



Executive Director
American Meteorological Society
Boston, Massachusetts

THE OPPORTUNITY

[The American Meteorological Society](#) (“AMS” or “the Society”)—the nation’s preeminent scientific and professional organization committed to convening, strengthening, and elevating the weather, water, and climate enterprise—welcomes applications and expressions of interest in the search for its next Executive Director. This is a pivotal moment in the history of the Society. With an escalation in extreme weather events that impact public safety, and with shifts in federal science agencies’ staffing and external funding for research, there is an urgency for the Society to leverage the unique public-private composite of its membership, apply its considerable expertise, and evolve to meet the current moment. As such, this is an especially compelling opportunity for a strategic, relationship-oriented, and entrepreneurial leader to guide the Society forward into its next era of impact.

With more than 12,000 members spanning the private, academic, and government sectors, AMS is singularly positioned to champion scientific innovation, inform policy, educate the public, and elevate the collective voice of the weather, water, and climate community, all for societal good. AMS produces and sponsors a broad array of programs including major meetings, publications, a policy program, educational initiatives, and professional development opportunities. Signature programs include but are not limited to the annual meeting, which is one of the largest yearly gatherings for the weather, water, and climate community; twelve scholarly journals, which are among the most prestigious in their fields; and four professional certification programs that recognize those who meet high standards for technical and scientific competence, character, and experience. All AMS programs help to increase scientific understanding among the public, especially with respect to weather and environmental issues. The ability of AMS to draw on the collective strength of its public, private, academic, and non-governmental membership to provide essential information and resources in service to public health and safety, the economy, and the environment has never been more consequential.

The Executive Director will engage meaningfully with a deeply committed membership—including more than 1,500 volunteers—and a talented staff of 72 professionals to shape the future of the Society. This will involve collaboratively crafting an identity, vision, and strategy to guide AMS forward through the current period of immense change and innovation, broadcasting the value proposition of the Society to new constituencies, envisioning and actualizing new strategic partnerships, enhancing fundraising efforts, and innovating programming to meet emerging challenges and societal needs. The successful candidate will be a values-driven organizational leader with the ability to manage high-performing teams, communicate effectively with many different constituencies, and ensure the Society’s financial health and sustainability. They must have the credentials and experience to raise the profile of the Society and garner

the confidence, respect, and trust of all constituencies involved, preferably with experience working within the weather, water, and climate enterprise.

AMERICAN METEOROLOGICAL SOCIETY

Established in 1919, AMS is a scientific and professional organization with the mission to advance the atmospheric and related sciences, technologies, applications, and services for the benefit of society. With a membership of approximately 12,000 individuals—split across the private, government, and academic sectors—and 113 corporations, AMS serves as a central hub for the convening of experts, exchange of ideas, and dissemination of knowledge in meteorology, oceanography, hydrology, and climate science.

The Society's programming is extensive and multifaceted, encompassing [meetings](#), [publications](#), a [policy program](#), [educational initiatives](#), and [professional development](#). Its flagship [Annual Meeting](#) is one of the most significant yearly gatherings for the weather, water, and climate community, and specialty conferences, symposia, workshops, and short courses provide additional opportunities for members to collaborate across sectors, learn from each other, and develop their careers. The Society publishes twelve high-impact, peer-reviewed [journals](#), including the flagship [Bulletin of the AMS \(BAMS\)](#), as well as [Meteorological Monographs](#) and the [AMS Glossary of Meteorology](#), which together contribute significantly to the global body of knowledge in the atmospheric and related sciences. By connecting researchers with policymakers and providing resources to support science-based governance, the [Policy program](#) ensures that sound science informs decision-making at all levels. The [Education program](#) provides training for K–12 educators, publishes three textbooks for college faculty used at over 200 institutions, and supports lifelong learning about weather, water, and climate. The [Career Development program](#) cultivates a skilled and engaged workforce in the professions served by AMS, including through four professional certification programs such as the [Certified Consulting Meteorologist Program](#) and the [Certified Broadcast Meteorologist Program](#), which uphold standards of excellence in the field.

