

GayDays® Mr. GayDays® Leather Producer

Department: Entertainment / Competition Production

Reports To: VIP Events Producer, GayDays® Executive Producer / Owner

Works Closely With: Entertainment Creative Director, VIP Events Producer, Stage Manager, Miss GayDays® Producer, Ambassador Lead & GayDays® Production Team

Event: GayDays® Orlando

Position Overview

The **Mr. GayDays® Leather Producer** is responsible for the planning, organization, contestant management, promotion, and successful execution of the Mr. GayDays® Leather Competition.

The Producer oversees the competition from contestant recruitment through registration, contestant preparation, judging, rehearsals, the live competition, crowning, and the titleholder's year of service.

Mr. GayDays® Leather is more than an entertainment competition. The titleholder is expected to represent **GayDays®, the leather community, and the broader LGBTQ+ community** throughout the year. The Producer therefore has an important responsibility after the competition to mentor the winner, track community involvement, encourage appearances and service, and help prepare the titleholder for the opportunity to compete at **International Mr. Leather (IML)**.

The Producer must maintain a professional, fair, impartial, and welcoming competition that respects leather culture while representing the standards and values of GayDays®.

Contestant Recruitment & Promotion

The Producer is responsible for actively recruiting contestants for Mr. GayDays® Leather.

Responsibilities include:

- Advertise contestant registration through GayDays® social media and other approved channels.
- Develop recruitment content and provide information to the GayDays® marketing team.
- Conduct outreach within leather, LGBTQ+, nightlife, and community organizations when appropriate.
- Encourage qualified individuals to consider competing.

- Answer questions from prospective contestants.
- Clearly communicate the purpose and expectations of the title.
- Monitor registration progress and communicate recruitment needs to GayDays® leadership.
- Work toward developing a strong, diverse, and competitive contestant field.

Contestant Registration

The Producer will ensure every contestant properly completes the registration process.

This includes:

- Confirm completed contestant applications.
- Verify that contestants have **paid all required registration/entry fees.**
- Collect required biographies, photographs, music, agreements, and other materials.
- Maintain an accurate contestant roster.
- Communicate all deadlines.
- Follow up regarding missing requirements.
- Ensure contestants receive the official rules and competition information.

No contestant should participate without completing required registration requirements unless an exception has been specifically approved by the Executive Producer / Owner.

Contestant Expectations & Communication

Every contestant should arrive at GayDays® with a clear understanding of the competition.

The Producer will communicate information regarding:

- Competition categories
- Scoring and judging criteria
- Required appearances
- Registration deadlines
- Rehearsals and meetings
- Call times
- Wardrobe/leather expectations

- Contestant conduct
- Community involvement expectations
- Reservation-code opportunities
- Awards and prizes
- Responsibilities of the winner
- Expectations throughout the title year
- Potential preparation for International Mr. Leather

Competition rules should be communicated consistently and should not be unexpectedly changed once competition begins unless required for safety or another significant operational reason and approved by GayDays® leadership.

Contestant Meetings

The Producer will conduct contestant meetings throughout the competition process.

Meetings may be **virtual before GayDays® and in person during event week.**

The Producer will:

- Conduct an initial contestant orientation.
- Review competition rules and categories.
- Explain judging and scoring.
- Discuss the responsibilities associated with becoming Mr. GayDays® Leather.
- Review community involvement expectations.
- Answer contestant questions.
- Conduct rehearsals and pre-competition meetings.
- Hold a final contestant meeting before the live competition when appropriate.

Important information given to one contestant should generally be provided to all contestants to maintain fairness.

Contestant Guidance, Advice & Neutrality

The Producer should be available to provide contestants with advice regarding competition preparation, leather-community expectations, GayDays® requirements, and event logistics.

However, the Producer must remain **neutral and impartial during the competition.**

The Producer should:

- Give contestants equal access to competition information.
- Avoid coaching one contestant in a manner that creates an unfair advantage.
- Never express favorites or predicted winners.
- Never attempt to influence judges.
- Protect confidential scoring information.
- Disclose relationships that could create a conflict of interest.
- Treat all contestants professionally and consistently.

The Producer's responsibility before crowning is to help **every contestant compete at their best.**

Contestant Reservation Codes

Contestants should be encouraged to help promote GayDays® and generate hotel reservations using their assigned contestant codes.

The Producer will:

- Explain how contestant reservation codes work.
- Encourage contestants to share their codes through social media and personal networks.
- Encourage contestants to promote GayDays® positively.
- Remind contestants of any incentives associated with reservations or room nights generated by their code.
- Coordinate with GayDays® leadership regarding tracking when necessary.

Judges & Judging

The Producer will work collaboratively with the **Entertainment Creative Director, VIP Events Producer, and Miss GayDays® Producer** when identifying and selecting potential judges.

