

# Greater El Paso Association of REALTORS®

## Position Description

The association executive serves as chief executive officer of the Greater El Paso Association of REALTORS® (GEPAR) and the Greater El Paso Association of REALTORS® Multiple Listing Service (GEPAR MLS)

## Responsibilities

Programs and tasks

- Ensures, that the Board of Directors, executive committee, and officers are fully informed of association conditions, and of all important factors influencing them.
- Attends all meetings of the board of directors and executive committee.
- Plans, formulates, and recommends for the approval of the board of directors, basic policies and programs that will further association objectives.
- Executes all decisions of the Board of Directors, except when the directors specifically make other assignments.
- Develops specific administrative policies, procedures, and programs to implement the general policies of the Board of Directors.
- Establishes a sound organizational structure for the headquarters office.
- Plans the general administration of the entire association operation to include the MLS.
- Represents the association in any, and all local government matters affecting the real estate industry.
- Directs and coordinates all approved, staff programs, projects, and major activities.
- Recruits, hires, trains, all association personnel, including responsibility for promotions, and terminations.
- Defines staff duties, establishes performance standards, conducts performance reviews, and maintains competitive salary structure.
- Provides the necessary liaison and staff support to committee chairman to enable committees to properly perform their functions, ensures that committee decisions and recommendations are submitted to the Board of Directors for approval.
- Executes contracts and commitments, as authorized by the Board of Directors or within established policies.

- Promotes interest and active participation in association activities to membership and local/chapter groups, and reports association activities through the association communications media.
- Maintains effective relationships with other organizations, both public and private, and ensures that association and membership positions are enhanced in accordance with the policies and objectives of the organization.
- Ensures that all funds, physical assets, and other association, property or appropriately safeguarded and administered; operates within the approved budget.
- Plans, coordinates, and conducts public relations programs to enhance public acceptance of the industry.
- Serves as supervising editor of the official publication.
- Conducts research and related projects on subjects, deemed of importance to the membership and prepares and publishes the results.
- Develops education programs to advance, the professional, technical, and managerial skills of the membership, operating within the budget and program objectives that the Board of Directors approves.
- Plans, organizes and directs membership, promotion and retention programs, and evaluates results and recommends policies, procedures, and actions to achieve membership goals.
- Collects dues and terminates delinquent memberships.
- Plans and coordinates the annual membership meeting.
- Exercises control of budget and all arrangements to meet financial objectives.
- Maintains official minutes of the Board of Directors another official association meetings.
- Provide security for all files, legal and historical documents, and membership and mailing lists.
- Plans, promotes, and administers all official association meetings.
- Plans and execute all communications to membership, including newsletters, general mailings, news, releases, and so forth.
- Access a direct liaison with the State Association, and the National Association.
- Acts as association, spokesperson when assigned or when association officers are unavailable.
- Serves on state and national committees as appointed.
- Carries out other general responsibilities as officers and board of directors, may specify.
- Is an ex-officio, non-voting, member of the executive committee, and the Board of Directors.

## Relationships

- Establishes positive, working communications of mutual respect with the following:
- Leadership of the local or state association.
- Executive officers in elected secretaries of other associations.
- Association, counsel.
- Appropriate local government officials.
- Association staff.
- Leadership of subordinate or allied groups and organizations.

## Performance standards

Performance standards for this position, are attained, when the following are completed:

- The policies offered for consideration by the association, are forward-looking and add to the constructive growth of the associations influence.
- Officers, committee chairman, another association liters are fully informed as the activities and plans in their particular areas.
- The headquarters office is efficiently and effectively organized for maximum benefit of the association.
- Programs of the association, or well-managed through planning, organization, coordination, and control.
- Staff members are efficiently and effectively managed to the maximum benefit of the association; the staff is of the highest quality possible.
- Committee liaison is supported, timely, and effective.
- Association, educational programs are forward-looking and add to the needed expertise of the member in various fields.
- Association meetings are well planned, organized, and effective.
- Communications of the associations, purpose, programs, and activities penetrate to the target or level of members planned.
- Lobbying activities on behalf of the association, or as effective, as or more successful than usual.
- Contact in support of the association is appropriate and effective.
- Speeches on behalf of the association, or will receive, present, the associations, story in a positive manner, and are effective.

**To apply, please submit your cover letter and resume to [jhouser@texasrealtors.com](mailto:jhouser@texasrealtors.com)**

**Salary: \$120,000-\$140,000**