



Position Fact Sheet

California Building Industry Association

President & Chief Executive Officer

Sacramento, CA

September 3, 2026



Celebrating over 47 years of excellence

This Position Fact Sheet is intended to provide information about the California Building Industry Association and the position of President & CEO. It is designed to assist qualified individuals in assessing their interest.



THE ORGANIZATION

The California Building Industry Association (CBIA) Board of Directors, upon the planned retirement of its highly regarded President and Chief Executive Officer Mr. Dan Dunmoyer, seeks an exceptional executive to lead CBIA into its next era of statewide leadership and impact.

California has long been shaped by the opportunities to create homeownership. Strong communities, economic mobility, workforce stability and business investment all begin with the ability to build and own a home. Today, expanding those opportunities has become one of the defining leadership challenges facing the state. For more than 80 years, the California Building Industry Association has played a central role in those conversations.

The California Building Industry Association (CBIA) is the recognized statewide voice of California's homebuilding and land development industry. Established in 1943 and headquartered in Sacramento, CBIA represents more than 2,700 member companies involved in homebuilding, multifamily, legally defined affordable housing, and mixed-use development, including builders, landowners and developers, trade contractors, architects, engineers, designers, suppliers, and other industry professionals.

California's housing shortage makes CBIA's mission both urgent and consequential. The Association advocates for policies that increase the production of housing of all types while balancing affordability, environmental and energy objectives, infrastructure needs, regulatory requirements, and California's economic vitality. The residential construction industry contributes more than \$65 billion in economic activity and supports more than 900,000 jobs in the state.

CBIA concentrates its advocacy on the three branches of California state government. Local Building Industry Associations lead advocacy before cities and counties, while the National Association of Home Builders (NAHB) represents the industry on federal matters. CBIA also works closely with Leading Builders of America and representatives of major landowners, representing the nation's largest builders on significant California legislative and regulatory issues.





The Association maintains extensive government affairs, regulatory, legal, communications, membership, education, and industry programs. Its advocacy addresses the issues that most directly affect the ability to produce housing in California, including land use, environmental regulation, building codes, energy, water, insurance, labor, infrastructure, fees, and the cost and complexity of development. Current priority areas include entitlement and permit reform, CEQA reform, land use, and labor law issues.

CBIA also produces the acclaimed Pacific Coast Builders Conference (PCBC), which brings together builders, developers, manufacturers, suppliers, designers, and other industry leaders for education, innovation, professional development, and relationship building. CBIA seeks to strengthen PCBC as an educational, leadership development, and member engagement-platform while enhancing its net profitability.

CBIA established the California Homebuilding Foundation (CHF) in 1978 as an independent 501(c)(3) organization. CHF supports the continued strength of the industry through workforce development, research, scholarships, education, and recognition of industry leadership, including its Hall of Fame.

CBIA operates with an annual budget of approximately \$10 million, reserves of \$5 million and a talented staff of 19. The Association is governed by an engaged 51-member Board of Directors, 13 of whom serve on its Executive Committee.

THE POSITION

Reporting to the Board of Directors, the President & Chief Executive Officer has overall responsibility for the leadership, strategy, financial strength, organizational effectiveness, advocacy impact, and external presence of CBIA. This is an opportunity to aggressively elevate the Association's influence, strongly advance its role as the unifying voice of the California building industry, prepare the organization for its next decade of forceful leadership, and help create an environment where more Californians have the opportunity to achieve homeownership. For an executive motivated by California public policy challenges, organizational leadership accomplishments, purposeful relationship-building and lasting statewide impact, few organizations offer a broader platform to make a profound difference.





The new CEO will inherit a respected and integrity-based organization with experienced staff, strong industry relationships, substantial financial resources, and a well-established presence in Sacramento. The Board expects the CEO to build boldly upon that foundation—not simply preserve it—while executing an ambitious agenda for the next several years.

The CEO will serve simultaneously as an engaged enterprise leader, forceful industry advocate, effective coalition builder, respected Board partner, and clear public voice for California's homebuilding industry.

Lead California's Housing Agenda

The CEO will build upon CBIA's leadership to California's housing debate—anticipating issues rather than simply reacting to them, and advancing legislative, regulatory, legal, and political strategies that measurably improve the environment for housing production.