Responsibilities include:

- Recommend knowledgeable and impartial judges.
- Seek individuals familiar with leather culture, community leadership, entertainment, or other relevant areas.
- Review potential conflicts of interest.
- Confirm availability.
- Provide judges with rules and scoring criteria.
- Conduct a judges' orientation.
- Explain each competition category and what judges should consider.
- Protect confidentiality of scoring and deliberations.
- Coordinate collection and verification of score sheets.
- Establish procedures for ties, penalties, withdrawals, or scoring discrepancies.

Community Involvement

Community involvement is an important component of the Mr. GayDays® Leather program.

The Producer is responsible for **tracking and encouraging community involvement** by contestants and the titleholder.

This may include:

- LGBTQ+ community events
- Leather-community events
- Pride events
- Fundraisers
- Charitable activities
- Volunteer service
- Educational events

- Community outreach
- GayDays® appearances
- Other approved activities representing the title

The Producer should maintain a record of meaningful appearances, service activities, fundraising efforts, and community participation when appropriate.

Community involvement should emphasize genuine service and representation rather than simply the number of appearances attended.

Budget Management

The Mr. GayDays® Leather Producer is responsible for operating the competition **within the approved GayDays® budget.**

The Producer should monitor expenses related to:

- Sashes
- Awards
- Prizes
- Contestant gift bags
- Judges
- Props
- Stage décor
- Dressing areas
- Printing
- Competition supplies
- Titleholder materials
- Other approved expenses

Expenses outside the approved budget must receive authorization from the Executive Producer / Owner before GayDays® is financially committed.

Sashes, Awards, Gift Bags & Prizes

The Producer will ensure all competition awards and materials are prepared before event week.

Responsibilities include coordinating:

- Mr. GayDays® Leather sash
- Placement sashes when applicable
- Awards or trophies
- Cash and sponsored prizes
- Contestant gift bags
- Sponsor-provided merchandise
- Titleholder materials
- Other approved recognition items

All items should be inspected prior to the competition to ensure they are complete and presentation-ready.

Stage Décor, Props & Presentation

The Producer will work with the **Entertainment Creative Director and Stage Manager** to develop the presentation of Mr. GayDays® Leather.

Responsibilities include:

- Develop appropriate stage décor.
- Coordinate props and competition materials.
- Plan contestant entrances and presentations.
- Coordinate award and sash presentations.
- Plan the crowning moment.
- Keep décor within budget.
- Ensure stage elements are safe.
- Create an environment that respects leather culture while providing an exciting GayDays® entertainment experience.

Dressing & Contestant Areas

The Producer will coordinate appropriate dressing and preparation areas for contestants.

Responsibilities include:

- Establish contestant preparation areas.
- Assign spaces when necessary.
- Coordinate tables, chairs, mirrors, garment areas, power, and other reasonable requirements when available.
- Establish expectations for cleanliness and personal belongings.
- Coordinate backstage access with the Stage Manager.
- Keep contestant-only areas appropriately controlled.
- Ensure areas are returned to an orderly condition following the competition.

Rehearsals

The Producer will conduct competition rehearsals in cooperation with the Stage Manager and Entertainment Creative Director.

Rehearsals should cover:

- Entrances and exits
- Stage positions
- Competition order
- Introductions
- Microphone procedures
- Music cues
- Interview or question procedures
- Award presentations
- Crowning
- Winner photographs
- Unexpected or emergency situations

Contestants should leave rehearsal knowing exactly how the live competition will operate.

Competition Operations

During the competition, the Producer is responsible for maintaining organization, consistency, and fairness.

Responsibilities include:

- Confirm contestants are present.
- Confirm judges are present and prepared.
- Verify awards, sashes, prizes, and other materials.
- Coordinate with the Stage Manager before house opening.
- Ensure approved competition procedures are followed.
- Address contestant concerns professionally.
- Coordinate scoring and results.
- Verify final results before announcement.
- Maintain confidentiality until results are announced.
- Coordinate the crowning ceremony.

Scoring Integrity

The Producer is responsible for protecting the credibility of the competition.

Whenever practical:

- Scores should be checked for mathematical accuracy.
- Penalties should be documented.
- Adjustments should include a documented reason.
- Final placements should be independently verified before announcement.
- Individual judges' scores should remain confidential.
- No contestant, staff member, sponsor, producer, or other individual should be permitted to pressure judges.

Winner Transition

Crowning Mr. GayDays® Leather begins the titleholder's year of service.

Immediately following crowning, the Producer will coordinate with GayDays® leadership and the Stage Manager to ensure the winner:

- Receives the official sash and awards.
- Completes required photographs.
- Completes required **winner contracts and agreements**.
- Understands immediate media and VIP obligations.
- Receives information regarding upcoming GayDays® appearances.
- Understands expectations for community involvement.
- Understands the responsibilities of representing GayDays® and the Mr. GayDays® Leather title.

