



Executive Director

Answers to: RECSA executive committee

Location: San Antonio

Organization overview:

The Real Estate Council of San Antonio (RECSA) provides its members with vision, leadership, and initiative for one of the city's largest industries. RECSA is the advocate for owners and professionals in the commercial real estate industry, informing, and educating its members and community leadership while supporting efforts to ensure a healthy economy and enhanced quality of life in the San Antonio metropolitan area. The organization, which represents some 250 member companies and more than 1,100 individuals, has three primary areas of focus:

Public Policy: RECSA maintains open lines of communication and has regular meetings with public policy-making bodies, including the city of San Antonio, Bexar County, CPS Energy, and SAWS. RECSA monitors legislation and regulations that affect the industry, and provides input when possible. RECSA also works closely with other San Antonio business and real estate-related organizations to develop unified positions on significant issues. RECSA works closely with sister councils in Dallas, Fort Worth, Houston, and Austin, as well as other Texas business organizations, to accomplish goals at the state level.

Educational and Networking Events: RECSA regularly schedules informative educational programs on topics of significance to the industry; many meetings also qualify for MCE credit for licensed real estate professionals.

Community Involvement: RECSA participates in community projects, including partnerships with UTSA and its Embrey Real Estate Finance Development Program, Texas A&M San Antonio, and Alamo Colleges.

As an independent, 100% locally run organization, RECSA's goal is to ensure that San Antonio is a place where the entire real estate development community can succeed and thrive. For more information, visit www.RecSanAntonio.com

Position overview:

RECSA seeks an executive director to succeed its long-time executive director, who will retire later this year. The ED works with the 25-member board of directors and the executive committee to establish strategic direction and policy positions and communicate them to

stakeholders, engaging members to staff committees to ensure success. The ED then has the responsibility to implement appropriate action plans and to oversee the financial health and day-to-day operations of the non-profit industry association. The ED's mindset should be to honor the past and the organization's successes, but also to grow RECSA for the future.

Political and regulatory savvy are a must, as is the ability to thrive in a lean, small-office setting. The ED's role is hands-on, politically at the table, and focused on achieving results. The ideal candidate will have a strong commitment to the commercial real estate industry and to RECSA's members.

After initially learning more about the organization, its members, and the landscape in which it operates, the ED's prime objective for the organization will be growth. The ED will grow the impact of RECSA on relevant real estate issues through a number of means, including increasing membership; promoting quality development and continuing education; and boosting fund-raising efforts. In addition, the ED must ensure the success of RECSA's efforts in state and local advocacy, including through effective committees and valuable strategic alliances. RECSA's goal is to increase relevancy in advocacy and become the preeminent real estate advocate in the area.

The ED will have important internal and external functions, including responsibility for the professional development of staff; serving as the "face" of RECSA and primary spokesperson for the association (in conjunction with the chief elected officer); coordinating volunteers across multiple committees; and maintaining effective public relations. The nature of RECSA's business and events requires the ED to regularly attend functions in the evenings and on weekends.

Key Executive Skills and Requirements:

- At least of 10 years of comprehensive management experience, with at least three years of experience in a non-profit trade and/or professional association. Experience as an executive director or COO role in such an organization highly preferred. Comparable experience in the public or private sector may be considered.
- Demonstrated understanding of the real estate development industry helpful.
- Demonstrated experience in advocacy, working at the intersection of business, government, and economic policy; experience in civic projects and partnerships.
- Political astuteness for effective long-term success.
- Savvy in the use of technology and social media.
- Experience serving in an advocacy or "face of the organization" role with media, governmental bodies, and other entities.
- Proven ability to lead, motivate, grow, and diversify volunteer leadership and committee participation.
- Strong event-planning skills.

Desired personal traits and attributes:

- Passion for RECSA’s mission. Ability to effectively articulate the organization’s positions on issues affecting members. Able to build strategic relationships with city, county, and state officials.
- Outstanding oral and written communication skills for speaking and advocating on behalf of RECSA to the membership, community, media, and government officials.
- Servant-leader mentality; absence of ego-driven careerism.
- Good judgment and problem-solving skills. Results-oriented mindset.
- Well-honed leadership qualities and strong decision-making abilities.
- Strategic thinker. Able to understand the big picture while paying attention to detail.
- Strong interpersonal skills and emotional intelligence to maintain and grow relationships with and among staff, board, members and external stakeholders. Able to effectively work with factions that have different agendas or desired outcomes. Level-headed and dependable.
- Professional and unflappable under pressure. Flexible, versatile, and able to initiate independent action to drive RECSA’s mission.
- Integrity and honesty above reproach, with a passion for serving in a collaborative environment.
- Executive presence, polish, and self-confidence in the public sphere without self-importance; astuteness in political and public arenas.

Compensation:

Competitive compensation with excellent benefits.

Contact Information:

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Do NOT contact the RECSA board or staff directly. All inquiries will be treated confidentially.