

STANTON CHASE

ISC2

Chief Executive Officer

Recruitment Profile

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ISC2 Overview

ISC2 is the world's leading member association for cybersecurity professionals. With more than 265,000 members and associates globally, ISC2 is committed to helping individuals and organizations ensure a safe and secure cyber world. Through its certifications, professional development programs, and advocacy work, ISC2 serves to educate, empower, embrace, and engage its members through every step of their careers.

Founded over three decades ago, ISC2 has grown to become a truly global organization, with an increasingly global membership base. ISC2's premier cybersecurity certifications – including the renowned CISSP – enable professionals to demonstrate their knowledge, skills and abilities to employers. They also provide confidence to organizations and government agencies around the world that individuals earning our certifications have what it takes to secure their critical assets.

ISC2 advocacy strives to amplify the influential and respected voice of our members. Together, we shape meaningful and impactful policy, guidance, frameworks, regulations and laws across the globe. As a leader in the field, our association has a tremendous opportunity to ensure the profession has the support it needs to grow and accomplish its mission.

Four strategic priorities guide ISC2's work, providing the framework for what is most important for ISC2 and its members:

- **Amplify the Core** – Strengthen business model and certifications to ensure ISC2 expertise meets global marketplace and individual demands.
- **Promote Global Competence** – Deliver comprehensive and innovative products, services, and experiences to help stakeholders stay relevant and engage in lifelong learning.
- **Advocate for Members and the Profession** – Advance ISC2 as the leading global cyber and information security professional association.
- **Enhance the Experience** – Enhance the ISC2 experience for members, the greater cybersecurity community, and stakeholders.

Structure and Culture

ISC2 is structured as a 501(c)(6) nonprofit professional corporation organization with approximately \$93M in annual revenue. It is governed by an elected Board of Directors.

ISC2 Team Members – With its global headquarters in Alexandria, VA, the organization has remote team members across multiple time zones and countries that are strongly aligned with ISC2's mission and vision of advancing the cyber profession.

Board of Directors – The ISC2 Board of Directors is a globally diverse, all-volunteer governing body elected by ISC2-certified members. Board members are nominated from ISC2 membership based on leadership in cybersecurity as well as demonstrated experience in corporate strategy, governance, and prior board service. Board members provide strategic direction, set organizational goals, and oversee programs that advance ISC2's mission worldwide. They also establish certification requirements, grant credentials to qualified candidates, and ensure adherence to the ISC2 Code of Ethics. Board members are elected to three-year terms and contribute their time and expertise to guide ISC2's growth, manage risk, and promote trust in the profession.

Chapters – ISC2 engages its local chapters to represent the organization as vital, relevant contributors that deliver on its vision of inspiring a safe and secure cyber world. The chapters support members by building a

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local network of peers who share knowledge, exchange resources, and collaborate on projects. There are currently more than 150 chapters in over 50 countries.

Center for Cyber Safety and Education – The Center is the 501(c)(3) charitable arm of ISC2. The Center makes a difference in communities worldwide by educating the public on cyber safety, raising awareness of cyber career options, providing scholarships and support to pursue or further a career in cybersecurity and assisting small organizations to protect themselves from cyber risk.

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Job Title: Chief Executive Officer

Company Headquarters: Alexandria, Virginia

Reports To: The Board of Directors

The Opportunity

ISC2 stands at a pivotal moment in its evolution. The next Chief Executive Officer will have the opportunity to lead ISC2 into its next era of impact and innovation. Following a period of transformational growth and modernization, the Board seeks a dynamic, strategic, and mission-driven leader to build on this momentum—deepening ISC2’s relevance and prominence, expanding its global reach, and ensuring long-term growth.

The next CEO will inherit a strong organizational position and a Board that has reaffirmed its commitment to the organization’s core strategic pillars: Amplify the Core, Promote Global Competence, Advocate for Members and the Profession, and Enhance the Experience. The CEO will lead the organization to ensure ISC2 continues to deliver value by retaining and growing its global membership base, product offerings, and reputation.

