

## MAJOR RESPONSIBILITIES OF THE EVP

The next Executive Vice President of the AICA will have ongoing responsibility for the following:

- Lead, manage, and develop the AICA;
- Employ policies, processes, and resources reflecting effective and appropriate leadership and business management practices;
- Oversee the management of the AICA's financial resources in order to meet current and anticipated obligations and establish and maintain an adequate financial reserve, prudently invested according to existing and approved financial policies;
- Develop an annual budget and present the budget to the Board as required;
- Communicate the status of the AICA to the President and the Board of Directors on a periodic and routine basis;
- Manage agreements and contracts for services and resources related to the operation and function of the AICA, consistent with delegated authority and the Constitution of the AICA;
- Develop and execute plans and implement decisions relating to the overall operation and function of the AICA;
- Ensure that the day-to-day operations, infrastructure, and programs of AICA are efficiently administered in a fiscally responsible manner, ideally exceeding industry standards;
- Function as an ex-officio member of the Board as provided by the Constitution, represent the staff to the Board and other committees and assist the Board in its functions and development;
- Inspire, support, and hold accountable staff; delegate appropriate responsibility throughout the institution;
- Monitor the overall development of the breed for trends and developments and, as relevant, use and disseminate the information in managing the issues and priorities of the AICA;
- Remain updated on the latest developments in breed management and breed efficiency through ongoing dialogue with specialists in relevant areas, including geneticists;
- Drive the marketing of the AICA's programs and the Charolais breed to the public; initiate, oversee, and participate in ongoing efforts to enlarge and diversify the AICA membership and breed acceptance directly and through the Charolais Journal, social media and the latest technology;

- Conduct short and long-term strategic evaluations of the AICA with the Board, develop related plans, and communicate and implement those plans;
- Build positive relationships and perceptions in the cattle industry and community-at-large to advance acceptance of Charolais cattle;
- Serve on committees, task forces, boards and other bodies to promote and develop professional relationships and interests favorable to the AICA, the Charolais breed, and the Board's goals;
- Based on above, develop a compelling case to encourage and energize funding to support AICA excellence and efforts; and
- Develop relationships with potential charitable donors that may lead to appropriate gifts to the ACF and the AIJCF.

## THE PERSON

The ideal candidate will have the following experience and qualifications:

- A strong leader who practices good judgment and personal credibility; someone who possesses an understanding of the subtleties of motivating, directing, and working with committed and sometimes strong personalities on the staff and on the Board;
- Experience developing and working with a strong Board and broad committee structure;
- Demonstrated ability to read, devise, and execute budgets, operations, and facilities;
- An effective communicator capable of persuasively positioning the AICA and the Charolais breed at the top of the purebred cattle industry and addressing the sometimes-challenging issues inherent in the industry and in breed improvement;
- An experienced cattleman, rancher, breeder or livestock manager who understand the business aspects of the livestock business and breed improvement;
- A natural leader with a track record of proactive membership engagement and a commitment to the organization;
- Adept at harnessing existing and new digital tools to support the Charolais Journal as well as the ACIA's operations, exhibitions, shows and advertisements; and
- While respecting the AICA's traditions, an individual who is committed to helping craft a stronger AICA in the 21<sup>st</sup> century.