strategic priorities, enhances its membership value proposition, drives revenue growth, and strengthens its role as an indispensable partner to middle level education worldwide.The CEO will foster an organizational culture that reflects AMLE's commitment to equity, inclusion, and belonging, ensuring that these values are embedded across strategy and operations.

Within the first 18–24 months, the CEO will have developed a strong understanding of the middle level education landscape, strengthened AMLE's flagship programs and core revenue streams, and articulated a clear, forward-looking vision for enhancing the organization's programs, offerings, policy influence, and external relationships. This is a meaningful, high-impact leadership opportunity for a mission-driven executive who is committed to ensuring that every young adolescent experiences an education that meets their full potential.

KEY RESPONSIBILITIES:

Strategic Leadership and Vision

- Provide strategic direction for AMLE by setting a clear, balanced and focused path for organizational growth, program excellence, and market expansion, strengthening AMLE's global presence as the leading authority on middle level education.
- Serve as a thought partner to the Board, ensuring strong alignment around priorities and supporting ongoing Board development and governance structure improvements.

Operational and Business Management

- Oversee daily operations with an equal balance of strategic oversight and hands-on execution.
- Diversify, manage, and strengthen core revenue streams, including conferences, professional development services, publications, and program offerings. This includes navigating long-term conference contracts, governance requirements, legal and tax considerations, and the operational realities of an international membership association.
- Lead budgeting, forecasting, and financial planning to ensure strong stewardship of resources.

Membership Value and Program Delivery

- Strengthen AMLE's membership value proposition so that educators receive timely, practical, and high-quality resources.
- Conduct program evaluation to determine the most valuable initiatives and identify where refinement or scaling is appropriate.
- Expand AMLE's market reach by identifying and serving new audiences across the middle level education ecosystem.

External Relations and Partnerships

- Serve as AMLE's primary ambassador, representing the organization to members, school districts, affiliate organizations, partners, sponsors, peer associations, policymakers, and others.
- Build and sustain relationships with key stakeholders, sponsors, and partners across the education landscape, including superintendents, principals, universities, state agencies, and education associations.
- Develop and steward collaborative relationships with peer affiliates, policymakers and education leaders to advance thoughtful, nonpartisan policy approaches that support middle-level education at the local, state, and national levels.

Team Leadership and Culture

- Lead a lean and dedicated team of 7 full-time remote employees, fostering a culture of autonomy, clarity, and collaboration that empowers team members and encourages professional growth.
- Ensure strong communication, role clarity, and aligned expectations across functions.



LEADERSHIP COMPETENCIES & PERSONAL CHARCTERISTICS

While no single candidate will bring every single competency, strong candidates will offer the following skills, characteristics, and experiences:

Strategic and Business Leadership
The next CEO of AMLE must be a strategic, innovative leader who brings strong organizational judgment and the ability to guide a complex, multi-faceted enterprise. This leader must bring a proven track-record of running successful programs, building revenue, managing budgets, and setting clear priorities. The ideal candidate will be able to assess the market, sharpen AMLE's value proposition, and align programs, revenue streams, and operations around a focused and actionable strategic direction. This leader will balance ambition with capacity, ensuring that AMLE invests in the initiatives that will make the greatest impact for middle level educators.

Hands-On Management
The next CEO must be a deeply hands-on leader who is willing and able to engage directly in the day-to-day work required to keep the organization running smoothly. This is not a role where strategy can sit apart from execution. The CEO will routinely need to step into operational tasks, support staff workflows, and ensure that essential functions are completed on time and at a high standard. Success in this environment requires humility, resourcefulness, and a strong work ethic, paired with a commitment to building a culture of trust, clear communication, and shared accountability.

External Connector and Relationship Builder
The CEO must be a compelling communicator who builds strong relationships with educators, district leaders, partners, sponsors, affiliates, and peer organizations. AMLE's next leader will serve as the organization's primary ambassador and will need to articulate its mission with authenticity, clarity, and confidence. This requires someone who is approachable, credible, and skilled at engaging diverse audiences across the education ecosystem. The CEO will represent AMLE in national conversations about middle level education and must be able to cultivate partnerships that expand AMLE's influence and strengthen its network of collaborators. The ideal candidate will demonstrate cultural competence and a commitment to inclusive leadership, with the ability to engage diverse stakeholders and advance AMLE's mission in ways that reflect equity, respect, and belonging. While prior experience in middle level education is not required, the CEO will be expected to invest time during their first year to understand the landscape deeply enough to engage stakeholders confidently and speak about the work in an informed and credible way.

LOCATION, COMPENSATION, AND BENEFITS

This is a remote position; however, the CEO is expected to be highly engaged and visible with staff, members, affiliate associations, and partners nationwide, including regular travel (20%).

The salary range for this role is between $190,000 - $210,000 with benefits.

HOW TO APPLY

To express your interest in this opportunity, please submit your resume and cover letter on the Maneva Group website.

All inquiries and discussions will be handled with the utmost confidentiality. This position is available immediately, and applications will be reviewed on a rolling basis until the role is filled.

We look forward to receiving your interest!

ABOUT MANEVA GROUP

Maneva Group is a leading woman and minority owned executive search firm dedicated to connecting exceptional talent with organizations committed to making a meaningful impact. Through a consultative and client-focused approach, Maneva Group partners with mission-driven organizations to build transformative leadership teams.

Our name, Maneva, comes from the combination of two Sanskrit words: "**Mānav**" meaning mankind & "**Sevā**" meaning service. We are driven by the ideal of our name - service to humanity.