More than 1,500 members volunteer their time and expertise to AMS. To coordinate volunteer efforts and ensure strategic alignment across the Society's broad programming, AMS operates six [commissions](#) (listed below) that oversee more than 140 boards and committees. Together, these commissions form the backbone of the Society's work, enabling it to fulfill its mission through coordinated, expert-driven efforts.

- [Commission on Professional Affairs](#)
- [Commission on the Weather, Water, and Climate Enterprise](#)
- [Education and Engagement Commission](#)
- [Planning Commission](#)
- [Publications Commission](#)
- [Scientific and Technological Activities Commission](#)

The Society's principal governing body is the [Council](#), on which the Executive Director serves as a non-voting, *ex officio* member. The Council oversees the strategic direction and policy of the Society and delegates operational responsibilities to the commissions, boards, committees, and AMS leadership and

staff. Supporting the Council is the Executive Committee, which includes the President (Chair), the President-Elect (Vice Chair), the two most recent Past Presidents, and two additional Council members who are elected for two-year terms. The Culture and Inclusion Cabinet works closely with the Council to ensure a welcoming environment where everyone feels valued, respected, and empowered to participate fully across the Society.

ROLE OF THE EXECUTIVE DIRECTOR

Reporting to the Council, the Executive Director is the Chief Executive Officer of AMS. They lead the Society in developing a vision and implementing a strategic plan; engage closely with the membership and staff to set an organizational vision and programmatic priorities; connect the Society to external constituencies, including other organizations, policymakers, and the general public; lead revenue diversification and fundraising efforts to ensure the Society's financial health and stability; and guide the Society in navigating an increasingly complex and ever-changing federal landscape. The Executive Director oversees an annual operating budget of approximately \$18 million and leads a senior team that consists of three Associate Executive Directors and a Chief Financial Officer.

KEY OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE DIRECTOR

Building upon a rich legacy of leadership, service, and impact to the field, the Executive Director will leverage the following opportunities to guide the Society forward:

Lead the Society in crafting an organizational vision and strategy to meet the current moment

The Executive Director will join AMS at a time of transition within the Society and the community it serves. The world has changed rapidly in recent years, and the scientific, political, and financial landscapes continue to shift in significant ways. The public's trust in the scientific enterprise has waned, and recent changes in federal funding have caused uncertainty across the AMS community, yet scientific expertise remains critical in charting a path forward through new global weather and climate challenges. This is an ideal moment for an Executive Director to bring together key constituencies and shape a shared vision for the Society—one that strengthens engagement, fosters collaboration, and ensures that the organization is prepared to meet both current and emerging challenges. In partnership with the Council, members, and staff, the Executive Director will translate this vision into a cohesive strategic plan that ensures the full breadth of the Society is working concertedly toward a common purpose.

Amplify the collective voice of the weather, water, and climate enterprise

AMS brings together weather, water, and climate professionals and enthusiasts from different sectors and subject areas who connect, collaborate, and work toward an informed, safe, and sustainable world. As a nonpartisan, neutral convener, AMS has the unique ability to represent the full community; translate its collective expertise to solutions to weather, water, and climate challenges; empower and inform the public; and serve as a trusted voice and advocate. The Executive Director will lead the Society in this work, bringing energy and innovative strategies to amplify high-impact communication in a crowded media

landscape. This includes raising awareness of AMS's vital contributions to society, countering misinformation with authoritative science, and empowering the collective voice of its members to strengthen influence at regional, national, and global levels.

Broadcast the Society's value proposition, grow its membership, and develop strategic partnerships

The Executive Director serves as a major ambassador and conduit to all AMS constituencies. As AMS adapts and responds to current opportunities and challenges, it is particularly important for the Executive Director to broadcast the Society's activities widely, ensuring recognition of what it provides and its value proposition. The Executive Director will use their platform to attract new members and strategic partners to AMS, particularly those who might not be aware of the benefits of engagement, including those in the private sector and those who come from historically underrepresented communities. In this work, the Executive Director will lead innovative programming and partnership efforts.

