



Executive Director Hiring Criteria and Desired Competencies

EXPERIENCE

- Senior leadership and management experience
- Wine industry experience
- Experience working with a board or commission

SOFT SKILLS:

- High level of integrity, ethics and transparency
- Foster open communication - strong speaking and listening skills
- Service oriented and member focused
- Energetic, visionary, and effective leader
- Consensus builder - ability to bring diverse group together to discuss and resolve issues
- Strategic - can create a vision aligned with OWB's mission, strategy and direction
- Relationship builder
- Talent management skills - ability to build and develop diverse talent
- Innovative/creative - ability to bring new and progressive approaches
- Support and build upon a diverse and inclusive workplace culture
- Results driven - ability to develop and use metrics to measure success
- Foster collaboration - inspire action without relying solely on authority