

# SANTA GERTRUDIS BREEDERS INTERNATIONAL

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**DATA DRIVEN. PROFIT PROVEN.**

## EXECUTIVE DIRECTOR POSITION ANNOUNCEMENT

Santa Gertrudis Breeders International (SGBI) is seeking qualified candidates for an Executive Director. This position is responsible for providing the overall leadership for the association's staff and members. The position will closely interact with all members of the SGBI Board of Directors, committees, vendors and service providers.

The SGBI Executive Director will lead one of the beef industry's premiere purebred beef associations, represent progressive and committed producers, manage a dynamic team, represent the association at industry events and guide the organization's genetic evaluation program.

### About Santa Gertrudis Breeders International

Santa Gertrudis Breeders International provides progressive leadership, services, programs and technology to promote and broaden the long-term profitability of Santa Gertrudis influence within the beef industry by being member driven and consumer focused.

**Title: Executive Director of Santa Gertrudis Breeders International.**

### Responsibilities:

- Manage the association's daily routine business activities while providing a positive leadership and management climate, and delegating responsibility to employees.
- Serve as General Manager and oversee the daily business activities of SGBI's subsidiary, Small Registry Systems.
- Serve as the Executive Director of the association's 501(c3) foundations: the National Santa Gertrudis Youth Foundation and Santa Gertrudis Foundation.
- Protect the association's fiscal integrity by working closely with the organization's accountants and Finance Committee to maintain sound financial practices, including the development and implementation of a realistic annual budget that ensures the long-term financial viability of the association.
- Provide database management oversight, safeguarding the integrity of the association's herdbook and genetic evaluation.
- Collaborate with the association's geneticist and Performance Committee in the development and implementation of new technologies and tools to strengthen the breed's genetic evaluation.
- Provide oversight to the association's vendors and service providers.



- Serve as contributing editor and provide editorial guidance for the breed's official publication, *Santa Gertrudis USA*.
- Work closely with the association's communication team to develop the SGBI annual print media and marketing strategy.
- Position SGBI as a valued industry member, seeking opportunities to grow the breed's industry footprint and expand the association's profit centers through partnerships and collaborations.
- Provide leadership to the organization's standing committees, supporting committee programs and activities.
- Maintain frequent communication with staff, Board of Directors, committees, members and breeders.
- Provide the leadership needed for the continued development, implementation and improvement of SGBI's long range strategic plan.
- Execute strategic initiatives as directed by the Board of Directors.
- Direct the hiring/dismissal, training and performance reviews of all employees.
- Represent the association at industry meetings and events to promote Santa Gertrudis and the use of association services, as directed by the SGBI Board of Directors.
- Prepare and submit bi-weekly itinerary schedule to the SGBI Board of Directors on the last working business day of the week prior.
- Conduct bi-weekly SGBI office meetings to direct and guide office management. Prepare and submit summary to SGBI Board of Directors the last working business day of the week after the meeting.
- Prepare and submit monthly expense reports to the SGBI Secretary/Treasurer no later than the 5th of the next month.

**Qualifications:**

- A bachelor's degree is required, preferably in animal science, agriculture or agri-business. An advanced degree is preferred, but not required.
- Livestock or beef industry background is highly desirable.
- Experience and understanding of association management is strongly preferred.
- Strategic planning, financial management, personnel/office management and program leadership experience is essential.
- Ability to conceptualize and articulate new ideas and opportunities for the association.
- Skilled communicator with strong written and oral communication skills. Ability to converse knowledgeably and professionally with representatives from diverse backgrounds, within the agricultural community and other areas.
- Leadership and management skills with the ability to work effectively with SGBI staff, producer leadership, vendors, service providers, stakeholders, members and breeders.
- Must have a passion for the beef industry and beef producers.



**Compensation:**

- Commensurate with skills and experience.
- A competitive benefit package is included.
- A vehicle is not provided, but mileage is paid for SGBI business travel (not travel to and from work).
- Travel expenses are paid, but prior approval by SGBI Board is required.
- Eleven holiday days are recognized by SGBI.
- One vacation day per month of employment is earned and can be accumulated.

**Location:**

- SGBI headquarters in Kingsville, Texas
- Position does require (paid) travel.

**Application Process and Timeline:**

- Please submit a cover letter and professional resume to SGBI President Gene Kubecka at [wendtranches@hotmail.com](mailto:wendtranches@hotmail.com).
- All applications will be kept strictly confidential.
- Applications close on Nov. 15, 2022. All applications must be received by this date.
- Applications will be reviewed by the SGBI Search Committee and finalists will be selected for interviews by Nov. 18, 2022.
- Finalists will be asked to meet with the SGBI Search Committee for an in-person interview in Dallas, Texas on Dec. 9, 2022, at their own expense.
- SGBI seeks to fill this position with a highly qualified applicant by Jan. 1, 2023.

**For questions, contact Gene Kubecka at (979) 240-5311 or [wendtranches@hotmail.com](mailto:wendtranches@hotmail.com).**

