

LCA President & CEO – Qualities and Hiring Criteria

Ideal Candidate Profile

1. A proven leader who empowers a solid team to carry out the mission and vision of the organization and to be held accountable by various stakeholder groups while protecting the health of the LCA member operations and LCIA organizations.
2. Ability to set and aggressively promote a progressive mission and vision for the organization with values and behaviors to be utilized in achieving them.
3. A bias for action, a proactive approach, and a sense of urgency when addressing fast moving issues that are of concern for industry members.
4. Working knowledge of the Louisiana chemical industry, industry advocacy, and contributions to Louisiana, the country, and the world.
5. Ability to effectively develop and execute a communication plan addressing gatekeepers and influencers in federal, state, and local government, the community at large, and industry leadership. The ability to communicate the right message adequately to all stakeholders, from the governor to site employees to members of local communities and the media.
6. Ability to build relationships with the Board, members, Government representatives, and suppliers. The association leader must also be able to call on a wide range of individuals to provide support and expert advice and implement action plans.
7. Ability to effectively advocate on behalf of the organization and industry, including being influential and persuasive and, as necessary, being bold to cultivate and maintain vital stakeholder and staff relationships.
8. Ability to effectively understand, simplify, and communicate science-based facts and to collaborate to influence policy and promotion of the petrochemical industry.
9. Ability to take the initiative to develop, communicate, promote, and execute strategic plans and support tactics that progress the mission and vision of LCA/LCIA. Demonstrates strong judgment, decision-making, and political acumen.
10. Experience in managing a cross-discipline team, delivering high performance through individual and functional-based goals and objectives.

Overall, the person leading the LCA must be an ambassador and advocate for the chemical manufacturing industry in Louisiana. Key characteristics include:

- A trusted source on all matters related to chemical manufacturing in the state.
- Well-versed in the chemical industry in Louisiana – the operations, the issues, the opportunities, and the emerging technologies.
- Proficient public speaker, writer, and messenger with an emphasis on communicating effectively and clearly across all stakeholder groups through varied media methods.
- Experience in developing and implementing communication plans, including social media, as well as experience dealing with crisis communications.
- A proactive, decisive, and action-oriented leader on key topics of importance to the industry, particularly LCA and LCIA members.
- Develop, lead, align, and empower LCA/LCIA staff to be action-oriented, priority-driven, useful, and valued resources for key stakeholders and subject matter experts on pertinent areas associated with their functional responsibilities.
- Someone who is respected, trusted, compassionate, bold/courageous, self-aware, and demonstrates excellent integrity.
- Must strategically position LCA and LCIA as prominent forces in Louisiana politics and policy making.
- Provides counsel and strategic input on industry topics to and among national/international groups, including local, state, and federal governments, trade associations, non-governmental organizations (NGOs), and media groups.
- Must balance and collaborate well among LCA and LCIA members and develop conflict resolution strategies among members.
- Vision to lead LCA into the energy transition and advocate on behalf of the state as a leader.
- Understands and promotes the priority of developing a workforce that meets the needs and demands of industry advancements.
- An alliance and team builder with the ability to align and leverage member companies, governmental leaders, and other trade and advocacy groups to advance the mission and vision of the organization.
- The ability to work with different organizations to build coalitions to work as a force multiplier.
- An industry force multiplier with the ability to identify, align, and mobilize the silent majority at member companies and neighboring communities.
- The ability to become the clear face of the Louisiana chemical industry to member companies, local, state, and federal government, industry associations, and the media.
- Someone capable of debunking the ungrounded “cancer ally” moniker and replacing it with a fact-based promotion of the invaluable benefits of the industry to our state, local communities, and families.