



President and Chief Executive Officer
NBME
Philadelphia, PA

THE SEARCH

NBME, a national leader in the assessment of health care professionals, seeks a collaborative, innovative, mission-driven, and values-centric leader to serve as its next President and Chief Executive Officer (CEO). The President and CEO provides strategic leadership and direction to advance NBME's mission and long-term success, ensuring organizational excellence, driving innovation, and promoting a culture grounded in collaboration, inclusion, accountability, and continuous improvement. The President will work closely with NBME's Board of Directors, the senior executive team, and a range of external collaborators to advance the organization's priorities and achieve its strategic goals.

Founded in 1915, NBME is an independent, not-for-profit 501(c)(3) organization dedicated to advancing the assessment of health care professionals to achieve optimal care for all. Although traditionally focused on assessment of physicians, NBME's mission spans the full spectrum of health professions across the continuum of education, training, and practice. NBME develops and manages the United States Medical Licensing Examination® (USMLE®) in collaboration with the Federation of State Medical Boards and offers a comprehensive portfolio of assessment products. NBME leverages its assessment expertise to drive individual, institutional, and system-level improvement. This work is supported by rigorous research, the development of high-quality evaluation instruments, and the creation of comprehensive assessment and learning tools that contribute to a highly effective, diverse, and compassionate health care workforce.

NBME is committed to innovating and improving to meet the evolving needs of the healthcare community. This commitment starts and ends with the people at NBME. By recruiting and empowering talented individuals from various disciplines and backgrounds, which includes professionals with diverse life experiences, abilities, and perspectives, NBME can take a well-informed, robust approach to advancing medical education and assessment for years to come.

The next President and CEO will embrace the opportunity to lead NBME into its next era. Guided by a bold plan, NBME's 2030 Vision, this individual will execute strategies and initiatives that address a dynamic health care, education, and policy landscape. The leader will support a talented and dedicated team that is driving digital transformation, leveraging rapidly evolving technologies, creating new products and formative assessments for relevant health care focused skills and behaviors, and ensuring a high level of trust and dependability of USMLE®.

The successful candidate will be an accomplished, forward-thinking executive with strong leadership and management skills, excellent communication and interpersonal abilities, financial and business acumen, and a deep understanding of the health professions assessment and education landscape. Experience with innovation and change management, as well as familiarity with partner organizations in health care education, assessment, and regulation, is highly desirable. This individual will inspire and empower staff, promoting belonging and inclusion while bringing a passion for ensuring professional competence across the health care workforce.

ROLE OF THE PRESIDENT AND CEO

Reporting to NBME's Board of Directors, the President and CEO provides overall strategic leadership and direction for the organization and establishes a positive culture that empowers the dedicated staff to deliver on its critical mission. The CEO oversees nine executive-level direct reports and is responsible for recruiting, guiding, and developing a high-performing senior leadership team. Overall, the president is accountable for the day-to-day operations of an approximately \$180 million revenue-generating organization with nearly 600 staff members. A broad and diverse organization, staff functions and expertise span health professions education, test development, psychometrics, measurement, finance, operations, law, information technology, research and development, and program and product management. Additionally, NBME leverages the contributions of more than 350 volunteer health professionals, educators, clinicians, and public members who serve on NBME committees and task forces.

As health care undergoes significant transformation, the next CEO will be tasked with advancing NBME's place as a trusted leader that ensures reliable assessment of competence among health care professionals and responding to the new opportunities, policies, and technologies that are altering the health care, medical education, and assessment landscape. The CEO plays a central role in policy formulation, preparing proposals for board consideration, and advancing initiatives that support NBME's mission. Externally, the CEO serves as a representative of NBME to the broader House of Medicine, engaging with national and international medical organizations, professional associations, and other key stakeholders across the health professions continuum.

KEY OPPORTUNITIES FOR THE PRESIDENT AND CEO

The next President and CEO will advance the following key priorities:

Advance NBME's strategic plan and foster a culture of innovation

Working closely with the Board of Directors and the senior leadership team, the President and CEO will inspire NBME staff and volunteers to advance its strategic plan. As NBME anticipates and adapts to shifts in policy, regulation, technology, and education, the President and CEO will champion a culture of innovation and continuous improvement. Increasingly leveraging technologies like AI and pioneering tools that assess communication, clinical reasoning, and other competencies essential for patient-centered care, NBME is becoming much more nimble and agile. The CEO will encourage calculated risk-taking,

experimentation, and rapid development, including learning from unsuccessful efforts, ultimately expanding NBME's portfolio of formative resources and extending its leadership in assessment for healthcare professionals.

