

Position and Candidate Specification



International Foodservice Distributors Association

President and CEO

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About the Organization

International Foodservice Distributors Association

The International Foodservice Distributors Association (IFDA) is the only trade association dedicated exclusively to the foodservice distribution industry in the United States. Headquartered in McLean, Virginia, IFDA represents approximately 130 distributor members—broadline, systems, convenience, and specialty distributors—together with allied supplier partners. Its members account for roughly 55 percent of a U.S. foodservice distribution market with tremendous impact on our country's economy and workforce.

THE IMPACT OF THE FOODSERVICE DISTRIBUTION INDUSTRY IN THE UNITED STATES



\$400 BILLION

The foodservice distribution industry in the U.S. posts annual sales of \$400 billion.



431,000 employees

The foodservice distribution industry in the U.S. employs 431,000 individuals.



168,300 vehicles

The foodservice distribution industry operates a combined vehicle fleet of 168,300



17,100 facilities

The foodservice distribution industry operates approximately 17,100 locations in the U.S.



12 BILLION cases

The foodservice distribution industry in the U.S. delivers 12 billion cases to professional kitchens each year – that's 33 million cases per day, on average.



331 MILLION

The estimated value of foodservice distributors' food donations is \$331 million annually.

IFDA delivers value to its membership through four primary activities:

- **Advocacy** — Federal, and increasingly state-level, legislative and regulatory representation on the issues most consequential to distributors, including transportation, food safety, labor, and tax policy.
- **Events and Networking** — Conferences and forums that connect distributors with one another and with manufacturer and supplier partners, alongside signature programs such as the National Championship and the Truck Driver Hall of Fame.
- **Education** — Executive and workforce development, benchmarking, and peer sharing groups organized by functional discipline.
- **Research and Communications** — Industry data and analysis, along with a national awareness campaign that elevates the visibility of foodservice distribution among policymakers, the public, and prospective employees.

Under the leadership of its retiring President & CEO of 22 years, IFDA has built a strong foundation: a staff of approximately 20, a member renewal rate consistently near 97 percent, a \$12 million budget, and a healthy balance sheet funded primarily by membership dues. For more information, please visit

<https://www.ifdaonline.org/>.

The President & CEO of the International Foodservice Distributors Association works with the Board of Directors to set IFDA's strategic direction and is responsible for the leadership, culture, and overall management of the association and its resources. As the industry's principal spokesperson, the CEO represents foodservice distribution before Congress, federal and state regulators, the media, and peer associations, and sustains close, trust-based relationships with the member-company executives who govern and fund the organization. Reporting to the Chair of the Board, the CEO leads a senior team spanning government affairs, industry relations, and finance and administration, and is accountable for advancing IFDA's advocacy, education, events, and research on behalf of a diverse membership.

This position is based in the Washington, DC, area. Given the importance of member engagement, significant travel is expected.

KEY RELATIONSHIPS

Reports to	IFDA Chair and Vice Chair
	IFDA Executive Committee
	IFDA Board of Directors
Direct reports	Senior Vice President, Government Relations and Public Policy
	Senior Vice President, Industry Relations
	Vice President, Finance and Administration
Other key relationships	Current and prospective distributor and allied members
	Federal and state policymakers and regulators
	Adjacent and peer trade associations
	Manufacturer and supplier partners
	Media

DESIRED OUTCOMES

- In partnership with the Board, develop a robust vision that ignites the membership and a strategy that drives even greater impact for IFDA members.
- Deliver sustained financial growth while diversifying the revenue base and expanding non-dues revenue.
- Elevate the industry's profile through the national awareness campaign and consistent, credible representation of foodservice distribution.
- Broaden and deepen member engagement, extending IFDA's value beyond its most active members to smaller, independent, and next-generation distributors.
- Build the organizational capacity required for the next stage of growth, making a disciplined case to the Board for investment in staff, technology, and programs, including the prudent deployment of reserves.

- Expand the association's state-level advocacy capability as legislative and regulatory activity increasingly shifts from Washington to the states.
- Build strong relationships with adjacent organizations across the industry's supply chain, leveraging collective strength to make progress on key issues of common importance.
- Maintain a strong portfolio of member resources for continued education, research, and professional growth relevant to current and emerging issues of importance.
- Execute a smooth leadership transition that retains a strong senior team, preserves organizational culture, and maintains member confidence.

IFDA's next President & CEO will be a relationship-driven, business-minded leader who can build on a strong foundation and guide the association through continued growth and evolution. The CEO must be visible and accessible to members, comfortably serving as a public advocate for the industry, and able to translate a growth agenda into disciplined execution and investment. The successful candidate will lead with humility, listen well, and authentically build trust with the membership.

IDEAL EXPERIENCE

Senior leadership and business orientation

Has led an organization of relevant scale and complexity with accountability for financial results; runs the enterprise as a business and can construct and execute a credible case for investment and calculated risk.

Advocacy fluency and public presence

Understands and values the role of advocacy and is prepared to serve as a confident, charismatic public spokesperson—testifying, engaging the media, and representing the industry—while relying on a strong government affairs team for policy depth.

Relationship building and connection

A natural connector who builds trust across members, staff, current and prospective partner associations, and policymakers, and who draws a diverse membership into close engagement with the association.

Association knowledge

Experience in trade association management and a volunteer board-governed environment is valued.

Industry understanding

Direct foodservice distribution experience is an advantage but not a requirement; at minimum, the candidate brings genuine curiosity about the industry and the ability to learn its dynamics, members, and supplier relationships quickly.

CRITICAL LEADERSHIP CAPABILITIES

Acting Strategically

- Works with the Board and members to shape an ambitious, forward-looking vision and translates it into a clear strategic plan and disciplined execution.
- Invests in people, technology, and programs, and takes measured risks to position IFDA for sustained growth.
- Balances preservation of IFDA's core strengths with the willingness to pursue meaningful, non-incremental change.
- Leans into technology and is comfortable assessing options to make the association more efficient and effective.

Collaborating and Influencing

- Elevates the industry's visibility and leverages member relationships to advance shared priorities at the federal and state levels.
- Engages members personally and consistently, recognizing that they differ in size and need, and that all matter to the association.
- Works diplomatically across the Board, membership, and peer organizations to build alignment and bring others along.

Leading People

- Recruits, retains, develops, and strengthens a capable senior team and broader staff, with attention to succession and to elevating talent.
- Sustains and builds on a strong, member-first culture, empowering staff while guiding the organization through growth and evolution.

OTHER PERSONAL CHARACTERISTICS

- Humble, warm, and accessible.
- Curious about members' businesses and a strong, retentive listener.
- Strong work ethic and a servant leadership orientation that focuses on impact.
- Self-aware and authentic, and confident entrusting day-to-day operations to a capable team.
- Committed to IFDA's mission and building a legacy of impact.

APPLICATIONS AND NOMINATIONS

IFDA is being assisted by Spencer Stuart in this important recruitment. If you wish to submit application materials or nominate someone to serve as the next President & CEO, please email:

IFDACEO@spencerstuart.com.

The estimated annual base salary range for this position is expected to be within the range of \$600,000-650,000; actual compensation will be dependent on the individual's skills, abilities, experience, and qualifications.

IFDA does not discriminate and will not tolerate discrimination on the basis of race, color, national origin, military service, ethnic origin, religion, sex, sexual orientation, age, or differing ability as those terms are defined under applicable law in its selection, recruitment, or employment practices.