



Georgia
Motor
Trucking

A S S O C I A T I O N

Georgia Motor Trucking Association

invites your interest in the position of

PRESIDENT & CEO

The Georgia Motor Trucking Association is the only organization in the state that provides full-time service and representation for the trucking industry. The Association serves as the voice of the trucking industry in Georgia, representing for-hire carriers, private carriers, and affiliate members. The mission of the Georgia Motor Trucking Association is to make Georgia the best state in the nation in which to base and operate a trucking company.

Apply by August 9, 2024





An Outstanding Career Opportunity

The Board of Directors is seeking dynamic, engaging, and highly qualified professionals for consideration for the President & CEO position with the Georgia Motor Trucking Association (“GMTA” or “Association”). This is an exciting opportunity for an experienced executive with strong leadership skills to manage a member-centric organization and further expand the impact and reach of services offered, including engaging in legislative activity on behalf of its membership. The President & CEO must be thoroughly committed to the Association’s mission. All interested candidates should have proven leadership, coaching, and relationship management experience combined with the ability to deal with a wide array of members, stakeholders and supporting organizations in the exciting and fast-paced world of trucking throughout Georgia and the nation.

GMTA’s History and Today

Since 1933, and continuing through today, the Georgia Motor Trucking Association has provided membership-exclusive benefits that advance the long-term, sustainable profitability of motor carriers and suppliers. Those benefits include legislative and regulatory representation, advocacy, training, education, buying programs, public relations, image enhancement, networking, and leadership development.

The Georgia Motor Trucking Association is a member-driven organization that has been serving the businesses that operate trucks in Georgia and the companies that provide products and services to those companies for more than 90 years.

Membership in the organization ranges from small, family-owned businesses to major interstate carriers. There are currently approximately 600+ member companies in GMTA. Membership is expected to increase as the Association advances in a dedicated and focused approach to address future and ongoing challenges facing the trucking industry.

Governing Structure

GMTA is governed by a Board of Directors comprised from the membership that represents all segments of the industry throughout Georgia. The Association arrives at its decisions through open debate and democratic voting. Every member, large or small, has one vote. If elected to the Board or Executive Committee, the member participates in the direct governing body of the Association.

As an organization, GMTA is committed to be a high service, high benefit, and a high value association. Members expect and demand top quality results from all programs, and this includes business programs as well as legislative and regulatory activities.

The GMTA office is in Marietta, GA and has four full-time staff members, including the President & CEO, as well as ongoing relationships with several independent contractors.



The Responsibilities of the President & CEO

Reporting to the Board of Directors, the President & CEO will have overall strategic and operational responsibility for the Association staff, programs, expansion, and execution of its mission. The President & CEO will develop deep knowledge of the industry as well as the Association's core programs, operations, and business plans and ensure that the Association's fiscal, operations, fundraising, government affairs, marketing, human resource, technology, and programmatic strategies are effectively implemented across all segments of the organization. This executive-level position is "at will."

In addition to providing leadership and strategic vision, this high-level position requires an experienced professional who will focus on the following specific areas of responsibility:

Leadership, Management, and Collaboration

- Ensure ongoing excellent level of performance as well as rigorous evaluation and consistent quality of finance and administration, fundraising, communications/public relations, government relations and systems; recommend timelines and resources needed to achieve the strategic goals.
- Develop, maintain, and support a strong Board of Directors; serve as ex-officio of each committee and seek and build board involvement with strategic direction for state and federal advocacy efforts; and
- Select, lead, coach, develop, and retain the Association's high-performance team.

Advocacy and Communications

- Lead the legislative and advocacy activities on both a statewide and national basis.
- Serve as media contact for the Association; deepen and refine all aspects of communications; and
- Expand Association revenue-generating and political activities to support existing Association operations and future opportunities.
- Earn and maintain recognition as the spokesperson for the Association and promote the successes of the Association as a model for best practices on both a statewide and national basis.

Strategic Planning and New Business Development

- Build partnerships in new markets, establish relationships, creatively expand revenue sources and enhance allied business relationships with government and professional organizations and political and community leaders throughout the state.

Membership Programs

- Lead the way with personal involvement in membership recruitment and retention programs.
- Contribute professionally by contributing to membership publications.
- Oversee and deliver regular Reports to the Board.
- Contribute and oversee all marketing and communication activities.