Titleholder Mentorship

A major responsibility of the Mr. GayDays® Leather Producer is maintaining an ongoing relationship with the titleholder following the competition.

The Producer will provide **coaching, mentorship, guidance, and accountability throughout the title year**.

This may include:

- Regular check-ins with the titleholder.
- Guidance regarding public appearances.
- Advice regarding community involvement.
- Assistance developing speaking and interview skills.
- Guidance regarding social-media representation.
- Encouragement to participate in leather and LGBTQ+ community organizations and events.
- Assistance developing fundraising or community-service initiatives.
- Tracking progress toward titleholder goals.
- Helping the titleholder develop confidence as a community representative.
- Preparing the titleholder to professionally represent GayDays® outside of Orlando.

The relationship should be supportive while still holding the titleholder accountable for the responsibilities accepted when receiving the title.

International Mr. Leather (IML) Preparation

An important responsibility of the Producer is to help prepare the Mr. GayDays® Leather titleholder for the opportunity to compete at **International Mr. Leather (IML)**.

The Producer will provide coaching and mentorship appropriate to that competition while recognizing that IML establishes and controls its own eligibility requirements, rules, application procedures, deadlines, and judging standards.

Preparation may include:

- Helping the titleholder understand IML expectations and deadlines.
- Reviewing application and biography materials.
- Helping organize required titleholder documentation.
- Coaching interview and communication skills.
- Conducting practice interviews.
- Helping the titleholder communicate personal values, community involvement, and reasons for serving the leather community.
- Providing constructive feedback regarding presentation.
- Helping document community involvement during the title year.
- Encouraging meaningful leather-community participation.
- Assisting with preparation schedules and milestones.
- Helping the titleholder represent **Mr. GayDays® Leather and GayDays® professionally on an international stage**.

The objective is not to change who the titleholder is, but to help that individual become the **strongest, most confident, authentic, and prepared representative possible**.

Working With the Miss GayDays® Producer

The Mr. GayDays® Leather Producer will collaborate closely with the **Miss GayDays® Producer** to create consistency between the two GayDays® competitions where appropriate.

This may include:

- Contestant registration procedures

- Judge recruitment
- Competition policies
- Scoring standards
- Production schedules
- Rehearsals
- Awards
- Winner agreements
- Production standards

Each competition should maintain its own identity and traditions while providing contestants with the same high standard of professionalism and fairness.

Working With the VIP Events Producer

The Mr. GayDays® Leather Producer works under the overall event oversight of the **VIP Events Producer** and will coordinate regarding:

- Competition planning
- VIP seating
- Priority entry
- VIP meet-and-greets
- Judge participation
- Titleholder appearances
- VIP photo opportunities
- Other competition-related VIP experiences

Working With the Entertainment Creative Director

The Producer will collaborate with the **Entertainment Creative Director** regarding:

- Overall competition presentation
- Hosts
- Entertainment
- Special performances

- Stage décor concepts
- Creative transitions
- Audience engagement
- Integration into the overall GayDays® entertainment program

Professional Conduct & Attitude

The Mr. GayDays® Leather Producer represents GayDays® and is expected to maintain a **positive, professional, welcoming, and impartial attitude.**

The Producer should:

- Promote GayDays® and Mr. GayDays® Leather positively.
- Respect leather-community traditions and culture.
- Treat contestants, judges, titleholders, staff, and guests with dignity.
- Avoid gossip regarding contestants or judges.
- Never publicly criticize contestants.
- Handle disagreements privately and professionally.
- Protect confidential judging information.
- Avoid favoritism or the appearance of favoritism.
- Maintain confidentiality regarding internal GayDays® matters.
- Bring significant concerns directly to the VIP Events Producer, Executive Producer, or Owner.

Records & Year-to-Year Continuity

The Producer should maintain organized records that allow the competition to improve each year.

Records may include:

- Contestant roster
- Competition rules
- Final schedules
- Judges

- Scoring documentation
- Awards and prizes
- Budget information
- Sponsor contributions
- Production notes
- Titleholder appearances
- Community-service activities
- Fundraising activities
- IML preparation milestones
- Lessons learned and recommendations for the following year

Standard of Success

A successful Mr. GayDays® Leather program does more than produce a winner on competition night.

Contestants should feel they participated in a **fair, organized, respected, and meaningful competition**. Judges should understand their responsibilities. The audience should experience an exciting and polished event. The winner should leave knowing that receiving the sash represents the beginning of a year of service, visibility, community involvement, and personal growth.

The Mr. GayDays® Leather Producer's responsibility is to create the competition, protect its integrity, support its contestants, and then **mentor the person wearing the sash into a strong representative of GayDays® and the leather community—with the goal of preparing that titleholder to proudly carry Mr. GayDays® Leather to International Mr. Leather.**