

Opinion: The Sims Leadership Changes Point to a Broader Generational Shift Across the ITAD Industry

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[Sims Limited's executive leadership changes](#) this week are a corporate succession story on the surface. Underneath, they point to something larger: a generational transition now beginning to surface across the ITAD industry, in ownership structures well beyond the founder-controlled independents I've written about before.

A quick note on scope before going further. My recent report, *The Structural State of the Independent ITAD Sector*, with a companion article published on Resource Recycling ([The independent ITAD at a crossroads](#)), documented a founder-age demographic cliff among Tier 3 independent operators, most of them founded between 1992 and 2001 and now approaching a natural succession window. That analysis was deliberately scoped to founder-controlled independents and excluded public conglomerates, whose governance and succession mechanics work differently. Sims is a 109-year-old, publicly listed conglomerate, so what follows is a related but distinct pattern, not an extension of that specific thesis. With that established, here is what Sims tells us.

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