

DIRECTOR OF FINANCE & OPERATIONS

The American Simmental Association (ASA) is seeking a forward-thinking, results-driven leader to serve as Director of Finance & Operations. This individual will provide oversight across financial management, administrative operations, human resources, and publication functions, while serving as a key partner to the Executive Vice President.

This is a critical leadership role with a clear path to expanded executive responsibilities over time, playing a central role in strengthening internal systems, ensuring financial integrity, and improving organizational performance across ASA and its affiliated entities.

This position includes direct oversight of ASA Publication and communication functions, ensuring alignment with organizational strategy, financial performance, and long-term growth objectives.

Position Details

Reports To: Executive Vice President

Location: Remote or in-office (Bozeman, MT)

Travel: Occasional travel required, primarily for ASA Board of Trustees meetings (approximately three per year) and select organizational or industry events. Some evening and weekend commitments may be required in conjunction with these activities.

About the American Simmental Association

The organization is a leader in advancing the beef industry through science, data, and innovation. As a founding partner of International Genetic Solutions (IGS), it helps drive the world's largest multi-breed genetic evaluation, serving producers across multiple breeds and countries.

Focused on practical, science-based solutions, ASA equips cattle producers with tools to improve profitability, efficiency, and long-term sustainability.

Key Responsibilities

Finance & Business Leadership

- Lead financial planning, budgeting, and forecasting across ASA, ASA Publication, and the Foundation
- Oversee accounting, internal controls, and financial reporting
- Prepare and present financials to the EVP, Finance Committee, and Board of Trustees
- Manage audit processes and serve as primary liaison with external auditors
- Provide guidance to Directors on program budgets and financial performance
- Ensure contract compliance and maintain financial systems and processes

Operations & Organizational Management

- Serve as a key resource to Directors, improving workflows, systems, and internal processes
- Oversee office operations, including facilities, IT systems, and vendor relationships
- Identify and implement efficiencies that improve scalability and organizational performance
- Ensure policies, procedures, and internal documentation are current and effective

Human Resources

- Oversee recruiting, hiring, onboarding, and benefits administration
- Ensure compliance with employment laws and HR best practices
- Support performance management processes and staff development
- Partner with the EVP on compensation structure and benefits strategy

ASA Publication & Communications Oversight

- Provide strategic and operational leadership for ASA Publications (*The Register* and *SimTalk*)
- Serve as staff liaison to the ASA Publication Board and support governance and execution of key initiatives
- Oversee financial performance and operational efficiency of publication functions
- Lead and develop publication/communications staff, aligning priorities with organizational goals
- Identify opportunities for growth, modernization, and enhanced member engagement

- Ensure publication efforts strengthen ASA's brand, communication strategy, and industry influence

Leadership & Governance

- Serve as a key partner to the EVP in executing organizational strategy
- Support Board of Trustees and Finance Committee processes, including meeting preparation and reporting
- Promote a culture of accountability, collaboration, and continuous improvement

Qualifications

- Bachelor's degree in Accounting, Finance, Business, Animal Science, Agricultural Economics, or a related field
- 5+ years of experience in financial management, operations, or leadership roles
- Demonstrated experience with budgeting, financial oversight, or operational management responsibilities
- Strong understanding of financial concepts, internal controls, and organizational operations (formal accounting background not required)
- Experience in nonprofit, association, or agricultural organizations preferred
- Proven ability to lead across functions and manage multiple priorities

Why Join ASA

- Opportunity to play a key leadership role in a premier organization driving innovation and impact across the beef industry
- Direct influence on programs that serve and support cattle producers nationwide
- Work at the intersection of agriculture, science, and data-driven innovation
- Collaborative, high-performing, and mission-driven team environment
- Clear path for expanded leadership responsibility and long-term career growth

How to Apply

Please submit a cover letter, resume/CV, and three professional references to:
jdeclerck@simmgene.com

Priority consideration will be given to applications received by June 8, 2026; however, review of applications will continue until the position is filled.