

## Chief Executive Officer

### American Guernsey Association

#### Job Description:

The American Guernsey Association is seeking a passionate, proven and strategic leader who will direct the organization through an exciting time of transition and growth. Working closely with the Board of Directors and talented staff in Columbus, Ohio, the Chief Executive Officer (CEO) will lead the development and implementation of a strategy to increase Guernsey enthusiasm, numbers, product availability and demand for our products. We are looking for a prudent executive and inspiring leader. The ideal candidate will have a business mindset and will be able to see and communicate the “big picture” to a variety of stakeholders. He/she will direct actions to enhance the financial base while keeping the human factor in perspective. The goal is to drive growth and development of AGA and guide the breed and organization toward long-term success. This is an exciting opportunity for an outstanding leader to join a respected organization, with passionate stakeholders at a critical time in the breed's history.

Salary is commensurate with experience, within the framework of the organization's annual operating budget. This position reports directly to the President and Board of Directors. Our office is in Columbus, OH.

#### Responsibilities:

- Develop and execute high quality business strategies and plans ensuring their alignment with short-term and long-term objectives
- Lead and motivate Guernsey Breeders to advance member engagement and develop a high performing and collaborative organization
- Oversees all operations and business activities to ensure they produce the desired results and are consistent with the overall strategy and mission
- Review financial and non-financial reports with Board of Directors and make high-quality investing decisions to advance the organization and increase profits
- Enforce adherence to legal guidelines and organizational policies to maintain best legal and business ethics
- Be a promoter and build trust relations with key stakeholders and act as the point of contact for US Guernsey
- Maintain a deep knowledge of the dairy industry and identify growth opportunities for Guernsey
- Analyze problematic situations and occurrences and provide solutions to ensure organization survival and growth

## Qualifications:

- Passion and dedication to AGA's mission and strategic plan as well as a strong communicator who is competent, collaborative, confident and member-focused
- A visionary leader, strategic, analytical thinker and problem solver with ability to respond to issues quickly and effectively
- Strong understanding of marketing, finance and performance management
- Action-oriented, adaptable and innovative approach to strategy execution
- Strong work ethic with a commitment to maintain an environment that always look to improve and grow
- Astute executive with ability to set clear priorities, delegate, and guide investment in programs and people, keen analytical, problem solving and organizational skills which support and enable sound decision making
- Demonstrated ability to use independent judgement, tact and discretion
- BA / BS required – agricultural/dairy emphasis preferred
- Strong interest and knowledge of the dairy industry and the Guernsey breed
- Integrity, positive attitude, mission-driven, self-directed, commitment to diversity, equity, and inclusion with demonstrable evidence of efforts

## Skills:

- Three years of organization management or equivalent experience
- Demonstrated leadership and management skills including proposing, planning, delegating, empowering, reviewing, reporting with ability to prioritize to meet deadlines
- Excellent communication and public speaking skills
- Strong listening and interpersonal skills and able to motivate and inspire
- A firm grasp of long-term planning and financial management
- Dedication to AGA's mission and plans for growth
- Team-builder that emphasizes a collaborative work environment
- Internet savvy and proficient in use of social media

To apply, email your resume and cover letter addressing the responsibilities and qualifications list to [Gloria.basse@outlook.com](mailto:Gloria.basse@outlook.com). Please include your name on the subject line. **All interested applicants must apply by midnight on Friday, December 2, 2016.** Should you have questions about the role, call American Guernsey Association President, Dave Trotter 724-923-9611 or 2<sup>nd</sup> Vice President, David Coon 845-518-0732.