



Title:	Director of Education & Officials
Reports To:	Commissioner Gary L. Carpenter
Position Start Date:	Immediate
Date Job Posted:	November 29, 2021

Overview of Job Description:

The National Reining Horse Association (NRHA) is seeking to fill a new, full-time position of Director of Education & Officials.

The primary purpose of this hands-on position is to serve in an educator role while continuing to advance the NRHA Judges & Stewards Programs to ensure they remain the best in the western performance horse industry.

Additionally, there will be a strong emphasis on communication, technology, and leadership while working to bring consistency and accuracy to the programs by evaluating the ongoing performance of Judges & Stewards.

This position will work closely with the NRHA Judges and Stewards Committees to leverage their knowledge and expertise while being accountable for assessing, planning, directing and coordinating operational activities related to the programs.

This position will oversee the day-to-day management of the programs with the position of the Senior Manager of Competition & Education reporting directly to the NRHA Director of Education & Officials. They will be responsible for creating and leveraging educational content while collaboratively working to create a strategic vision for the programs.

It is essential that the ideal candidate be extremely proficient with technology and be able to leverage new technologies to offer remote learning opportunities.

The NRHA Director of Education & Officials will require extensive travel, primarily domestically, with some international included.

The candidate must have unquestionable integrity and honor and be able to appropriately avoid and handle conflicts of interest while maintaining the highest level of professionalism at all times.

Key Objectives of Position:

- Develop and implement a core curriculum for all Judges & Stewards schools.
- Develop and implement virtual Judges & Stewards schools.
- Develop and implement continuing education for all NRHA Judges & Stewards.



- Develop and implement remote learning opportunities for Judges & Stewards.
- Develop and implement certification programs.
- Work to recruit and train new judges and stewards to expand the programs across all borders.
- Establish an official database to be utilized as a teaching tool to improve the standards of judging.
- Improve and continuously update the Event Officials Program “EOP.”
- Develop and implement an official ranking system for approved judges.
- Improve recognition of NRHA Judges & Stewards at owned-events and special milestones.
- Establish industry standards relating to judges working conditions and work alongside NRHA Show Management to improve conditions for judges at NRHA-owned events.
- Improve internal and external communication & education while working alongside NRHA Staff to promote and market the programs.
- Ensure standards of judging and the Code of Ethics are upheld and work with NRHA Legal Counsel on all complaints, protests, and disciplinary matters.
- Ensure judging remains consistent regardless of external factors.
- Ensure the accuracy of scoring by striving to award the maneuver a score vetting the level of excellence throughout each aspect of the maneuver.
- At all times, ensuring our judges exhibit the highest degree of professionalism in and out of the chair as they represent judges, judging and NRHA as consummate horsemen and horse women.
- Work alongside the appropriate staff, NRHA Finance Committee, NRHA Executive Committee, and NRHA Board of Directors to develop and approve a working budget for the programs which is to be reviewed annually.
- Responsible for effectively managing the approved budget and matters that affect the financial performance of the programs.
- Work alongside the NRHA Judges Committee, Executive Committee, and Board of Directors to develop short-term and long-term goals for the programs.
- Regularly review all documents, polices, procedures, rules & regulations related to judging and stewarding to ensure they are up to date and are in the best interest of the association and programs. Ensure they are upheld in a fair and consistent manner.
- Stay abreast of industry trends and issues via peer relationships at key aligned industry organizations, such as AQHA, APHA, NCHA, NRCHA, AHC, USEF, FEI etc.
- Support the Associations’ mission and core strategies.
- Encourage lifelong learning, respect for the horse, the exhibitor, fellow judges and show management.
- Avoid any conduct or involvement which might result in impaired public confidence in the honest and orderly conduct of the position, program, event, and/or Association.



- Other duties as assigned.

Qualifications

Marketing & Communication

- Outstanding verbal and written communication skills in terms of both internal and external audiences with the ability to provide full transparency when needed.
- Proficiency with marketing and promotional programs in an energetic and innovative fashion.

Information & Technology

- Demonstrated ability to leverage technology to enhance operations with an aptitude for learning new technologies.
- Ability to work and navigate database management, data entry, Microsoft, online meeting platforms, and other basic office technologies.

Leadership

- Excellent interpersonal skills and the ability to deal with difficult people in difficult situations.
- Proven ability to lead annual and strategic planning process.
- Superior decision making and problem-solving skills.
- Ability to positively influence and encourage excellence.
- Proven ability to work effectively with a diverse committee and/or board.
- Ability to delegate in all environments.

Education & Experience

- Experience developing innovative approaches, programs, processes, and/or events.
- Extensive equine industry experience a must with a passion and understanding of the western lifestyle.
- Judging experience preferred, but not required. Must be able to pass an NRHA Judges school if hired.
- Other applicable show official experience is beneficial.
- Experience in a customer service based, non-profit, or membership environment desirable.
- Experience in conducting and reporting investigations and understanding of due process.



Additional Details:

NRHA International Headquarters are located in Oklahoma City, Oklahoma, but for the ideal candidate, re-location may not be necessary and a remote contract position would be available.

This position will not be allowed to actively train or trade in the reining horse industry and would be ineligible to compete in any reining events.

Competitive compensation package available.

Persons interested in the position may contact:

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