



TEA International Board Director Qualifications

Thank you for your interest in becoming a member of the Themed Entertainment Association's International Board of Directors. We are currently recruiting experienced strategic professionals who share our passion to grow the Association and support creative excellence in our industry. As there are many individuals looking to join the International Board, we have established the below criteria to help better identify desired candidates for an International Board seat. Although you do not need satisfy all of these criteria, preferred candidates will meet as many as possible.

Experience Criteria

1. Good Standing. Represents a TEA member company in good standing.
2. Leadership experience. Holds a senior-level management position within their company or equivalent leadership experience.
3. Industry Experience. Has a minimum of 7 years of experience in the themed entertainment or related industry (e.g., theatre, live events, museums, zoos, aquariums etc.).
4. Compliant. Submits a candidate application that fully meets the requirements and expectations articulated in the form and that allows the committee to adequately assess the individual's eligibility for service.
5. Involved. Has a demonstrated track record of involvement in TEA volunteer activities (e.g., service on committees, speaking, writing, etc.).
6. Commitment. Demonstrates the willingness and ability to make the time commitment for service on the board and to support the goals of the association; including participation in Board meetings, attendance at the annual Strategic Planning Meeting, chairing of committees and task forces; and attendance at global TEA events.
7. Roles and Responsibilities. Shows an understanding and appreciation of the roles and responsibilities of a non-profit Board of Directors and is willing to participate in board governance training.
8. Industry Relations. Possesses connections in and to the greater industry (e.g., with companies, from a diverse cross section of industry constituents, etc.).

Personal Attribute Criteria

In addition to the experience criteria noted above, preferred candidates should embody the following personal characteristics:

1. High-Level Leadership and Consensus-Building. Be recognized and respected as a leader among their peers. The individual should be able to garner consensus in a group and be able to inspire the best from each board member and/or volunteer they encounter within their role.
2. Respect. Possess the professional and personal respect of international and divisional board members, volunteers, and the membership at large.
3. Communications. Demonstrate highly effective and wide-ranging communications skills, in order to serve as a representative and spokesperson for the association.
4. Reputation. The individual must possess a positive professional and personal character and reputation such that they contribute to an overall favorable impression of the Association and do not individually foster controversy or create distractions for the Organization or the Board.

Expectations for Participation

- Has direct access to funding and/or resources to support their board commitment as well as sponsorship or travel for other events and initiatives
- Can commit to participating on 8-10 Board conference calls each year
- Can commit to sit on or chair one (or more) board committee
- Has company support for TEA International Board commitment, including travel costs associated with the following requirements:
 - Attends (in-person) the annual TEA Strategic Planning meeting (participants include International Board Members, Division Board Presidents, Past Presidents and invited guests.)
 - Attends (in-person) at least one additional high-profile TEA event – a SATE (North America, Europe or Asia), the TEA Summit and/or the Thea Awards

Diversity, Inclusion, and Regional Representation

An additional overarching consideration deals with diversity and inclusion, which shall be a consideration in the development of any slate of Directors. TEA respects and values diversity and inclusion. The Board of Directors defines diversity as individuality. This individuality includes a wide spectrum of attributes, such as personal style, age, race, ethnic heritage, sexual orientation, language, geography, physical ability, religious affiliation, family, citizenship status, socio-economic circumstances, education, and life experience. A diverse Board of Directors creates an inclusive environment, in which a full range of ideas and information can be exchanged, leading to fuller and richer Board decisions that will best serve the industry.

Again, thank you for your interest in joining the International Board of Directors.

If you have any questions, please email Jennie Nevin at jennie@teaconnect.org.

We look forward to your application and value your interest in shaping the future of the TEA.