Administration and Fiscal Management

- Oversee all financial activities of the Association, including management of budget and related fiscal activities; and
- Ensure the organization's ongoing fiscal health through membership retention and growth, sound financial reporting, and efficient, cost-effective operational activities.

More specifically, the Board desires experience that includes the following:

- Experience lobbying with and/or advocating before elected and appointed government officials representing a trade or professional organization, business or other entity; experience within the trucking industry is a plus, and
- Strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders.
- Experience in strategic planning and implementation.
- Experience with managing projects and budgets.

Desired Characteristics & Qualifications

The ideal candidate for the position of President & CEO will have senior-level executive experience and a willingness to gain an understanding of the economic and regulatory aspects of transportation and commerce that supports and drives this professional association. Top candidates will also have appreciation for the geographic diversity of the statewide membership. The ideal candidate will also be eager to lead on legislative issues in Atlanta and Washington, D.C., as appropriate.

Candidates should have unquestionable personal integrity and display honesty in their commitment to lead and manage on behalf of the membership. The President & CEO will also be a self-assured individual who can exercise a high degree of common sense and sound judgment with superb presentation skills for presentations to members as well as legislators and periodically to the media. The ideal candidate will also approach this position with an energetic and enthusiastic style that welcomes and solicits input with a commitment to teamwork.

This top candidate will also be seen as a collaborative leader and will be well-served by having a thorough understanding of board relations.

With a relatively small staff and a large membership base, the President & CEO is often in direct contact with members, addressing immediate needs, interpreting policies and providing guidance. In summary, the President & CEO must have:

- The ability to build consensus and work effectively in collaboration with a diverse group of people and provide a vision for the future.
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multi-disciplinary project skills; able to provide a strong voice to communicate and implement GMTA's mission.
- A genuine interest in the broad range of issues facing the membership; and
- Strong understanding of the legislative process, including the ability to think and plan strategically and maintain strong relationships with elected officials, agency personnel and other organizations.
- Promote the interests of GMTA members and achieve the objectives of GMTA, as set by the Board of Directors.

Qualifying Education and Experience

Graduation from an accredited college or university with a bachelor's degree in public or business administration or a related field is strongly desired. An advanced degree is a plus. At least 10 years of senior management experience, including a track record of effectively leading and managing in an outcomes-based organization, is ideal. A proven track record of having developed operationalized strategies for growth and expansion is an added plus, as is experience with a member-based organization. Candidates with non-profit, or private management experience with transferable executive-level skills are encouraged to consider this opportunity.



Executive Compensation and Benefits

This is a well-compensated position with an anticipated salary range of \$180,000-\$200,000 based upon experience, a performance bonus based upon achieving metrics established by the Board of Directors and a comprehensive benefits package including a (401(K), auto allowance, life insurance, disability, and business/travel budget. The Board may negotiate a mutually agreed upon employment agreement with an initial three-year term with an option.

To Be Considered

This is intended to be a highly confidential process. The closing date for materials submittal is Friday, August 2, 2024. An electronic version of all materials is required. Submittals should be sent via email to confidentialexecsearch@gmta.org.

To be considered, candidates must submit a compelling cover letter, comprehensive resume, current salary and responses to candidate questionnaire. Once mutual interest has been established, professional references will be required later in the process. A release will be required by top candidates at a later date to verify employment, education, background and reference checks.

[Click here for the Candidate Questionnaire.](#)

This will be a multiple-part evaluation and selection process. A tentative schedule has been provided below for informational purposes. Ideally, the new President & CEO will join GMTA in October 2024.

President & CEO Recruitment Timeline

- **Close Search by:** August 2, 2024
- **Resumes Presented to Search Committee:** August 2024
- **Responses to Candidates of Interest:** Before September 3, 2024
- **First Round of Interviews:** September 2024
- **Additional Interviews as Needed**
- **Final Selection/Offer:** Early-to-Mid October 2024
- **Start Date:** Mutually determined, but prior to November 1, 2024, preferred
- **Annual Leadership Conference November 14/15, 2024:** Reception/Introductions

If you have questions or want to discuss the opportunity further, **please email confidentialexecsearch@gmta.org** and your confidential inquiry will be shared with the appropriate member(s) of the search committee.

Apply by August 2, 2024

gmtaexecutivesearch.org