Kansas Crop Improvement Association

Executive Director

We are currently seeking an executive director to provide leadership for the overall operation of the Kansas Crop Improvement Association. The successful candidate will provide visionary leadership by working with the board of directors and staff to establish long-range strategies, operational policies, and maintain a strong fiscal foundation for the Association.

The executive director represents the organization to members and local, state, regional, and national stakeholders and leaders. The executive director must demonstrate an active commitment to the mission of the association and strive to advance the work of the association.

Essential Duties and Responsibilities

- Provide visionary, forward-thinking leadership in developing program, organization, facilities, and financial plans with the board of directors and staff, and carry out plans and policies endorsed by the board
- Demonstrate action-oriented, entrepreneurial, adaptable, and innovative approaches to association management
- Provide adequate supervision and guidance to association staff, ensuring the association hires, develops and motivates a highly competent and professional staff
- Direct the team responsible for interpreting and administering federal and state standards and seed regulations with a sense of responsibility for ensuring program integrity
- Manage the financial health of the association, assuring a robust business plan that delivers member value, in coordination with board of director's vision
- Establish a business development plan, in collaboration with the board of directors, that supports association strategy and operating and budget plans
- Seek strategic partnerships to develop initiatives, meet business objectives, and strengthen presence in legislative and regulatory arenas
- Demonstrate excellent communications skills, representing the association in a variety of setting and fostering relationships with members and local, state, regional, and national stakeholders and leaders

Essential Duties and Responsibilities cont.

- Provide overall leadership and direction for the association's communications and marketing efforts, ensuring that the association's work is effectively communicated to all stakeholders
- Represent the association and its members in local, state, regional, and national seed industry meetings and advocate on behalf of the association on legislative and regulatory matters
- Strengthen and creatively leverage the use of technology in all aspects of the association's work
- Travel required

Qualifications

- Bachelor's degree required, Master's degree preferred
- At least five years of progressively responsible experience in management of an organization, including development and management of long-range strategies, operational policies, and budgets
- Able to understand and utilize financial statements as a management tool with experience in managing an operating budget
- Experience leading a team, including hiring, supervising/coaching, and recognizing staff
- Demonstrated experience cultivating and working with a high functioning board
- Excellent verbal and written communication skills, including experience with presentations and stakeholder relationship building
- Demonstrated ability to work collaboratively with a wide range of stakeholders, and to be able to build consensus and know when and how to engage partners and stakeholders
- Familiarity with federal and state standards and seed regulations, and legislative and regulatory environments, or the ability to quickly acquire knowledge through training and education
- Comfortable managing various tasks simultaneously, ranging from strategic to administrative, with proven ability to synthesize, prioritize and act
- Able to leverage technology and analyze data to make sound business decisions

Compensation

A competitive salary and benefits package is available. KCIA provides a benefits package that includes health insurance, employer match retirement contributions, paid time off – vacations, sick and holidays.

How to Apply

Submit your application materials to emily@rootsandlegacies.com.

A complete application includes a cover letter that outlines your interest in the position and your qualifications along with a detailed resume/CV and three professional references. For more information about the position, please contact emily@rootsandlegacies.com, 785-313-2074.

About our Association

Kansas Crop Improvement Association is a not-for-profit, membership-based association. KCIA serves as the sole designated authority responsible for the certification of agriculture seed in Kansas. KCIA provides member services that facilitate participation in integrity-based quality assurance programs to provide superior seed and plant products. We utilize research, education, certification and uniform standards that result in safe, stable, secure seedstock supply.

KCIA is an Equal Opportunity Employer.