

**SANDRA L. MARRA**

**PROFESSIONAL EXPERIENCE**

**President and CEO, Appalachian Trail Conservancy, Harpers Ferry, WV 2019 – Present**

As CEO provides visionary leadership for the organization while leading a dedicated team towards impactful outcomes. Responsible for shaping the strategic direction of the organization, fostering community partnerships, and ensuring the effective delivery of our mission-driven programs. As the primary spokesperson for the organization, lead the efforts to expand ATC's brand and financial sustainability.

**Founder and Principal Consultant, Marra Consulting Group, Harpers Ferry, WV, 2016-2019**

Provide organizational, strategic, and change management consulting to nonprofit boards and senior staff.

Clients included Primary Care Coalition of Montgomery County, Montgomery Coalition for Adult English Literacy, Dumbarton House and the National Society of Colonial Dames of America, the C & O Canal Trust, Ice Age Trail Alliance, PATH Foundation, Partnership for the National Trail Systems, Virginia Land Trust Alliance and Community Foundation of Loudoun and Western Fauquier Counties.

**Chief Operating Officer, St. Coletta of Greater Washington, Inc., Washington, DC, 2002 – 2015**

Chief Operating Officer of St. Coletta of Greater Washington, an \$20M nonprofit organization providing educational and service programs for developmentally disabled children and adults. Responsible for organizational and operations management including setting and implementing strategic direction, human resources, information technology and facility management, as well as all adult services programming. Also lead new construction and renovation projects while simultaneously managing program relocation and continuity of services.

**Vice President, Human Resources & Administration, EqualFooting.com, Inc., Sterling, VA, 2000 – 2002**

Established processes and procedures for this start-up software company to provide structure and support to Human Resource and administrative functions. Responsible for all aspects of hiring, performance management, fringe and headcount impact on burn rate, payroll and benefits administration. Guided company through two workforce reductions including developing severance packages and outplacement services.

**Director, Human Resources, Advanced Technology Systems, Inc. (ATS), Mclean, VA 1994 – 2000**

Responsible for all human resource activities for this \$80 million, 1200 employee, professional services company. Managed \$1.5 million departmental annual budget managing recruiting, employee relations, training, benefits administration, compensation, and long-range strategic planning.

**Prior 1994 - McDonald Bradley, Inc.; Science Management Corporation; National Women's Political Caucus; National Women's Education Fund**

Lead nonprofit and private sector organizations in the areas of operational and human resource management, fundraising and special events and conference planning.

## **BOARD SERVICE**

**Harpers Ferry Historic Town Foundation 2018 - Present**

**Council Member, Bolivar, WV Town Council – 2019 - 2024**

**Chair, Board of Directors, Appalachian Trail Conservancy (ATC), Harpers Ferry, WV, 2001 – 2019**

**President, Vice President, General Secretary, Potomac Appalachian Trail Club, 1985 – 1999**

## **EDUCATION**

M.S., Personnel and Human Resource Management, American University, Kogod School of Business, Washington, DC

B.A., English Literature, Rowan University, Glassboro, NJ

Certificate, Conflict Resolution Processes, Institute for Conflict Analysis & Resolution, George Mason University