The CEO will be a visionary who will serve as a global ambassador for the organization and the profession, forging partnerships with influential bodies, including governments, international organizations, corporations, consortia, and academic institutions to enhance advocacy efforts and drive impactful change. The CEO will drive advocacy for ISC2’s priorities, advance professional standards in cyber security, and ensure the organization is prepared to adapt to rapidly changing and emerging technologies. Internally, they will cultivate a unified, values-based culture that supports collaboration, innovation, and professional growth. The role will require a leader who can navigate complexity, inspire a high-performing team, and deliver value to members across diverse geographies and career stages.

The CEO will also be responsible for evolving ISC2’s operating model to meet the demands of a rapidly changing landscape. This includes investing in technology infrastructure, continuing to expand global reach, and ensuring the organization remains agile, inclusive, and mission driven.

The role requires exceptional leadership agility, the ability to translate strategic vision into execution, and a deep understanding of the nonprofit landscape as well as the unique dynamics of global, professional membership organizations.

Overall Responsibilities:

- Strategic Leadership and Execution – Partner with the Board and team to develop and execute long-term strategic plans that enhance ISC2’s relevance and global impact. Anticipate trends in cybersecurity (and cyber-adjacent industries) and translate insights into actionable strategies.
- Certification and Program Development – Proactively ensure ISC2’s certifications remain the gold standard in the industry. Continue to enhance offerings while anticipating global workforce needs and government requirements and expand access through innovative delivery models.

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- Board Relations – Build transparent, collaborative relationships with a volunteer Board of Directors. Support effective governance, strategic planning, and risk management. Foster innovation, engagement and continuous improvement.
- Member Engagement and Growth – Strengthen the organization’s ability to deliver compelling value to members. Strengthen chapter engagement, enhance the career lifecycle, and increase member satisfaction, while retaining and growing the global membership base.
- Team Leadership and Culture – Inspire, recruit, motivate, and lead a global, remote professional team. Foster a positive culture of teamwork, career growth, accountability, innovation, and inclusion. Develop future leaders and establish succession planning. Lead with authenticity and transparency across the organization.
- Financial and Operational Oversight – Ensure financial integrity and long-term sustainability. Prioritize high-impact opportunities, grow revenue streams, manage resources effectively, and invest in systems that enhance member experience and internal efficiency.
- Advocacy and External Relations – Serve as ISC2’s chief spokesperson and relationship builder. Advocate for high standards in cybersecurity, influence policymakers, and represent the profession on the global stage. Increase ISC2’s sphere of influence and grow the brand.

Ideal Candidate Profile

The ideal candidate will bring a proven track record of executive-level experience in global membership organizations, preferably with exposure to cybersecurity, technology, certification, or member-based associations. Experience working with a volunteer board and a deep appreciation for governance best practices are essential.

The CEO must be an exceptional communicator with a record of relationship building, capable of partnering with a wide array of stakeholders across different geographies and cultures and able to articulate ISC2’s compelling long-term strategic vision. These stakeholders include government agencies, multinational corporations, international members, and the broader cybersecurity community.

In addition, the CEO will possess the cultural fluency needed to lead and grow a geographically dispersed team and support and increase a diverse, global membership base.

Key Selection Criteria:

- Experience – At least 10 years of executive-level leadership, ideally in a global membership organization, association, or mission-driven organization. Experience in cybersecurity or adjacent technology sectors is preferred.
- Strategic Acumen – Proven ability to analyze complex situations, anticipate future challenges, and act as circumstances change. Comfortable navigating ambiguity and making data-informed decisions.

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- Leadership Style – A values-driven leader with a collaborative mindset who actively seeks diverse perspectives and leads with empathy, curiosity, and diplomacy. Prior experience collaborating with a Board and championing a compelling vision for the organization to stakeholders.
- Communication – Exceptional communicator and public speaker. Skilled at engaging diverse audiences and able to collaborate and influence stakeholders across a variety of domains.
- Global Perspective – Brings an international mindset and track record of working across multiple regions with cultural intelligence, adaptability, and diplomacy. Skilled in aligning corporate strategy with local market needs, regulatory contexts and cultural nuances.

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