

## Position Description — Independent Chair

### JOB DESCRIPTION:

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| <b>Job Title</b>         | Independent Chair, Ontario Racing                                                                                                        |
| <b>Salary</b>            | \$75,000 annually                                                                                                                        |
| <b>Term</b>              | TBD, commences November 1, 2026                                                                                                          |
| <b>Location</b>          | Remote; Toronto and Milton; travel to member locations                                                                                   |
| <b>Accountable to</b>    | Ontario Racing Board of Directors and members                                                                                            |
| <b>Key Relationships</b> | Racetracks, Horseperson's Associations, Breeder Associations, OLG, AGCO, Non-member Associations, Provincial MPs, other key stakeholders |

Horse Racing Ontario (Ontario Racing) is seeking an accomplished and respected leader to serve as its next **Independent Chair of the Board of Directors**.

### BACKGROUND:

The economic impact of the Ontario horse racing industry is estimated at \$1.91 billion annually, with direct employment of an estimated 17,600 full time equivalent jobs involved as breeders, owners, horse people, racetrack personnel, and related employees, as well as those involved in various supporting industries. Additionally, the Ontario horse racing industry generates \$329.8 million per year in Provincial taxes.

As the province's representative horse racing industry association, Ontario Racing is responsible for execution of the Long-Term Funding Agreement signed with the Province of Ontario and Ontario Lottery and Gaming Corporation (OLG) in 2018 and extended in 2026.

Among Ontario Racing's initiatives are directing breed improvement programs, setting an annual program of races and purses, attracting new horse owners, building a fan base, and connecting the industry with government and the public. These initiatives are undertaken by the Board of Directors through the support of a robust committee system and the staff of Ontario Racing Management Inc. (ORM), a wholly owned subsidiary of Woodbine Entertainment Group.

### ROLE AND REQUIREMENTS:

Working closely with the Ontario Racing Board of Directors, the Executive Director of ORM and the OLG, the Independent Chair is responsible for building and promoting productive relationships with industry stakeholders. The Independent Chair provides strategic leadership to the horse racing industry in Ontario and liaises with government representatives in support of this vision.

Fulfilling this role requires deep industry knowledge and experience as well as strategic focus and government advocacy skills. The successful candidate should have substantial senior leadership experience, preferably at the CEO or Board of Directors level, and experience managing stakeholder relationships. The ability to see the big picture and clarify key issues is essential, along with the communication and interpersonal skills to build consensus.

An energetic commitment to the Ontario horse racing industry —Thoroughbred, Standardbred and Quarter Horse — is required.

The Independent Chair must be an individual who is not in a relationship that could reasonably be expected to interfere with the exercise of independent judgement in relation to the business affairs of Ontario Racing, and cannot, while acting as Independent Chair, be a shareholder, partner, member, director, officer, or employee of any member or affiliate of Ontario Racing.

### **KEY FUNCTIONS OF THE ROLE:**

#### **Stakeholder Management**

- a. Build and maintain strong, productive relationships across Ontario's horse racing industry
- b. Foster collaboration among racetracks, horsepersons' organizations, breeders' associations, regulators, and other industry participants
- c. Facilitate constructive dialogue and help align diverse stakeholder interests around common strategic objectives
- d. Serve as a visible and respected ambassador for Ontario Racing and the broader industry.

#### **Strategic Leadership**

- e. Provide strategic leadership to the Board and the industry to shape and advance a unified vision for the future of horse racing in Ontario
- f. Assist in defining and advancing long-term industry priorities that strengthen the sustainability and competitiveness of horse racing in Ontario
- g. Support industry-wide initiatives that promote innovation, growth, and stakeholder engagement

#### **Government Relations**

- h. Represent and promote the Ontario horse racing industry to government and other external stakeholders (e.g. media, the public)
- i. Build and maintain effective relationships with the OLG, the Alcohol and Gaming Commission of Ontario (AGCO), and other key public-sector partners
- j. Advocate for policies, programs, and investments that support the long-term success of Ontario's horse racing industry
- k. Represent the industry's interests in discussions with government and external stakeholders

## Governance

- l. Chair Board meetings and guide productive, strategic discussions
- m. Promote effective governance practices, accountability, and informed decision-making
- n. Build consensus among Board members while maintaining an independent and objective perspective
- o. Support Board committees and contribute strategic insight across organizational priorities

This is an opportunity to play a pivotal leadership role in one of Ontario's most significant agricultural and entertainment sectors. The Independent Chair will help unite stakeholders, influence industry strategy, and advocate for the continued growth and success of horse racing across the province.

## **TO APPLY:**

Ontario Racing welcomes applications from accomplished leaders who are passionate about horse racing and those supported by this historic industry.

Those interested in the role of Independent Chair, Ontario Racing are asked to forward their resume in confidence to Ontario Racing Management Executive Director, Gordon Thain at [gthain@ontarioracing.com](mailto:gthain@ontarioracing.com). We thank all those who express interest, however only those selected for further consideration will be contacted.