This will require exceptional political judgment, a clear-eyed understanding of how policy is shaped in California, and the ability to translate the hard realities of building housing into compelling economic and public policy arguments.

Broaden CBIA's Coalition and Influence

A central priority is to extend CBIA's reach beyond its traditional constituencies. The CEO will build relationships with organizations and leaders in banking, insurance, technology, retail, higher education, affordable housing, business, labor and other sectors affected by California's housing shortage, including coalitions with organizations that may not naturally identify themselves with the building industry but share common objectives. The objective is to create a broader and more influential coalition around the economic and social consequences of insufficient housing production.

Expand the Membership and Leadership Community

The CEO will lead efforts to grow and diversify membership, deepen engagement with existing members, and strengthen the relationship between CBIA and its local Building Industry Associations.



The CEO will expand builder/developer membership, increase membership retention, engage affordable housing builders and other industry segments, activate Board members as ambassadors, and develop the next generation of volunteer leadership. The CEO will also ensure that PCBC, educational programs, member communications, and leadership development activities reinforce the value of belonging to CBIA.

Advance a Strong, Enduring Institution

The CEO will be responsible for CBIA as a business as well as an advocacy organization. Priorities include improving net profitability through revenue growth, operational efficiencies and expense discipline; maintaining strong reserves; enhancing PCBC's profitability; and investing in organizational capabilities. The CEO will also thoughtfully adopt AI and other emerging tools to improve member targeting, communications, advocacy, and organizational effectiveness.

The CEO will develop, retain, and recruit exceptional staff, elevate performance and accountability, strengthen financial discipline and organizational bench strength, and work with the Board to ensure CBIA has the leadership and resources required for greater impact and sustained success.

EXPECTATIONS FOR THE FIRST YEAR

Within the first three months

- **Advocacy:** Will have begun establishing productive bipartisan relationships with the new administration, key policymakers and stakeholders. Will have met with LBA CEOs, representatives of major landowners and regional BIA leadership to understand priorities, strengthen statewide alignment and identify opportunities for broader coalition building.
- **Financial Focus:** Will have developed a thorough understanding of CBIA's financial position, revenue model and major expenditures; assessed PCBC's business model, cost structure and contribution to net profit; and identified opportunities for operational efficiencies and expense reductions.

- **Staff Development:** Will establish trust with CBIA's professional team, while assessing organizational capacity, and developmental needs.
- **Communication:** Will be establishing credibility with the Board, members, staff and external stakeholders and will have begun shaping a clear, unified statewide message around CBIA's advocacy priorities, and member and community value.

Within the first six months

- **Advocacy:** Will have established a focused advocacy strategy that positions CBIA to play both offense and defense, strengthens coordination with LBA CEOs, representatives of major landowners and local BIAs, and broadens relationships with traditional and nontraditional coalition partners.
- **Financial Focus:** Will have developed a measurable multi-year financial strategy focused on net profitability, operational efficiencies and expense discipline, with clear financial goals for PCBC, membership, PAC growth, sponsorships, events and other non-dues revenue.
- **Staff Development and Leadership:** Will have established clear expectations and accountability, identified development and succession priorities, and strengthened CBIA's advocacy, policy and communications capacity.
- **Communication:** Will have established consistent internal and external communications that clearly articulate CBIA's priorities, policy positions, accomplishments and value to members, policymakers, their constituents and communities, media and coalition partners.

Within the first year

- **Advocacy:** Will be recognized as the credible, influential and bipartisan leader of California's homebuilding industry; will have demonstrated measurable legislative, regulatory and political progress; and will have broadened CBIA's

coalition and political reach while strengthening relationships with LBA CEOs, representatives of major landowners and local BIAs.

- **Financial Focus:** Will have begun implementing the multi-year strategy to improve net profitability, operational efficiencies and expense discipline; maintain strong reserves; strengthen membership, PAC, and other non-dues revenue; and enhance PCBC's profitability.
- **Staff Development and Leadership:** Will have built upon CBIA's strong professional team by developing key talent, elevating performance and accountability, and strengthening succession planning, leadership development; and overall organizational capacity.
- **Communication:** Will have established a unified statewide message and strengthened CBIA's communications capabilities so members, LBA and major landowner partners, policymakers and their constituents and communities, media and other stakeholders clearly understand CBIA's priorities, policy positions, accomplishments and value.