Strengthen career development programming across the full enterprise

As AI and other emerging technologies reshape industries and redefine workforce demands, AMS has a critical opportunity and responsibility to become the definitive hub for career leadership in the weather, water, and climate enterprise. The Executive Director will work alongside staff and members to transform the Society into a dynamic force for professional success by delivering resources that map emerging career pathways, accelerate upward mobility, dismantle systemic barriers, future-proof workforce readiness, and cultivate next-generation talent. Most critically, these efforts must actively serve every segment of the community—from students to seasoned professionals across private, academic, and government ecosystems—ensuring no member gets left behind in this era of rapid change.

Lead the staff with clear communication, transparency, and a supportive, positive culture

The Executive Director is responsible for the operational leadership and management of the Society. As such, they must embrace the role of leading the staff, supporting their professional development, celebrating the critical contributions they make, and championing an inclusive organizational culture. The workplace has changed as a result of the pandemic, and the professional work of the Society continues to evolve. In response, the Executive Director must think innovatively and leverage technology to strengthen communications with clarity and purpose, promote transparency in decision-making to build trust, create a shared sense of identity that connects distributed teams, and foster cross-functional collaboration.

Ensure the Society's financial health and sustainability

AMS currently relies heavily on meetings and publications for its financial sustainability. As the funding landscapes underpinning the Society's professional and scholarly sectors continue to shift, there is an urgent need to diversify and strengthen the Society's revenue streams. The Executive Director will work closely with the Council and relevant leadership to powerfully articulate AMS's value proposition, expanding its reach to inspire stronger backing from members, major donors, private foundations, corporate sponsors, and other affiliates. Crucially, the Executive Director will lead the staff in stewarding these resources responsibly, maximizing their strategic impact through efficient and effective allocation.

QUALIFICATIONS AND CHARACTERISTICS

AMS seeks a relationship-focused leader who has the credentials and experience to raise the profile of the organization and garner the confidence, respect, and trust of all constituencies involved. This leader will have an entrepreneurial spirit, a strong business sense, unquestionable ethics, and a values-driven approach to leadership that prioritizes mission, inclusion, the public good, and high-quality data and evidence as foundational for decision-making. Specific qualities desired in this leader include:

- A deep commitment to the mission of AMS, and an ability to uphold its values at all times;
- An interest in connecting meaningfully with the full breadth of sectors represented among the Society's membership; experience working successfully with volunteers toward a common goal;
- Experience leading teams, delegating responsibility, and executing plans with fiscal responsibility; an understanding of organizational finances, including experience with budgeting;
- A talent for representing an organization to external audiences, including donors, strategic partners, the press, and elected officials; the personality and passion to fundraise successfully;
- The ability to cultivate trust, build relationships, and bring different constituencies to actionable consensus; experience developing mutually beneficial partnerships between organizations;
- Experience leading change management and inspiring people to embrace new approaches;
- The skill to communicate effectively in many settings; the ability to listen closely to varied constituencies at all levels, both internal and external to the Society;
- Experience working in the weather, water, and climate enterprise is strongly preferred.

LOCATION AND COMPENSATION

AMS is headquartered in Boston, MA, has an office in Washington, DC, and supports a hybrid workforce. If the Executive Director works remotely, they will be expected to travel to Boston regularly for organizational and programmatic needs. This position offers a salary range of approximately \$220,000-\$280,000, commensurate with experience.

APPLICATIONS, INQUIRIES AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Applications (including CV and cover letter), inquiries, and nominations should be submitted in confidence to Pam Pezzoli, John Muckle, Keith Mason, and Kira Hamilton via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/american-meteorological-society/executive-director>.

AMS EEO Statement: It is the policy of the American Meteorological Society to provide equal opportunity to all employees and applicants for employment based solely upon the individual's qualifications and ability to perform the work assigned, without regard to any personal identity, status, or condition. These include, but are not limited to the following: race, color, sex, age, religion, disability, veteran status, gender identity and expression, national origin, genetic information, sexual orientation, and natural and protective hairstyles.