

Position Profile

Chief Executive Officer

April 2026



The Organization

The Council of Multiple Listing Services (CMLS: www.councilofmls.org) was formed as a premier forum, advocate and resource in 1957 and has since evolved into the leading trade association for Multiple Listing Services in North America that champions the value of the MLS through advocacy, best practices and education.

CMLS champions the role of the MLS as essential market infrastructure supporting transparency, competition, fair housing, and an efficient real estate marketplace for brokers, agents, and the consumers they serve. The organization brings together MLS leaders, industry partners, and stakeholders to shape best practices, influence policy, and lead the industry forward through education, collaboration, and innovation.

With over 240 MLS members and 80 Business Partners representing the vast majority of real estate transactions in the U.S. and Canada, CMLS plays a critical role in strengthening the MLS ecosystem and ensuring a vibrant, evolving, and thriving MLS industry

CMLS is entering into a new phase of growth and transformation and is seeking a visionary, strategic and dynamic Chief Executive Officer to lead the organization into the future – strengthening member value, impact, and voice. As the real estate industry is undergoing significant changes, the impacts of those changes are numerous and are contributing to the development of new business models, increasing competition, and crafting more value for consumers. CMLS is positioned to lead what comes next, serving as a unifying force to strengthen the MLS, uphold a fair and transparent marketplace, and move the industry forward in meaningful ways.



The Role

THE REALITY FOR THIS ROLE

This is a highly visible and demanding leadership position. The CEO must lead an organization of independent, influential MLS executives, none of whom report to them, while also managing a staff team, engaging members, and representing the industry externally.

Success requires the ability to inspire action, build alignment, and move initiatives forward in an environment where consensus is not always easy and progress requires leadership.

WHY THE ROLE MATTERS

The MLS sits at the center of the real estate marketplace. Its continued strength will shape how real estate is bought and sold, how consumers access information, and how competition and fairness are supported across housing. The CEO of CMLS will play a meaningful role in leading that future.

WHAT THE ROLE LEADS

CMLS operates across three core functions: advocacy and industry voice; policy influence and industry leadership; and convening, education, and collaboration.



The Chief Executive Officer

POSITION SUMMARY

CMLS is seeking a Chief Executive Officer to lead the organization into its next phase of growth, influence, and industry leadership.

This is not a traditional association CEO role.

The CEO is responsible for shaping and executing the organization's strategic vision, championing excellence in MLS, and expanding CMLS' influence across the real estate industry and adjacent sectors.

The CEO will serve as the leading voice for the MLS industry, guiding strategy, shaping industry direction, and aligning a diverse and independent membership around a shared vision for what comes next.

Reporting to and in partnership with the Board of Directors, the CEO safeguards CMLS' strategic positioning and financial health. As the chief advocate for CMLS' mission to deliver value through advocacy, best practices, and education, the CEO will lead the organization in achieving its strategic goals aligned with its vision and the industry's core principles.

As a transformational leader, the CEO cultivates a dynamic and inclusive culture that fosters innovation, collaboration, and professional growth. The CEO inspires purpose-driven unity and promotes excellence both within CMLS and throughout the industry.

The CEO brings strong business and financial acumen, leading a high-performing team, exploring new business models, diversifying revenue streams, and seizing opportunities for innovation and expansion.

The CEO must be equally effective as a strategist, communicator, relationship builder, and operator, capable of leading through influence in a complex, member-driven environment where no single stakeholder has unilateral authority.



WHAT DOES SUCCESS LOOK LIKE (12–18 MONTHS)

- CMLS has a clearly defined and widely understood identity as the leading voice and convener for the MLS industry
- The organization’s external voice is stronger, more visible, and more influential
- The Board is aligned around a focused strategic direction and operating effectively
- Member engagement and confidence in CMLS are measurably strengthened
- The organization is executing against priorities with clarity and consistency
- CMLS is actively shaping industry conversations and outcomes on key issues

Value Of MLS



Accessibility

People can see nearly all available homes for sale at any time without dependency on a single company or real estate professional.

Efficiency

The market provides the efficiency needed for people to act.

Context

The market gives people the context they need to make informed decisions confidently.

Choice

The market is structured to maximize choice — between competitors, business models and ways of pursuing the dream of homeownership.

KEY RESPONSIBILITIES

Strategic Leadership

- Define and communicate a clear vision for CMLS' role in the industry
- Align the Board and membership around strategic priorities and direction
- Lead the organization through ongoing industry change and opportunity

Advocacy and Industry Leadership

- Advance CMLS' advocacy agenda through education, partnerships, and influence
- Serve as the primary spokesperson and ambassador for CMLS
- Engage with policy makers, regulators, industry organizations, and key stakeholders

Member Engagement and Value Creation

- Strengthen relationships across diverse membership with varying perspectives/needs
- Ensure CMLS delivers clear, practical value to members
- Inspire members to engage, collaborate, and lead within the organization

Board & Governance Engagement

- Partner with the Board to build alignment across diverse perspectives while maintaining forward momentum on key priorities
- Provide clear, informed recommendations that support effective decision-making, balancing collaboration with the ability to move initiatives forward
- Foster a high-functioning governance environment through strong communication, trust, and accountability, ensuring productive dialogue translates into action

Organizational Leadership

- Foster a dynamic and inclusive organizational culture
- Lead and develop a high performing distributed team
- Establish clear priorities, accountability, and executive discipline
- Ensure operational excellence across programs, communication, and events

Financial and Business Leadership

- Oversee CMLS' financial health and sustainability
- Identify and execute opportunities for revenue growth and diversification
- Ensure responsible stewardship of member resources
- Ensure accurate and timely reporting to the Board and other stakeholders

IDEAL CANDIDATE PROFILE

Required Skills and Capabilities

- Deep knowledge of the MLS ecosystem and real estate industry
- Senior leadership experience in a complex, stakeholder-driven environment
- Experience working with boards, committees, and/or member-based organizations

Core Capabilities

- Ability to lead through influence, not authority
- Strong strategic thinking paired with practical execution
- Exceptional written and verbal communication skills, with the ability to communicate clearly and effectively across internal and external audiences
- Proven ability to build relationships and align diverse stakeholders
- Confidence and judgment to take positions on complex and/or contentious issues

Leadership Traits

- High emotional intelligence and political awareness
- Credibility and presence with senior industry leaders
- Diplomatic but willing to be direct and assertive when needed
- Resilient and comfortable operating in ambiguity and pressure
- Driven, accountable, and action-oriented

Education and Experience

- Bachelor's degree required. Master's degree in real estate or related field preferred.
- 10+ years of leadership experience in real estate, MLS, associations, or a related field.
- Background and experience in executive and strategic leadership, advocacy, public affairs, policy influence, business development, stakeholder management.

Working Environment

- Virtual work-from-home office
- Work with remote board and supervising remote employees
- Flexible location within the USA and within 50 miles of a major airport
- Extensive travel required, including some international travel

CMP has been retained to conduct this confidential search. All interested candidates are asked to contact the executive recruitment team:

Mike Boate at mikeb@careermp.com

or

DeAnna Bokinsky at deannabx3@careermp.com

All inquiries and discussions are strictly confidential.



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