Lead external engagement and relationship development

Serving as NBME's primary ambassador, the President and CEO will be a superb communicator and a relationship-driven leader who builds trust and fosters strong collaborations across the health care community. NBME works in close partnership with a large array of medical education and health profession organizations ranging from medical schools, licensing boards, certifying organizations, and health systems and increasingly with policy makers. The CEO is the primary relationship broker and must establish trust and demonstrate transparency and cooperative spirit in all external engagements. Amidst uncertainty, the CEO will navigate external pressures regarding policy shifts, global scrutiny of assessments, and evolving licensure models—while safeguarding the NBME's reputation for reliability and fairness.

Steward and secure NBME's strong financial position

NBME uses resources prudently and thus has a healthy financial reserve. The CEO will continue strong financial management and ensure the sustainability of its fiscal vibrancy. The CEO will make critical choices about organizational investments and how to balance the success of both current and new products and services. The CEO must bring financial savvy and business acumen to these decisions, as well as the ability to prioritize so as not to overextend organizational resources.

Nurture change and drive operational excellence

NBME is a highly professional organization that is known for its operational excellence and reliability. The CEO will continue and extend the high performance of programs and services, striking a balance between rigor and agility amid changes in a rapidly evolving marketplace. The CEO leads a team that includes outward-focused units that engage with stakeholders and customers as well as internally facing functions. Within this context, the CEO must ensure exceptional performance across each domain area while also nurturing collaboration and cohesion between divisions to leverage the full potential and talent across the organization.

Foster high-performing leadership, culture, and accountability

For the third consecutive year, NBME earned Great Place to Work Certification in 2025, thanks to its strong, collegial, and supportive organizational culture, which has been intentionally cultivated over the past decade. Sustaining this positive climate and ensuring it endures will be an important goal. The CEO will be accessible and authentic, inspire and empower staff and volunteers, foster accountability, and ensure fair and equitable management across the enterprise. The CEO will continue the organization's commitment to belonging and inclusion and promote open communication, transparency, and

professional development opportunities. The CEO will ensure NBME retains its mission focus in which staff understand and are recognized for their meaningful contributions.

QUALIFICATIONS AND CHARACTERISTICS

NBME seeks a visionary and dynamic leader to guide the organization into its next chapter of impact and innovation. The President and CEO will bring energy and a deep commitment to NBME's mission. While no candidate will embody every quality, the ideal leader will demonstrate most of the following experiences, skills, and attributes:

- Commitment to NBME's mission, vision, and values with the ability to articulate these to diverse audiences;
- Broad expertise in assessment and its role in ensuring professional competence; deep understanding of the trends and dynamics in medical education or health professions education, regulation, and practice;
- Strong organizational management skills, including effective delegation, staff engagement, and the capacity to inspire teams to achieve strategic objectives, uphold high standards, and continuously improve NBME's products and services;
- Demonstrated financial acumen with the ability to ensure organizational sustainability, evaluate complex financial models, and make data-driven decisions regarding resource allocation, investment, and risk management;
- Outstanding interpersonal skills and emotional intelligence to lead and collaborate effectively with a diverse array of professionals, both internally and externally;
- Demonstrated ability to cultivate strategic influence and broaden professional networks within and beyond the House of Medicine to advance shared goals and amplify organizational impact;
- Experience fostering innovation, leading organizational change, and guiding strategic initiatives;
- Proven capacity to lead effectively through crisis and uncertainty, maintaining organizational stability, clear communication, and mission focus during periods of challenge or disruption;
- Effective, engaging public presence; clear and compelling in oral and written communications;
- Track record of attracting, developing, and retaining top talent and building high-performing teams within an organization and in cross-organizational settings;
- A master's or post graduate degree or equivalent is required. An M.D. is preferred but not required; candidates with equivalent experience in health professions leadership will also be considered.

COMPENSATION

NBME is committed to practicing salary transparency. The targeted hiring annual base salary range for this position is \$750,000 - \$850,000. The final offer is determined by a candidate's relevant experience and our commitment to equity. NBME reviews compensation on a regular basis to ensure market competitiveness and equity. The hiring range for this position has been carefully crafted in alignment with the market. NBME offers a competitive and comprehensive total rewards package, including competitive salaries, excellent benefits, and a rewarding work environment.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/nbme-president>.

John Muckle, Partner
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Isaacson, Miller

NBME is an Equal Opportunity Employer. We will consider all qualified applicants for employment without regard to race; color; sex; gender identity; sexual orientation; religious practices and observances; national origin; pregnancy, childbirth, or related medical conditions; status as a protected veteran or spouse/family member of a protected veteran; or disability.

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