



RTA Career Opportunity: National Search For Executive Director

With the announcement at the recent Railway Tie Association (RTA) Annual Conference that Executive Director Jim Gauntt, who has served in this role for nearly 25 years, would retire in 2020, RTA announced the opening of a national search for a replacement.

RTA is a 101-year-old association whose mission is to provide the forum and direction for the continual improvement in the lifecycle of the engineered wood crosstie.

The association's purpose is to promote the economical and environmentally sound use of wood crossties. The association is involved in research into all aspects of the crosstie industry and ongoing activities dealing with sound forest management, conservation of timber resources, timber processing, wood preservation, product development, market-based forecasting and analysis, and the safety of industry workers.

Job Overview

Create, inspire and lead our association into the next generation!

With 100 years of solid member support and history behind us, we are ready for the future. Our next Executive Director will work with an amazing staff, supportive board, and incredible membership to continue the vital work of an essential American industry. Make a real difference; enjoy what you do and whom you work with in a dynamic, flexible work environment.

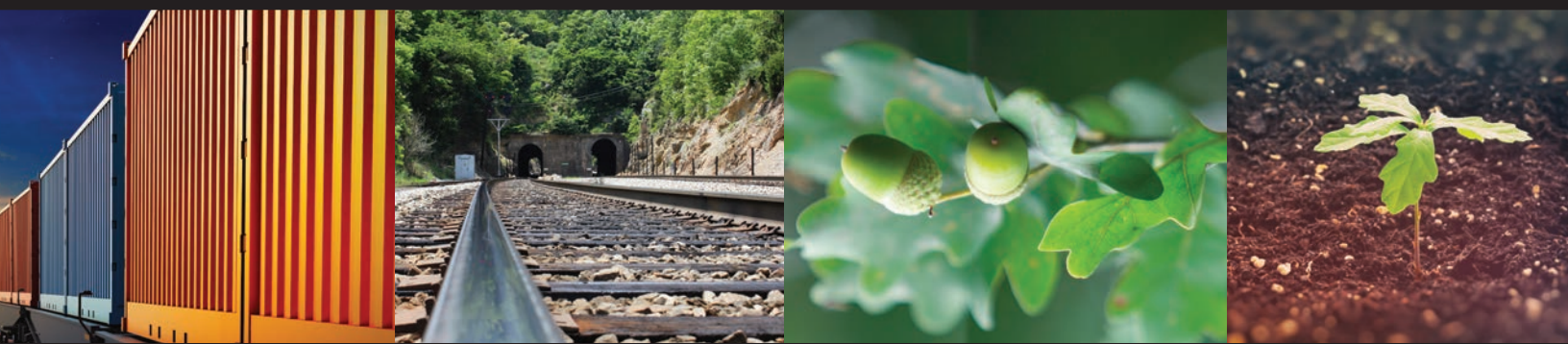
Essential Functions

The Executive Director is self-motivated and proactively engages in a diverse, dynamic and challenging assortment of duties and responsibilities, including things like...

- Executive leadership and direction for the association, its board and committees
- Strategic and tactical planning for the industry
- Oversight and management of association contracts
- Financial planning and management
- Management of staff, outside consultants or contractors
- Development and implementation of industry research projects
- Industry advocacy
- Event/meeting planning, execution and oversight
- Member and public inquiries
- Writing and editing for association magazine, publications and presentations
- Interaction with multiple sister associations
- Lobbying in support of related industries

At-A-Glance

- Long-term position. 24 years for the current Executive Director
- Substantial mentoring and support in transition
- Salary range: \$116,000+ (commensurate with knowledge and experience)
- Benefits: Paid travel to great locations! Generous benefits provided or compensated
- Location: Fayetteville, Georgia, an affordable town with charm, great schools and proximity to Atlanta
- Application closes soon.
- Final selection process: Spring 2020



Education & Experience

High school diploma *plus* bachelor's degree or equivalent related experience required. Preference may be given to advanced degrees, focus of study and/or proven, successful experience in related fields such as forestry, wood science, business management, association management, engineering or railway operations. Prior, successful management of a trade association, or work within a business unit that required the individual to interface and take an active role within a trade association is a plus.

Core Competencies/Job Knowledge

The Executive Director is well informed and pursues excellence in the profession. Substantial mentoring and support will be available in the first six to 12 months. She or he must have the capacity and capability to learn and perform at the appropriate level in at a minimum the following areas:

Competencies

- Decision making/reasoning
- Financial management
- Gathering and interpreting relevant information and data
- Honesty, integrity and ethics
- Interpersonal communication
- Leadership
- Negotiation
- Planning/project management
- Problem-solving/creativity
- Responsibility
- Self/professional management
- Service to others—internal and external
- Sociability
- For complete definitions of the competencies, visit the job page at www.SkilledStrategies.com/jobs

Industry Specific Job Knowledge

- Forestry/forest supply chain
- Wood treating/wood preservation
- Crosstie industry and markets
- Softwoods/hardwoods lumbe.
- Wood science/scientific methods/ research
- Railroad industry and markets

Management & Business Job Knowledge

- Budgeting/financial management
- Accounting principles
- General computing skills
- Microsoft Windows and Office applications
- Contracts, RFPs and proposals
- Business management
- Human resources/employment law principles
- Government regulation/lobbying
- Internet/social media/video conferencing



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Thank you for your interest in the RTA and the members we serve. The functions, competencies and job knowledge shown are only a representation of and are not all-inclusive of such for this position. Mentoring and support will be provided during a transition period. For candidates advancing in the process, RTA will seek background information, including credit reports, criminal history reports, and other reports and data covered by the Fair Credit Reporting Act. Upon receiving a conditional job offer, the successful candidate will be required to pass a physical examination that reflects the needs of the job, including but not limited to the ability to a. safely and successfully travel over, around and down railroad tracks during inspections; b. safely tour manufacturing, logging, railroad and other industry-related facilities that may include areas with stairs or other non-ADA compliant features; and c. travel and work in climates with temperatures and humidity extremes, all with or without reasonable accommodations. The RTA is an Equal Opportunity Employer. For assistance in the recruitment, application and selection process, call (253) 237-7333.