



In partnership with



- Are you an experienced executive leader with a deep commitment to providing life-changing support to youth and individuals with disabilities?
- Do you have a track record of guiding and managing staff towards achieving Objectives and Key Results (OKRs) while staying aligned with the mission, fostering collaboration, and driving excellence?
- Does your interest extend to horsemanship as a therapeutic approach?

PNP Staffing Group is proud to have been retained by GallopNYC to lead their search for an Executive Director.

POSITION TITLE: Executive Director

SALARY: \$125,000-\$150,000 (Based on Experience)

LOCATION: Hybrid with a primary location in Lindenwood NY

Vision: Our Vision is to make the life changing benefits of therapeutic experiences with horses available to all New Yorkers with disabilities and other needs.

Mission: Empowered by the collective support of our staff, volunteers, donors, and participants, GallopNYC uses therapeutic experiences with horse to facilitate personal development for New Yorkers with disabilities and others who benefit from our life-changing programs. We support individuals in learning new life skills and thriving within their communities and families via the healing power of horses.

What we do: GallopNYC serves children with disabilities, veterans with PTSD, and retirees in our communities by providing hippotherapy, horseback riding lessons and non-mounted therapeutic engagement with horses. The physical strength gained from riding, the emotional resilience of overcoming obstacles and the neural pathways that develop and open up as a result of our programs foster greater independence and expand the horizons for all in our community.

Summary of Role: The Executive Director, who will report directly to the Board of Directors, is pivotal in driving GallopNYC's mission, vision, and strategic objectives. Leading GallopNYC requires someone who can navigate the practicalities of running an urban horse business with our mission as a non-profit dedicated to providing services to our diverse community on a need-blind basis. Our strong board helps provide guidance, continuity, and leadership the Executive Director can leverage to achieve success.

This leadership role requires a balanced approach to strategic oversight and hands-on management across key organizational domains, including program development, financial sustainability, staff leadership, and equine management. Currently the ED has 4 direct reports and works with a dozen specialized consultants. With the help of the senior staff, the ED supervises over 40 part-time employees. GallopNYC manages over 750 volunteers, from regulars who support the organization repeatedly to corporate programs and other ad-hoc convenings of volunteers.



Key Responsibilities:

Leadership

- Progress GallopNYC's vision and mission to ensure organizational growth and sustainability.
- Cultivate a culture of excellence and inclusivity.
- Serve as our primary advocate and spokesperson, promoting our mission through effective advocacy, public engagement, and partnership formation.
- Work with our Board to define strategic direction, pinpoint long-range needs, engage a broad spectrum of donors and partners, and plot a course for growth to realize GallopNYC's mission and vision.
- Navigate complex challenges with a calm and focused approach, ensuring consistent progress.

Operations

- Oversee the development and implementation of an annual budget including regular monitoring and reporting. Uphold policies and procedures for sound financial practices and reporting.
- Manage financial, physical, human, and equine resources to sustain and grow GallopNYC's services.
- Maintain and enhance systems for maintaining official records and documents, ensuring compliance with federal, state, and local regulations.
- Uphold the highest standards of safety and quality in equine assisted programs and service, adhering to accreditation standards through PATH International and similar organizations.
- Maintain and grow GallopNYC's relationships with New York City and New York State Administration and Government including DYCD, DOHMH, DFTA, DOE, NYC Parks Department, and various City Council Members and State Representatives and Assembly Members.

Fundraising

- Sustain GallopNYC's programs by maintaining and growing fundraising efforts which include corporate, foundation and individual giving, government contracts and grants, and fundraising events.

Staff and Board

- Lead and manage governance operations for the Board of Directors including meeting preparations and logistics, maintaining annual board workflows, and cultivating, recruiting, and orienting new board members.
- Ensure annual performance management with staff, including the preparation of staff succession planning.
- Implement transparent system of using Objectives and Key results to keep staff on the right track to meet our strategic objectives. Adeptly manage course corrections as needed in way that inspires and builds confidence in staff's ability to do better.

Work Environment and Culture: GallopNYC is founded on values of compassion, advocacy, and a belief in the potential and abilities of our community. We offer a supportive work environment that values dynamic culture, adherence to health and safety standards, and continuous learning and development, including the pursuit of PATH International certification for those not yet certified.

Qualifications:

- Bachelor's degree required; master's or PhD in relevant field preferred.
- Track record of proven leadership experience in a nonprofit or business context.
- A minimum of 7 years of management experience,
- A demonstrated commitment to our mission, complemented by a strategic, business-oriented



mindset.

- Previous experience working with New York City youth programs, Park's Department or other city agencies or city council members a plus.
- Outstanding communication skills.
- A track record of successful fundraising.
- Proven ability to manage diverse teams and complex projects with a calm, focused demeanor.
- Be or be willing to quickly become knowledgeable about therapeutic horsemanship, equine assisted services including therapeutic horsemanship and adaptive riding, equine assisted learning and coaching, therapy-first equine services (hippotherapy).
- Commitment to achieving PATH Int'l Certification as soon as possible.
- Will consider an executive from the private sector with relevant non-profit board or other non-profit leadership experience.

We welcome applications from individuals of diverse backgrounds, including those with experience in corporate leadership, veterinary medicine, zoology, or animal welfare. We especially value experience with disabilities, youth education or similar fields.

GallopNYC has chosen PNP Staffing Group to find an Executive Director who will lead with integrity and passion, propelling the organization forward with innovative thinking and strategic growth.

To Apply:

Please forward your resume and cover letter to Wade Savitt, Executive Recruiter, at wsavitt@pnpstaffinggroup.com. Join us in our mission to make therapeutic horsemanship accessible to all New Yorkers, leading GallopNYC towards a future defined by excellence and innovation.