



JOB DESCRIPTION

Position Title: President

Reports to: Board of Directors & Members

ORGANIZATION OVERVIEW

The mission of the Equine Distance Riding Association (EDRA) is to promote, at all levels and to all members, safe, competitive equine distance riding events, and experiences. EDRA boundaries include the continental US and Canada. Central to EDRA's mission is a robust mentoring program that supports the development of equines, riders and ride managers to their maximum capabilities while protecting horse and rider. An awards program recognizes the achievements of members and their equine partners. It is the organization's goal to provide fun, friendly, safe, and fair distance riding competitions in a learning environment.

EDRA is a volunteer-run organization and although not required by our bylaws, it is anticipated that those filling officer roles will serve a minimum of two one-year terms.

OVERVIEW OF RESPONSIBILITIES

The President is the leader of the organization, establishes, communicates, and champions a vision that supports our mission. S/he develops goals which enable and sustain achievement of the overarching vision for members, the equine community and public at large.

Achieved through the efforts of a diverse team of high-performing leaders and volunteers, the President is the Chief Mobilizer; s/he leverages the power of relationships and networks, and works across member, other non-profit and public sectors to improve conditions whereby the sport is enabled, respected, and welcomed.

The President possesses broad business and leadership skills and is effective at generating resources that support and grow the organization. The President is dedicated to shared and measurable goals for the common good – creating, resourcing, scaling, and leveraging strategies for broad impact. The President is the steward of our brand and understands his/her role in growing and protecting the reputation of EDRA. S/he is responsible for building trust in EDRA and its relevance in the equestrian community. S/he values network and strives to leverage the organization's breadth of community presence, relationships, and strategy.

KEY RESPONSIBILITIES/ESSENTIAL FUNCTIONS

The major responsibilities of this position include, but are not limited to:

Member & Stakeholder Impact

The President is responsible for the overall impact of EDRA on the member community, with particular emphasis on increasing its capacity to drive the organization's mission and differentiating characteristics. The President is expected to be an active communicator both with members and key stakeholders (e.g., leaders of other equestrian-related organizations, public and private land managers, corporate and business donors). S/he works closely with the Board of Directors (Board) to craft and adapt the strategy to achieve this increased impact, including raising funds or volunteers to support the mission. S/he will establish and

build relationships with top leaders in areas key to EDRA (e.g., mentoring, education, advocacy for trail access and use of public lands for equestrians, and support for members, volunteer service needed to carryout the organization's mission, programs, and events).

Resource Development

The President is charged to drive key results in building resources needed maintain EDRA operations; to identify, cultivate and solicit prospective volunteers and key leaders of prospective new partners; and to promote a culture of giving in the organization, both at the volunteer and Board level.

Strategic Management

The President serves as the principal resource to the Board of Directors and its key committees and gives strong direction in policy formulation and interpretation. S/he partners with the Board and the Senior Leadership team to craft organizational goals and develops strategies to ensure that they are achieved. S/he ensures coordination and alignment of all EDRA activities to strategic direction in the areas of community impact, resource development, and staff alignment. S/he actively engages with the Board to ensure a succession plan for critical positions in the organization.

Organization Management

The President is accountable for building and leading high-performing teams, ensuring all teams are aligned and collaborating to achieve organizational results. S/he maintains accountability for the operational and fiscal integrity of the organization within policies set by the Board of Directors. The President assesses organizational capacity to implement strategies and identify gaps in systems and staffing; directly supervises senior leadership positions (such as committee chairs and key volunteer roles); establishes individual goals; works with the Treasurer to manage organizational spending, monitor budget compliance, and mitigate financial risks; and ensures that goals of inclusiveness and diversity among staff and volunteers are met.

EXPERIENCE/POSITION DESIRED REQUIREMENTS

- Expertise on issues relevant to the organization.
- Experience working in the nonprofit sector, interacting with volunteers and diverse boards. Alternatively, senior strategic leadership experience in the management of organizations of comparable size and mission.
- Ability to command the confidence and respect of stakeholders.
- Well-honed communication skills – both verbal and written.
- A demonstrated track record of promoting equine sports and/or involvement in equine distance riding with an ability to build collaboration with the equine and trail-user communities at large.
- Experience in or across multiple sectors, including nonprofit, public and corporate environments.
- Experience in developing partnerships, building teams and conflict management.
- Experience in building volunteer resource pools and increasing philanthropic support.
- Must demonstrate intelligence and intellectual curiosity and a desire to explore innovative ideas and innovative approaches to solving problems.

S/he has unquestioned integrity; a long-term perspective; a strong sense of accountability; a practical ability to get things done; wisdom and good judgment; a fair and thoughtful approach to management, combined with the flexibility and courage to shift direction and experiment with new initiatives; excellent verbal and written communication skills; a high energy level and sense of humor.

WORK ENVIRONMENT

Under normal conditions, work is remote and requires email and telephone, including the running of Board

meetings via teleconference or online. However, the President represents the organization at endurance events (e.g., is expected to attend and make comments during pre-ride meetings), and on an annual basis leads the organization's convention for both business and member recognition purposes. The President must be able to lead his/her team from afar and there is regularly a need to lead meetings after or before normal business hours.

CORE COMPETENCIES REQUIRED FOR THIS POSITION

- **Mission-Focused:** Catalyze others' commitment to mission to create real change that leads to more satisfying and safer participation at rides for both riders and equines. This drives both individual member performance satisfaction and volunteer motivation.
- **Relationship-Oriented:** Understands that people come before process and are astute in cultivating and managing relationships toward a common goal.
- **Collaborator:** Understands the roles and contributions of all sectors of the community and can mobilize resources (financial and human) through meaningful engagement.
- **Results-Driven:** Dedicated to shared and measurable goals for the common good; creating, resourcing, scaling, and leveraging strategies and innovations for broad impact.
- **Brand Steward:** Steward of the EDRA brand and understands his/her role in growing and protecting the reputation and results of the greater network.
- **Visionary:** Confronts the complex realities of the environment and simultaneously maintains faith in a different and better future, providing purpose, direction, and motivation.
- **Team-Builder:** First ensures that the right people are in the right roles at the right times; fostering commitment, trust, and collaboration among diverse members, leaders, and stakeholders.
- **Outward Turning:** Understands the dynamics of local, regional, and national environments, and works on an agenda rooted in the community's own perception of its needs and aspirations.
- **Business Acumen:** Possesses a high-level of broad business and management skills and is effective at generating support for the organization.
- **Network-Oriented:** Values the power of networks; striving to leverage EDRA's breadth of community presence, relationships, and strategy.