PROFESSIONAL EXPERIENCE (in priority order)

- Significant success navigating California politics, the Legislature, the Governor's Office and regulatory environment, with demonstrated advocacy, policy or political accomplishments.
- Executive leadership experience in a trade association, membership or advocacy organization, business, government or similarly complex organization.
- Strong financial and business leadership, including budgeting, resource allocation, revenue development and organizational sustainability.

- Proven success leading, retaining and developing talented professionals and working effectively with a volunteer Board and senior corporate executives.
- Experience building coalitions beyond an industry's traditional allies and managing productive relationships with diverse members, affiliated organizations, policymakers and stakeholders.
- Experience using communications, data and emerging technology strategically to advance advocacy, member engagement and organizational effectiveness.
- Familiarity with housing, homebuilding, land use, development, real estate or another highly regulated industry is a plus.

COMPETENCIES (in priority order)

- Politically savvy and bipartisan
- Dynamic executive presence
- Strategic and results-oriented
- Financially savvy with a business mindset
- Proactive and assertive advocate
- Exceptional communicator and listener

EDUCATION AND CREDENTIALS (in priority order)

- A bachelor's degree or equivalent combination of education and substantial executive experience is preferred; an advanced degree is a plus.

CULTURE (in priority order)

- Integrity and trustworthiness
- Politically effective, pragmatic and bipartisan
- Laser-focused on member value

THE COMMUNITY

Sacramento, California

As California's capital, Sacramento places the President & CEO at the center of the state's legislative, regulatory, business, and public policy community. It is home to the Governor's Office, Legislature, constitutional officers, state agencies, and many of California's leading statewide associations and advocacy organizations.

The Sacramento metropolitan region combines the advantages of a major metropolitan area with convenient access to Northern California's business and recreational destinations. The region includes major higher education and healthcare institutions, a growing technology community, professional sports, arts and cultural amenities, extensive parks and outdoor recreation, and a nationally recognized food scene.

San Francisco, Lake Tahoe and numerous Sierra ski resorts are within approximately two hours, and Napa Valley is within easy reach. Sacramento International Airport provides nonstop service to destinations throughout North America.

For CBIA's President & CEO, Sacramento is more than a headquarters location: it provides direct access to the policymakers, regulators, business leaders, and coalition partners essential to the Association's statewide mission.



COMPENSATION, TRAVEL AND INTERVIEW PROCESS

CBIA offers a competitive base salary range of \$500,000 to \$650,000, reflecting the breadth of experience and leadership backgrounds that may be appropriate for this important role, and a generous benefits package. The upper end of the salary range is reserved for someone bringing unusually significant CEO experience, California advocacy stature, industry relationships, and demonstrated organizational/financial leadership to advance CBIA's influence and impact throughout the state. The Search Committee will consider the successful candidate's qualifications and experience in determining final compensation.

The position requires approximately 20% travel, primarily in-state day travel. Additional travel is expected during the first year.

Selected candidates will participate in interviews with the Search Committee on Tuesday, November 3rd in Sacramento, with finalist interviews the following morning. Employment will be contingent upon successful completion of reference, background, and credential verification consistent with CBIA's executive hiring practices.

PROCEDURE FOR CANDIDACY

Confidential inquiries, nominations, and applications are welcomed and held in confidence. Interested candidates should submit:

- A current chronological resume outlining executive leadership experience and organizational responsibilities (to include budget size and number of staff reports)
- Base salary range expectations.

Application materials should be submitted no later than COB September 30, 2026 to:

CBIA-CEO@wilcoxcareer.com





WILCOX MILLER & NELSON CONTACT

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Wilcox Miller & Nelson is honored to partner with the California Building Industry Association in identifying its next President & Chief Executive Officer.





Celebrating over 47 years of excellence

Wilcox Miller & Nelson is one of Northern California's top search and talent management firms. The firm prides itself on its industry-leading attention to detail and customized service approach, which ensures its clients receive the exact results they seek.